



**COAST MOUNTAINS BOARD OF EDUCATION
SCHOOL DISTRICT 82**

**BOARD OF EDUCATION
REGULAR MEETING**

BOARD OF EDUCATION OFFICE - TERRACE

**HYBRID MEETING
(IN PERSON OR VIRTUAL VIA MICROSOFT TEAMS)**

**TUESDAY, NOVEMBER 25, 2025
5:00 P.M.**

Learning Together, Realizing Success for All - Engage, Ignite, Empower

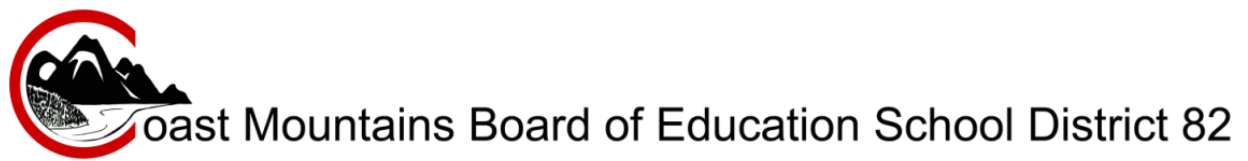


COAST MOUNTAINS BOARD OF EDUCATION SCHOOL DISTRICT 82
REGULAR MEETING OF THE BOARD OF EDUCATION
TUESDAY, NOVEMBER 25, 2025, 5:00 P.M. – BOARD OF EDUCATION OFFICE (TERRACE)
HYBRID MEETING – IN PERSON OR VIRTUAL VIA MICROSOFT TEAMS

A G E N D A

<u>Presentation:</u> International Student Program			
1. ACKNOWLEDGEMENT OF THE TERRITORY & CALL TO ORDER			
2. DECLARATION OF QUORUM			
3. APPROVAL OF AGENDA	Motion		
4. APPROVAL OF MINUTES OF PRIOR MEETING 4.1 Regular Meeting of the Board, October 29, 2025	Motion	Attachment	Pages 3-11
5. RECEIPT OF RECORDS OF IN CAMERA MEETING 5.1 Summary of In Camera Meeting, October 29, 2025	Motion	Attachment	Pages 12-13
6. BUSINESS ARISING FROM THE MINUTES - There is no business arising from the minutes to report.			
7. CORRESPONDENCE 7.1 Kitimat Chamber of Commerce and KEDA – Request for District Update (MEMSS) and Response from CMSD 7.2 Minister of Education and Child Care – Response to Fine Arts Addendum Submission	Information Information	Attachment Attachment	Pages 14-17 Pages 18-20
8. SUPERINTENDENT OF SCHOOLS' MONTHLY REPORT – NOVEMBER 2025	Information	Attachment	Pages 21-37
9. INDIGENOUS EDUCATION REPORT – NOVEMBER 2025	Information	Attachment	Pages 38-57
10. STANDING COMMITTEE REPORTS 10.1 <u>Business Committee Report</u> (Trustee Ed Harrison) 10.1.1 Business Committee Meeting Minutes, November 12, 2025 10.1.2 Monthly Financial Statement & Quarterly Summary 10.2 <u>Education Committee Report</u> (Trustee Karen Jonkman) 10.2.1 Education Committee Meeting Minutes, November 19, 2025 10.2.2 School Growth Plans 2025/26	Information Information Information Motion	Attachment Attachment Attachment Link	Pages 58-60 Pages 61-65 Pages 66-70 Page 72
11. NEW BUSINESS - No new business to report.			
12. TRUSTEE REPORTS 12.1 Board Chair Report – November 2025 12.2 BCPSEA Delegate Report 12.3 Trustee Reports	Information Information Information	Attachment Verbal Verbal	Pages 73-74
13. QUESTION PERIOD	Information	Verbal	

14. BOARD ELECTIONS: 14.1 Board Elections Introduction/Instructions (<i>Chaired by Secretary Treasurer Fuller</i>) 14.1.1 Appointment of Scrutineer(s) 14.1.2 Nomination and Elections 14.1.2.1 Chair 14.1.2.2 Vice Chair 14.1.2.3 BCPSEA Delegate 14.1.2.4 BCPSEA Alternate 14.1.2.5 BCSTA Provincial Councillor 14.2.2.6 BCSTA Alternate 14.2.2.7 Motion to Destroy Ballots 15. ADJOURNMENT	Motion	Verbal	
--	---------------	---------------	--



MEETING AGENDA ITEM #4.1

Action: X

Information:

Meeting: Regular

Meeting Date: November 25, 2025

Topic: **Minutes of the Regular Meeting of the Board, October 29, 2025**

Background/Discussion:

Minutes as attached.

Recommended Action:

THAT the minutes of the Regular Meeting of the Board held October 29, 2025, be approved.

Presented by: Secretary Treasurer

**REGULAR MEETING OF THE BOARD OF EDUCATION
OF SCHOOL DISTRICT 82 (COAST MOUNTAINS)**

WEDNESDAY, OCTOBER 29, 2025 – 5:30 P.M.

NEW HAZELTON ELEMENTARY

HYBRID MEETING (IN PERSON OR VIRTUAL)

PRESENT WERE:

Chair - M. Warcup

- E. Harrison

Vice Chair - K. Jonkman

(virtual) - J. Sundell

(virtual) - A. Maitland

Superintendent of Schools

Secretary Treasurer

Recording Secretary

- T. MacMillan

(virtual) - G. Fuller

- L. Harder

DISTRICT STAFF PRESENT:

Director of Instruction, Learning Services

Director of Instruction, Inclusive Education

Director of Instruction, Indigenous Education

Director of Instruction, Human Resources

District Principal, Curriculum Support

(virtual) - P. Barron

- J. Nieckarz

- D. Mortimer

- K. Bath

- T. McDonald

Board Chair Warcup acknowledged with respect the school district's business being conducted on the unceded traditional territories of the Gitxsan, Haisla, Nisga'a and Ts'msyen Peoples noting Trustees Angie Maitland and Julia Sundell attended virtually respectively. We are honoured to work with their children and privileged to live on these lands.

Board Chair Warcup welcomed guests who joined the meeting both in person and virtually. The meeting was also livestreamed via Coast Mountains School District YouTube Channel. Introductions followed by Trustees and District staff in attendance at the meeting.

Board Chair Warcup shared through the month of October students and staff have settled into the rhythm of the school year. Routines are established, classrooms are engaged in meaningful learning, and school communities are growing stronger through continued connection and collaboration.

Board Chair Warcup acknowledged and recognized the following events held during the month of October:

World Teachers' Day

October 5th marked World Teachers' Day, a global celebration recognizing the vital role teachers play in shaping the future of our students and communities. This day commemorates the 1966 International Labour Organization (ILO) and United Nations Educational, Scientific and Cultural Organization

(UNESCO) Recommendation on the Status of Teachers, which established the rights, responsibilities, and working conditions that support quality education worldwide.

Coast Mountains School District is deeply grateful for the dedication, compassion, and commitment our teachers demonstrate each day. Through their work, they inspire curiosity, build confidence, and create inclusive learning environments where students can thrive. On behalf of the Board of Education, heartfelt thanks were extended to all teachers and education staff for their ongoing efforts to make a difference in the lives of children and families across our district. The Board collectively expressed appreciation and wished everyone a Happy World Teachers' Day, thanking them for all that they do.

The following reminder was shared by Board Chair Warcup for meeting guests regarding the Question Period:

- At the end of each Regular (Public) Board Meeting, there is a 10-minute question period for the public. Questions must pertain to the agenda and can be presented in person at the Regular Board Meeting or emailed no later than 4:00 p.m. on the day of the Regular Board Meeting to the attention of Lindsay Harder, Executive Assistant.
- Questions or comments about personal issues, individuals or property acquisitions are not appropriate for public meetings. A written response to questions to the Board will be provided as soon as practicable. Questions asked at the Regular Board Meeting are recorded for follow up by the Board in the event an answer is not provided during the Question Period.

1. CALL TO ORDER

Board Chair Warcup called the meeting to order at 5:30 p.m.

2. DECLARATION OF QUORUM

A quorum was declared.

3. APPROVAL OF AGENDA

Motion #8880

THAT the agenda be adopted as circulated.

Carried
All in Favour

4. PRESENTATION

4.1 Public Presentation – “French Immersion Program at Majagaleehl Gali Aks & Beyond” presented by Christine Añonuevo

A parent delegation presented on the importance of sustaining French Immersion (FI) programming in Hazelton, highlighting community support, equity of access, and the educational and cultural value of language learning. The delegation expressed concerns about the future of FI, requested clarity around long-term plans, and emphasized the program’s positive impact on Indigenous language learning and student engagement.

The Board acknowledged the delegation’s input and Superintendent MacMillan reviewed the district’s ongoing support for French Immersion, including teacher training, structured literacy planning, assessment tools, and continued collaboration with schools and families.

Received for information.

5. APPROVAL OF MINUTES OF PRIOR MEETING

5.1 Regular Meeting of the Board, September 24, 2024

Motion #8881

THAT the minutes of the Regular Meeting of the Board held September 24, 2025 be approved.

Carried
All in Favour

6. RECEIPT OF RECORDS OF IN CAMERA MEETING

6.1 Summary of In Camera Meeting, September 24, 2025

Motion #8882

THAT the Summary of the In Camera Meeting of the Board held September 24, 2025 be approved.

Carried
All in Favour

7. BUSINESS ARISING FROM THE MINUTES

There was no business arising from the minutes to report

8. CORRESPONDENCE

8.1 Board's Letter to Minister of Education & Child Care re: Fine Arts Addendum to the CMSD Enhancing Student Learning (ESL) Report

8.2 Impacts of the Elimination of the Program Lead Position – Pacific Rim Integrated Child & Youth (ICY) Team

Motion #8883

THAT the Board receive for information the letter dated September 29, 2025, addressed to the Minister of Education and Child Care, the Honourable Lisa Beare, regarding the importance of Fine Arts programming across the District. The Board receive for information the letter dated October 22, 2025, from Pacific Rim School District addressed to the Minister of Health, Honourable Josie Osborne, regarding the impacts of eliminating Program Lead Positions.

Carried
All in Favour

9. SUPERINTENDENT OF SCHOOLS' MONTHLY REPORT – OCTOBER 2025

Motion #8884

THAT the Superintendent of Schools' Monthly Report to the Regular Board Meeting of October 29, 2025, be received as presented.

Carried
All in Favour

10. INDIGENOUS EDUCATION REPORT – October 2025

Motion #8885

THAT the Board receive for information the Indigenous Education Report for October 2025 presented by Superintendent MacMillan.

Carried
All in Favour

11. STANDING COMMITTEE REPORTS

11.1 Business Committee Report (Trustee Ed Harrison)

11.1.1 Business Committee Meeting Minutes, October 21, 2025

Motion #8886

THAT the minutes of the Business Committee Meeting held on October 21, 2025 be received for information.

Carried
All in Favour

11.1.2 Ministry of Education and Child Care Data Management 1701 Preliminary Report

Secretary Treasurer Fuller provided an overview of the Ministry's 1701 Preliminary Data Report, noting current enrolment trends and their impact on funding and staffing projections.

THAT the Ministry of Education and Child Care Data Management 1701 Preliminary Report be received for information.

Received
(No motion required)

11.1.3 Revised Policy 5020: Policy Development (First Reading)

The Secretary Treasurer presented the revised Policy 5020, which reflects best practices in policy governance by distinguishing Board policy from administrative procedures. The revision ensures clarity, transparency, and a consistent framework for policy review and approval across the district.

Motion #8887

THAT Revised Policy 5020: Policy Development be approved for First Reading and referred to rightsholders and partners for consultation prior to Second and Third Readings.

Carried
All in Favour

12.2 Education Committee Report (Trustee Karen Jonkman)

12.2.1 Education Committee Meeting Minutes, October 15, 2025

Motion #8888

THAT the minutes of the Education Committee Meeting held October 15, 2025 be received for information.

Carried
All In Favour

12.2.2 Board Approval in Principle – Level 5 Field Trips:

- Mount Elizabeth Middle/Secondary School (MEMSS) Travel Club – Alps & Mediterranean Coast, Spring Break 2027;
- MEMSS Out-of-Province Music/Band – MusicFest Canada (Niagara Falls), May 10–17, 2026;
- Hazelton Secondary School European tour withdrawn at this time, pending further preparation, to be resubmitted later

Motion #8889

THAT the Board approve in principle the MEMSS Travel Club trip to the Alps & Mediterranean Coast (Spring Break 2027) and the MEMSS Out-of-Province Music/Band trip to Niagara Falls for MusicFest Canada (May 10–17, 2026), at no cost to the Board and subject to all requirements of Policy 1080 – Field Trips & Outdoor Education (including student safety and adherence to federal/provincial advisories). Final Board approval to follow upon submission of complete documentation within prescribed timelines.

Carried
All In Favour

12. NEW BUSINESS

There is no new business to report.

13. TRUSTEE REPORTS

13.1 Board Chair Report – October 2025

Motion #8890

THAT the Board receive for information the Board Chair Report for October 2025.

Carried
All In Favour

13.2 North West/Northern Interior Joint Fall Branch Meeting, October 17-19, 2025

Trustee Harrison spoke about the BCSTA North West and Northern Interior Joint Fall Branch Meeting held in Terrace and hosted by Coast Mountains School District. He shared that the event was well attended by trustees and senior staff from across the North, with sessions focused on recruitment and retention, policy development, and early learning and child care. Trustee Harrison expressed appreciation to district staff for their excellent organization and hospitality in hosting a successful regional event.

Received
(No motion required)

13.3 BCSTA Provincial Council Meeting Report – October 24, 2025

Motion #8891

THAT the Board receive BCSTA Provincial Council Meeting Report – October 24, 2025 be received for information.

Carried
All In Favour

13.4 Trustee Reports

Trustees shared updates on district and community engagements throughout October. Reports included attendance at school events, classroom visits, and local activities supporting student learning and well-being. Trustees expressed appreciation for staff, students, and community partners for their ongoing commitment to education.

Received
(No motion required)

14. QUESTION PERIOD

There were no questions received.

15. ADJOURNMENT

The next hybrid Regular Board of Education Meeting will be held on Tuesday, November 25, 2025 at 5:00 p.m. at the School Board Office located in Terrace.

The meeting was adjourned at 6:15 p.m.

Board of Education Chair

Secretary Treasurer



MEETING AGENDA ITEM #5.1

Action: X

Information:

Meeting: Regular

Meeting Date: November 25, 2025

Topic: **Summary of In Camera Meeting of the Board, October 29, 2025**

Background/Discussion:

Summary as attached.

Recommended Action:

THAT the Summary of the In Camera Meeting of the Board held October 29, 2025 be approved.

Presented by: Secretary Treasurer



**SUMMARY OF PROCEEDINGS AND DECISIONS MADE AT THE
IN CAMERA MEETING OF THE BOARD OF EDUCATION
SCHOOL DISTRICT 82 (COAST MOUNTAINS)
HELD October 29, 2025
PURSUANT TO SECTION 72(3) OF THE *SCHOOL ACT***

The Board of Education:

1. Discussed administrative and personnel matters.
2. Discussed governance matters.
3. Discussed labour relations matters.



MEETING AGENDA ITEM #7.1

Action:		Information:	X
Meeting:	Regular	Meeting Date:	October 29, 2025
Topic:	Letter from Kitimat Chamber of Commerce & Kitimat Economic Development Association – Request for Update from CMSD82 & Response from CMSD.		

Background/Discussion:

The attached letter, received on October 31, 2025, from the Kitimat Chamber of Commerce and the Kitimat Economic Development Association (KEDA), requests an update from Coast Mountains School District on priorities related to infrastructure needs, educational quality, and teacher recruitment and retention at Mount Elizabeth Middle Secondary School (MEMSS). The request was submitted in advance of a Town Hall hosted by MLA Claire Rattée on November 10, 2025, with the intent of ensuring both organizations were informed of current district initiatives.

In response, Board Chair Warcup provided a letter to Kitimat Chamber of Commerce and KEDA on November 7, 2025, along with a detailed MEMSS Timeline of Events summarizing key communications, assessments, and capital submissions related MEMSS facility. The response reiterated that MEMSS has remained a top capital priority for the district since 2010 and outlined the ongoing efforts made to advocate for facility renewal with the Ministry of Education and Child Care and the Ministry of Infrastructure.

All related correspondence is attached for the Board's information.

Recommended Action:

For information only; no action required.

Presented by: Board Chair



Subject: Request for Update from CMSD82

Attention CMSD82 Board of Trustees

On behalf of the Kitimat Chamber of Commerce and the Kitimat Economic Development Association, we're reaching out to request an update on how your term has been progressing.

With MLA Clare Rattée hosting a Townhall on November 10, 2025, both of our organizations would like to ensure we're well informed about CMSD82's ongoing priorities and initiatives — particularly in relation to infrastructure needs, educational quality, and teacher recruitment and retention in Kitimat.

We appreciate your time and any insight you're able to share. We understand this is a short turnaround, but this information helps us stay aligned with the important work being done to support students, educators, and the broader community.

As community leaders and stakeholders, we recognize that a strong education system is the foundation of a thriving community. Today's students are tomorrow's leaders, and we want to ensure they have every opportunity to succeed and continue contributing to the growth and vitality of our region.

Regards,

A handwritten signature in black ink, appearing to read "Warren Featherstone".

Warren Featherstone
President
Kitimat Chamber of Commerce

A handwritten signature in black ink, appearing to read "Ron Burnett".

Ron Burnett
President
Kitimat Economic Development Association



Coast Mountains Board of Education School District 82

3211 Kenney Street, Terrace, BC V8G 3E9
Tel. (250) 635-4931 or 1-855-635-4931 • www.cmsd.bc.ca

November 7, 2025

Subject: CMSD82 Update and MEMSS Infrastructure Information

Dear Mr. Featherstone and Mr. Burnett,

Thank you for your letter and for your continued interest in the priorities and initiatives of Coast Mountains School District (CMSD). We value the shared commitment of the Kitimat Chamber of Commerce and the Kitimat Economic Development Association to supporting education and community development in Kitimat.

As shared in the attached CMSD MEMSS Timeline, the Mount Elizabeth Middle Secondary School (MEMSS) facility has been included on CMSD82's Capital Plan submission to the Ministry of Education and Child Care since 2010. Over the years, the Board of Education has engaged in multiple discussions—both virtual and in person—with Ministry officials to highlight this as a continuing priority. Most recently (June 2025), the Board Chair and district staff met in person with the Minister of Infrastructure to further emphasize the urgent need for facility renewal at MEMSS.

Given the timing of the upcoming Town Hall, we wanted to ensure you had this information specific to infrastructure needs. We will provide a more detailed update regarding educational programming, recruitment, and retention at a later time.

For your awareness, two Trustees Representing the Kitimat area and the MEMSS Principal will attend to listen. As well, the District's Secretary Treasurer and Director of Facilities will also be in attendance.

We appreciate your ongoing interest in the success of our students, staff, and schools, and we look forward to continued collaboration in support of learners and families in the Kitimat community.

Sincerely,

Trustee Margaret Warcup
Board Chair
Coast Mountains School District



COAST MOUNTAINS
BOARD OF EDUCATION
SCHOOL DISTRICT 82



Mount Elizabeth Middle Secondary School has been a priority request since 2010

2010	Listed as the highest priority facilities project within CMSD for consolidation and renovation through 2011 Long Term Facilities Plan. Ministry of Education completed a seismic assessment.
2011-2016	During this time the consolidation and renovation of MEMSS was the top priority in each (CMSD) Annual Capital Plan Submission to the Ministry of Education (MOE). These submissions were not supported by MEC.
2016-2017	Through the approval of the 2017 Long Term Facilities Plan, the board placed MEMSS as the top priority for demolition and replacement. This plan was submitted to the Ministry of Education.
2017-2019	Annually, the demolition and replacement of MEMSS remained the top priority in the capital plan - Not supported by MOE.
July 2020	Requested \$33 M for partial renovation/replacement - Not supported by MOE.
July 2021	Requested \$72 M for partial renovation/replacement - Not supported by MOE.
July 2022	Requested \$88 M for partial renovation/replacement and \$5 M for demolition of Academic wing - Not supported by Ministry of Education and Child Care (MECC).
May/June 2023	Ministry of Infrastructure approved completion for a preliminary seismic assessment.
July 2023	Requested \$112 M for partial renovation/replacement - Not supported by MECC.
September 2023	Site visit at MEMSS by the Ministry of Education and Child Care (MECC), Capital Management Branch Regional Director and staff.
November 2023	Seismic assessment completed, identifying much of the facility at high seismic risk.
July 2024	Requested \$101 M for seismic upgrades - Not supported by MECC.
September 4, 2024	Settlement near room 104 was noted by school district maintenance staff.
September 17, 2024	Area assessed by a structural engineer and significant deterioration of wood exterior column discovered. Entire academic wing was closed to staff and students. Repairs commenced immediately. A Letter was sent to parents/caregivers by Principal, Julia Jacobs, informing them about the closure of the old wing at the school.
September 19, 2024	Email to Kitimat District Teachers Union from Janet Meyer, Interim Superintendent, addressing safety concerns.
October 28-29, 2024	Completed structural inspections of all wood glulam columns with some rot noted in single story middle school wing. Engineering recommended relocation of staff and students by November 12, 2024, to facilitate repairs.
November 1, 2024	Virtual meeting was held with Chris Brown, Assistant Deputy Minister and Damien Crowell, Executive Director, of Capital Branch from MECC. Tracey MacMillan, Superintendent, Ginger Fuller, Secretary Treasurer, and Janet Meyer shared recent assessments obtained from the structural engineer and to convey the urgency for a new school facility in Kitimat. Outcome was to continue to prioritize this on CMSD Annual Capital Submissions.
November 4, 2024	A Letter was sent to parents/caregivers informing them about temporary closure of the middle school wing at the school by Principal, Julia Jacobs.
November 5, 2024	Students and staff relocated from middle school wing to other areas of the MEMSS.
January 13, 2025	Staff meeting update on middle school wing – Julia Jacobs, Principal of MEMSS.
January 15, 2025	Tracey MacMillan, Superintendent, and Rob Schibli, Director of Facilities and Maintenance, met with the District Parent Advisory Committee (DPAC) to provide updates.
January 24, 2025	Interim structural repairs were completed; staff and students returned to the middle school wing classrooms for the start of the second semester.
February 18, 2025	Response letter was provided to MEMSS Parent Advisory Committee (PAC) addressing concerns that were brought forward by the PAC.
June 24, 2025	Met with Minister of Infrastructure, Minister Bowinn Ma. CMSD provided a detailed package about the conditions at MEMSS.
July 2025	Requested \$128 M for seismic upgrades – Waiting for response from MECC.



MEETING AGENDA ITEM #7.2

Action: Information: X

Meeting: Regular Meeting Date: November 25, 2025

Topic: **Correspondence from the Minister of Education and Child Care –
Response to Fine Arts Addendum Submission**

Background/Discussion:

The attached letter, dated November 20, 2025, from the Honourable Lisa Beare, Minister of Education and Child Care, is provided for the Board's information. This correspondence is in response to the Board's letter of September 29, 2025, submitted by Board Chair Margaret Warcup, regarding the inclusion of Fine Arts education data within future provincial Enhancing Student Learning (ESL) reporting requirements.

In her response, Minister Beare acknowledges the Board's advocacy for Fine Arts education and affirms the significance of arts programming—dance, drama, music, and visual arts—within the BC curriculum. The Minister notes that while Fine Arts data is not currently included as a required measure under the Enhancing Student Learning Reporting Order, school districts are encouraged to incorporate local Fine Arts information within their ESL Reports to provide a comprehensive view of student learning, development, and continuous improvement.

The Minister further reiterates the intent of the Reporting Order and its connection to the Educated Citizen mandate, emphasizing districts' flexibility to include additional data that best reflects student outcomes and priorities identified in local Strategic Plans.

Recommended Action:

THAT the Board receive for information the letter of November 20, 2025, from the Honourable Lisa Beare, Minister of Education and Child Care, regarding the inclusion of a Fine Arts Addendum within the 2025 *Enhancing Student Learning Report*, as attached.

Presented by: Board Chair



November 20, 2025

Ref: 313558

Margaret Warcup, Chair
Board of Education
School District No. 82 (Coast Mountains)
Email: c/o Carole.Gagnon@cmsd.bc.ca

Dear Margaret Warcup:

Thank you for your letter of September 29, 2025, recommending the inclusion of Fine Arts education data in future Enhancing Student Learning (ESL) reporting requirements.

The British Columbia curriculum was designed to enable students to graduate as “Educated Citizens” with the knowledge, skills, and attitudes to succeed and contribute to a healthy society. A strong arts education is an important element of a well-rounded student and individual, and I appreciate your advocacy for fine arts education.

The BC Arts Education curriculum offers a general arts program and four core discipline-specific programs: dance, drama, music, and visual arts. These programs are designed to enable students to explore the world through an artistic lens and to express their ideas, opinions, beliefs, and emotions. It is founded on the artistic habits of mind – explore and create, reason and reflect, communicate and document, and connect and expand.

As you know, the Framework for Enhancing Student Learning Policy and the Enhancing Student Learning Reporting Order (Reporting Order) formalize planning and reporting expectations for all school districts with a focus on improving equity of learning outcomes and enhancing the intellectual, social, and career development of all students in the K-12 public system. Under the Reporting Order, boards of education are required to report out on student performance based on data and evidence within three pillars from the Educated Citizen mandate:

- Intellectual Development;
- Human and Social Development; and
- Career Development.

.../2

The Reporting Order outlines educational outcomes and measures for each pillar to prompt district teams to analyze and interpret key data sets. Based on these analyses and interpretations, district teams can adapt and adjust strategies on an annual basis to best achieve the priorities outlined in the district Strategic Plan.

While fine arts data sets are not currently included in the required outcomes or measures in the Reporting Order, school districts are encouraged to include local data and information within the Enhancing Student Learning Report to present a comprehensive picture of student outcomes, student success, and continuous improvement within the district. As an important element of the curriculum and students' development, districts are welcome to include information about Fine Arts programming within the Enhancing Student Learning Report.

Thank you for taking the time to write.

Sincerely,

A handwritten signature in black ink, appearing to read "Lisa Beare", written in a cursive style.

Lisa Beare
Minister

cc: Tracey MacMillan, Superintendent of Schools, School District No. 82 (Coast Mountains)
Ginger Fuller, Secretary Treasurer, School District No. 82 (Coast Mountains)



MEETING AGENDA ITEM #8

Action:		Information:	X
Meeting:	Regular	Meeting Date:	November 25, 2025
Topic:	Superintendent of Schools' Monthly Report – November 2025		

Background/Discussion:

Attached for reference is the Superintendent of Schools' Monthly Report for presentation at November 25, 2025, Regular Board Meeting as prepared by Superintendent Tracey MacMillan.

The Superintendent of Schools' Monthly Report will be shared with all staff and partner groups as well as posted to the school district website following the Regular Board Meeting.

Recommended Action:

Information only; no action required.

Presented by: Superintendent of Schools

Superintendent's Report to the Board

November 2025



A Message from the Superintendent

Ama Sah / Good Day,

As we move into November, our schools are filled with meaningful learning, cultural experiences, and community events that highlight the strength of our district. This month's report showcases a wide range of stories—from salmon learning and Remembrance Day ceremonies to equine therapy, Early Years celebrations, French Immersion learning, and new career pathways for students. Each example reflects the dedication, collaboration, and care that define Coast Mountains School District.

I would also like to express my sincere gratitude to our support staff, teachers, administrators, and community volunteers who give so generously of their time—especially those who coach and referee our many school teams. Earlier this month, I had the opportunity to attend the girls' volleyball tournament at Caledonia High School and was truly amazed by the number of volunteers who make these opportunities possible. Athletics, along with the many clubs and extra-curricular activities across our district, help retain students by increasing engagement, connection, and positive attachment to school. Your commitment matters, and it makes a real difference.

Thank you to every member of our CMSD community for the care you bring to our learners each day. Whether you support classrooms, lead programs, prepare meals, maintain facilities, volunteer your time, or lift up a student when they need it most—you are helping our young people grow, thrive, and feel that they belong.



*Pictured above Sr. Girls Hazelton Team
Back left Coach Daniella Melanson – Gr. 4-7 French
Immersion teacher at MGA. Back right Tracey
MacMillan, Superintendent*



*Pictured above Volunteer Coaches
L to R: Jordan Pereira and Emily Kennedy*



*Pictured above Sr. Girls MEMSS Team & Teacher
Sponsor, Susan Dobbin*



*Pictured above Back left: Tracey MacMillan,
Superintendent, Joe Domingues, Referee,
International Student Program Administrator Back
right: Coach Anika Jeurgensen. Front right Coach
Cameron Golder.*

With gratitude and appreciation,

Tracey MacMillan
Superintendent



Upcoming Dates:

November 11 – Remembrance Day
November 19 – Early Dismissal – November 19 & 20
November 28 – Non-Instructional Day (No Classes)

Superintendent's Report to the Board

November 2025



Salmon Stories: A Year of Learning and Tradition at Thornhill

Primary

In Ms. Hamming and Mr. Feddersen's grade 3 classes at Thornhill Primary; Salmon is the cross-curricular theme of the year.

During the seasonal rounds lessons for Ha'lilaxsimaay, students learned that üüx (coho) is the last salmon to be harvested for the year and that traditionally, they were typically hung, smoked, and air dried on the beach. Thanks to David Hansen from K5T, our school received a coho for the outdoor salmon roast. Mrs. Dowse and Mr. Feddersen demonstrated how to prepare the fish and once it was cooked over the fire, the grade 3 students ate every bite.

For their science investigation into the life cycle of salmon, Lenda Girard from the Department of Fisheries and Oceans and her colleague demonstrated how salmon eggs are fertilized. Students will feed the alevin once they hatch, and when they develop into fry, release them into Herman's Creek. More lessons, field trips, and art will follow this amazing year-long learning experience.



*Pictured above: Students gather for salmon learning experience.
Pictured right: Mr. Feddersen and Mrs. Dowse, demonstrate traditional salmon preparation, showing a coho split and secured on a wooden frame for air drying.*



Pictured above: Students watch a demonstration put on by the Department of Fisheries and Oceans on how salmon eggs are fertilized.

Reconnecting and Thriving: David's Inspiring Path



David has worked hard to reengage with positive community supports after a prolonged period of disengagement from school. Through close connection with Tammy Bulleid and Alisha Cameron (CMSD), David has been participating weekly in our Tier 3 support groups. He has connected with supports from Foundry through our CMSD team, and has successfully obtained employment with Boston Pizza as a busser! We could not be more proud of David and look forward to supporting his journey as he pursues positive goals and personal development.



Superintendent's Report to the Board

November 2025



Skeena Middle School Remembrance Day Ceremony – Monday, November 10, 2025



On Monday, November 10th, Skeena Middle School held its annual Remembrance Day Ceremony. The ceremony was organized and run by Mme. Carter and students from the Grade 7, 8, and 9 French Immersion classes.

All students and staff gathered in the gym for the Remembrance Day Ceremony at approximately 9:00 AM. They were joined by parents, representatives from the Terrace RCMP and Terrace Fire Department, members of the 747 Air Cadets, members from the Royal Canadian Legion and Canadian Rangers, as well as special guests: Mr. David Wells, Kitselas Elder; Mr. Sean Bujitas, Mayor of Terrace; Ms. Tracey MacMillan, Superintendent of Schools; Mr. Phillip Barron, Director of Instruction; Ms. Tina McDonald, District Principal; and Ms. Donna Mortimer, Director of Instruction.

The Grade 8/9 Concert Band performed O' Canada to start the ceremony. This was followed by Grade 7, 8, and 9 students presenting poems and speeches in both English and French. Mr. Andrew Johnstone performed the Last Post, and Mr. Chris Gair played the bagpipes. A very moving singing rendition of "In Flanders Field" was performed by Emeline Hanna (Grade 8), accompanied on the piano by Ava Snelling (Grade 8). The ceremony concluded with a message from Mr. David Wells, Kitselas Elder.

The school would like to share their appreciation to Mme. Carter and the French Immersion students for the outstanding ceremony, as well as to parents and honored guests for joining the Remembrance Day Ceremony.



Front Row – Sky Mitchell, Minea Mullens, Emeline Hanna, Mila Vesterberg-Gavrinsky, River McDonald, Hayden McCreery, Freya Eastman, Leah Harris
Middle Row – Andrew Gerth, Dylan Arsenault, Livvy Potter-Pratt, Adrianna Gruber, Natalie Wing, Brooke Dando
Back Row – Donna Mortimer, Phillip Barron, Tracey MacMillan, Tina McDonald
Missing from the Photo – Anna Doyle, Koya Flynn, Ava Snelling, Jovi Nash, Brynn Dando

Neurodiversity and Mental Health Resources for Educators

The Ministry of Children and Family Development (MCFD) has launched a new suite of resources aimed at educators who are supporting children and youth who are neurodivergent and experiencing co-occurring mental health challenges. Created in collaboration with B.C. youth, parents and educators with lived and living experience, this collection of evidence-informed and culturally relevant videos and resources aims to reduce stigma and increase mental health literacy of educators. For more information and to access these new resources, please view the [infographic](#) and visit MCFD's [HealthyMindsBC](#) website.



For more information, please visit healthymindsbc.gov.bc.ca/resources/neurodiversity-mental-health-educators

Superintendent's Report to the Board

November 2025



Uplands' Hallowe'en Howl: A Spooktacular Tradition of Fun and Community



Photo above: Superintendent MacMillan poses with Uplands elementary Students.

Every year at Uplands, the Parent Advisory Council (PAC) hosts a special Hallowe'en tradition for students called the Hallowe'en Howl. The gym is transformed with wonderful activities, and classes visit in pairs for 30 minutes of fun and festivities. Grade six students also take on important leadership roles by helping lead the activities, which adds to the sense of community and responsibility within the school.



Scrabble tiles. Students were encouraged to create words using the "letters," and during the school-wide costume parade, several student words were drawn. Those students then assembled their word using staff members and selected a prize from the prize bin.

The Hallowe'en Howl continues to be a favourite community-building event at Uplands — one that brings joy, laughter, and a wonderful sense of togetherness to the school each year.



Photo: Uplands Elementary staff spelled out the fun by dressing as Scrabble tiles!

2025 Safe School Coordinator Meeting



Photo: Julia Nieckarz, Director of Instruction, Minister Danielle Carter-Sullivan, Executive Director Early Learning, mental health and student safety, Ministry of Education and Child Care, Cloe Nicholls, Assistant Deputy.

Julia Nieckarz (CMSD Director of Instruction, Inclusive Education) and Sue Brown, lawyer and Director of Advocacy, Justice for Girls presented at the recent provincial meeting for the Safe School coordinators. They presented, "Unseen in Plain Sight: Confronting Sex Trafficking in Our School Districts" — a session designed to move us from awareness into meaningful action. The presentation shone a light on the often hidden realities of exploitation and offered practical ways schools and communities can work together to protect our most vulnerable students. Through education, connection, and open conversation, we are strengthening our collective ability to recognize risks and respond with compassion. We remain hopeful that by working together, we can create safer spaces where every young person feels seen, supported, and empowered.

Superintendent's Report to the Board

November 2025



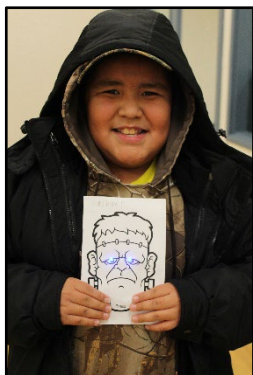
Crisis Prevention Intervention (CPI) Training Update

Crisis Prevention Institute's Nonviolent Crisis Intervention training equips staff with the skills to foster a strong culture of safety across our school district. Grounded in CPI's guiding philosophy of providing Care, Welfare, Safety, and Security, the program builds on staff's existing strengths while helping them recognize, prevent, and respond to crisis behaviours through person-centred and trauma-informed approaches. This shared framework continues to strengthen our district's commitment to supporting students with dignity and compassion.

We are grateful to Nici DeCario, CMSD's certified CPI Instructor, who is one of only 42,000 instructors worldwide. Nici delivers four two-day training sessions each year, guiding participants through practical scenarios, verbal de-escalation strategies, case studies, safety interventions, and reflective workbook activities.

A warm congratulations to the newest cohort of staff who completed their CPI certification this month — your commitment to student well-being and safe, supportive school environments is deeply appreciated. Your learning strengthens our entire district community.

Discovery Program – Projects Planned with Thornhill Students & Seniors



The Northwest Trades and Employment Training Career Discovery Program, engaged a total of 339 students from Kindergarten through Grade 8 so far this school year. This initiative provided students with early exposure to various career pathways through interactive and hands-on activities designed

to spark curiosity. Students from Cassie Hall, New Hazelton Elementary, Skeena Middle School, Thornhill Elementary, Thornhill Primary and Uplands Elementary were able to connect real-world opportunities in an engaging and meaningful way. By introducing age-appropriate experiences, the program aimed to inspire students to explore their interests and understand the diverse possibilities for their future growth and career potential. We have also reached out to seniors participating in the TAPS program (*Therapeutic Activation Program for Seniors*) to help support and connect with students while they make their projects.

Date	Time	Project
Tuesday, October 28 th	12:45-1:45	Hand Tools & Measurement Grade 4/5 Class with 25 Students in the workshop cutting wooden Halloween themed blocks
Tuesday, October 28 th	1:50-2:50	Light Up Circuit Cards Assist 22 Grade 6 students with Halloween lightup circuit cards.
Thursday November 20 th 26 th	1:00	Bat Houses Part 1 Prep Bat House Material in Woodshop for grade 1 class for Bat Unit Part 2. Assemble with class
Monday November 24 th	11:00 12:50-2:00 2:00-4:00	Horituculture, Hand Tools & Tree ID A walk in the woods – Tree bow collection Make wreaths with 22 grade 3 students. Seniors can work on their own wreath (bring in old Christmas bows and ornaments to be incorporated into your wreath.
Wednesday November 26 th	1:00-2:30	Bat Houses Part 2 Assemble bat houses with grade 1 class
Thursday December 18 th	12:50-1:50	Woodshop Winter themed project with grade 3 class

Superintendent's Report to the Board

November 2025



Northern Health Volunteer Work

Experience: A New Pathway for Students!

We are excited to share that CMSD has launched a new Volunteer Work Experience partnership with Northern Health. Five Caledonia students have been successfully onboarded as Wayfinding Volunteers at Ksyen Regional Hospital. Before beginning their roles, students completed an interview process and five required training modules. Kitimat's Mount Elizabeth students also have a volunteer placed at Kitimat General Hospital, and Hazelton has two volunteers now supporting the Hazelton Hospital. This partnership allows students to develop key job skills in the healthcare field, including communication, professionalism, teamwork, patient interaction, and confidence in navigating a medical environment. Students gain meaningful experiences that strengthen their résumés while also earning high school Work Experience credits. If you have students who may be a good fit for volunteering with Northern Health, please contact Carly de Medeiros, Engagement Lead for Volunteer Resources, at (250) 643-7623 or carly.demedeiros@northernhealth.ca, or contact Kim Hoekstra, SD 82 Work Experience Outreach Teacher

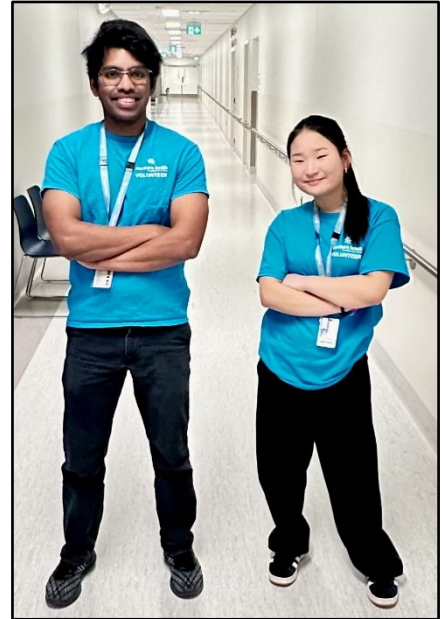


Photo: Nalini training Caledonia Secondary student MJ Kim, on their new role.

From Hesitation to Harmony: Kitimat City High's Journey with Equine Therapy



their addiction experiences, Nicole (Northern Health Clinician) and Dan brought the students to the horses and allowed them to choose which horse they wanted to work with. Students were shown how to groom and work around the horses, received instructions on how to properly saddle and lead, then given the opportunity to lead their mounts around the riding ring to start bonding with their horse.

On October 9th, four Kitimat City High (KCH) students participated in the first session of the Equine Therapy riding program sponsored by Kitimat LNG. Upon arrival, the students were given proper riding footwear and helmets and given a quick tour of the facilities. Once the coaches introduced themselves to the students and shared



Superintendent's Report to the Board

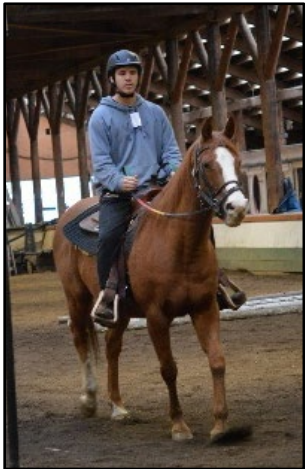
November 2025



Once the students were comfortable, they were instructed on how to properly mount a horse using a mounting block and shown how to walk, turn, and stop a horse. Tentative at first, the students initially struggled to get the horses moving and following the turn signals. These were well seasoned schooling horses that, although calm in nature, we're going to make the KCH students work at proper communication. It didn't take long before, one by one, the KCH students recognized their ability to guide a 1200lb animal into being a willing partner.

After a lunch break, and a few life stories being shared by some students, the real progress was made. The students confidently got on their horse and rode around the ring without hesitancy.

Word had evidently gotten out amongst students at KCH that the Equine Therapy was a hit because the second session, on November 9th, had ten students participating. There were four coaches/assistants to work with the increased number of students. This time, students had to pair up and do ground work with a horse: the goal being to employ communication skills with each other and the horse. Student pairs were challenged to lead their horse through obstacles, patterns, and over trotting poles and a small jump. Effective communication was the only way they were going to succeed.



Returning students discovered that, like people, horses have individual personalities. They needed to adapt their communication skills to the personality of a new horse. Students new to the program showed the same confidence

building as those in the first session. Both groups really began to shine in the afternoon with the riding lesson. Students were divided into two groups of five. One group rode while the other could talk with the counsellor or explore around the riding stable, then the groups switched. This riding session was more challenging with weave poles and the opportunity to trot for those who felt ready. One student shared how amazing the connection he felt with his horse. He really felt his horse's personality matched his own and felt proud that he was comfortable enough with her to clean her feet (which can be quite intimidating considering the weight those feet support.) All the students are excited for their next session.



The value of the Equine Therapy program is immeasurable. You can't put a number on confidence building or emotional connection. This opportunity supported by Kitimat LNG, is providing students with a chance to form a positive, symbiotic relationship.

Check out LNG Canada's recent feature: *Harnessing the Healing Powers of Horses*, which explores how equine therapy is making a positive impact in the Terrace and Kitimat regions. Read the full story here: <https://www.lngcanada.ca/news/harnessing-the-healing-powers-of-horses/>

Superintendent's Report to the Board

November 2025



Ombudsperson Visit — Inclusive Education Review

On October 30th, Coast Mountains School District was pleased to host two representatives from the Office of the B.C. Ombudsperson as part of their province-wide review of inclusive education. The Ombudsperson's team toured several of our schools under the direction of Julia Nieckarz, Director of Inclusive Education. They explored how we serve students with diverse learning needs and how we collaborate with families, Indigenous partners, and community resources. Their visit comes at a time of increased provincial attention on student inclusion.

The visit offered a meaningful opportunity to share our strengths, discuss ongoing challenges, such as inadequate provincial funding formulas; and recruiting and retaining special education resources in remote locations. The district also had an opportunity to reaffirm our commitment to ensuring that every student in CMSD82 feels a strong sense of belonging, receives full access to learning, and is supported to engage and succeed.



Photo: L-R: Tracey MacMillan (Superintendent); Daniel Jackson and David Gill (Ombudspersons); and Julia Nieckarz (Director, Inclusive Education)



Tina McDonald, District Principal presenting at Dyslexia Canada's Screening Symposium.

CMSD presents on the Acadience screener at Dyslexia Canada's Screening Symposium in New Westminster, October 23, 2025

Tina McDonald, District Principal, Curriculum Support, is pictured left at the Dyslexia Canada's Screening Symposium held on October 23rd, in New Westminster, British Columbia. She shared our journey of the implementation of Acadience AOL and the impacts of screening in planning for student success. Tina's presentation highlighted the strong collaborative work happening across Coast Mountains and affirmed our district as a leader in evidence-informed literacy practices.

Superintendent's Report to the Board

November 2025



Early Years Community Fair

On October 26th, the Early Years Community Fair was held at Thornhill Primary School. Outside agencies and our district's Early Childhood educators organized fun Halloween activities for Terrace families. Thank you to Ms. Cindy for your support in organizing this event. Additional thanks to Ms. Amanda, Mr. Jeff, Ms. Rachel, and Ms. Kiera for your contributions to the event.



Superintendent Tracey MacMillan; District Principal, Curriculum Support, Tina McDonald; Strong Start Facilitator, Jeff Corogly (Thornhill Primary); and Kiera McDonald, Seamless Day Instructor (EMV)



CMSD Board Chair, Margaret Warcup and Rachel Gull, Strong Start Facilitator, Cassie Hall.

Cindy Hall, Strengthening Early Years 2 Kindergarten Transition Facilitator, supports learners at an Early Years station.

Celebrating Early Learning Instructors and the Value of Play-Based Learning



Captured above, Ms. Rachel was playing Find the Mouse in the House with a group of her students. Ms. Tina was playing with playdough with Lennon and Mr. Jeff was creatively making his Christmas cards for his classroom. So many fun activities are happening in both our preschools and in our Seamless Day programs. To inquire about spaces available contact Tina McDonald at tina.mcdonald@cmsd.bc.ca for more information.



Superintendent's Report to the Board

November 2025



French Immersion



Pictured Left to right: Tracey Carter, Kristen Maillot, Catherine Bégin, Catherine Barrette, Steve Wallace, Felicity Gration and Lisa Bigaouette

French Immersion teachers across the district gathered at the Board Office for training with pedagogist Lucile Denys on October 27th and 28th. They learned with their grade level partners about structured literacy in French. Catherine Bégin, our French literacy lead, led the afternoon session on training our teachers on using the French language reading screener that many of our teachers built with Lucile last school year. A big thank you to Catherine for leading this work. She is supporting K-6 teachers across the district in completing their screeners.

Seven educators from CMSD attended ACPI - Association Canadienne des Professeurs d'Immersion Conférence (Immersion teachers professional conference) which was held in Banff November 12-15, 2025.

Tracey Carter, Kristen Maillot, Catherine Bégin, Catherine Barrette, Steve Wallace, Felicity Gration and Lisa Bigaouette all attended the conference which they described as revitalizing and an incredible networking opportunity. To support

them with this great opportunity, they accessed the French learning grants available to all teachers looking to expand their French skills through the Ministry of Education and Childcare. Link is embedded for more information.

Additionally, these teachers, along with our District Principal, Tina McDonald, will be continuing the work on building a French Immersion K-9 Framework for French literacy in the months to come. We are hoping that the creation of this document supports in teacher retention in the French Immersion programs across the district. Thank you for your commitment to our French Immersion program in Coast Mountains School District.

FSA Marking Sessions

Groups of principals and vice-principals from across the district came together this week to collaboratively mark the Foundation Skills Assessment (FSA) booklets. The sessions provided an opportunity not only to engage deeply with student work, but also to strengthen shared



understanding of expectations, assessment practices, and district-wide trends in literacy and numeracy.



Throughout the marking sessions, the conversation naturally extended beyond the booklets themselves. Principals and vice-principals

Superintendent's Report to the Board

November 2025



explored emerging patterns in student learning, identified areas where additional supports may be needed, and celebrated evidence of strong instruction in classrooms.

Most importantly, the time spent together reminded everyone that assessment is not just about scores, but about understanding students more fully. By coming together to review the FSA booklets, school leaders strengthened both their collective capacity and their shared commitment to using assessment information thoughtfully and supportively. The sessions underscored the value of collaboration—highlighting how working as a district team ultimately benefits students across all schools.



Healthy Schools BC Program



The McCreary Centre Society is a non-government not-for-profit committed to improving the health of BC youth through research, evaluation and community-based projects. Their vision is that all youth are supported to be healthy and connected. The McCreary Centre Society was recently contracted by the Ministry of Health to support the revitalization of the Healthy Schools BC program—an initiative designed to help children and youth lead healthy, fulfilling lives. The program takes a holistic view of well-being, recognizing that young people's health is shaped not only by what happens at school, but also at home, online, and in their communities.

As part of this revitalization, the Ministry is seeking authentic input from youth across British Columbia. They want to understand which health topics matter most to young people today, how youth prefer to learn about these topics, and which settings—classrooms, online spaces, or home environments—feel most supportive for learning about health and wellness.



This work recently took place at Caledonia Senior Secondary in Terrace,



where the conversations with students were incredibly engaging. Youth shared thoughtful ideas, real-life experiences, and honest reflections about the challenges they face and the supports they need. Their voices are helping shape a clearer picture of what meaningful, relevant health education should look like in today's world. As we continue gathering insights from young people across the province, McCreary will share these findings with the Ministry of Health to

guide improvements to the Healthy Schools BC program. Ultimately, this work will help ensure the program reflects the perspectives of youth themselves and strengthens opportunities to promote positive health and well-being for all young people in BC.

Superintendent's Report to the Board

November 2025



Ongoing Considerations

Recruitment and Retention Update

Recruitment and retention continue to be core priorities for Coast Mountains School District (CMSD). This fall, the majority of positions were filled on time, and overall staffing stability across the district has improved. Like many districts in B.C., we continue to experience challenges recruiting for specialized areas such as Inclusive Education, French Immersion, Shop (Metal and Woodwork), and Counselling across all of our communities.

To strengthen our recruitment efforts, we have expanded our outreach through earlier job postings, targeted recruitment strategies, and strong partnerships with post-secondary institutions. For example, this year we continue to work closely with universities such as UBC, SFU, UNBC, UVic, and the University of Calgary to host practicum teacher placements—an important pathway that often results in new teachers returning to begin their careers with Coast Mountains.

This school year, CMSD successfully hired 28 qualified teachers. At present, 34 individuals are serving under Letters of Permission, including both full-time and part-time placements. While we work hard to ensure every class has a qualified teacher, there are times—given provincial shortages—when hiring a teacher on a Letter of Permission is the only available option. We appreciate the continued patience and understanding of families as we navigate these staffing pressures.

All teaching vacancies are posted on the CMSD website, Make a Future, and Education Canada. We also attend job fairs across Canada, with Human Resources monitoring where recent hires originate to ensure we prioritize fairs that have the greatest impact.

On the retention side, the district remains committed to supporting staff through mentorship, induction supports, and fostering positive, relational school cultures. While pressures remain in high-needs specialty roles, we are seeing steady progress and continue to prioritize the support and long-term success of our educators.

For CUPE recruitment, the district primarily uses Indeed and WorkBC. As of this week, we have nine open support staff postings. Since September, 32 support staff vacancies have been posted, and we have welcomed an additional 46 casual on-call employees and nine new continuing support staff employees.

French Immersion (MGA and HSS)

French Immersion programming in Hazelton remains an ongoing consideration for the district. Currently, 29 students are enrolled at Majagaleehl Gali Aks (MGA) and 8 students at Hazelton Secondary School (HSS). Given these low enrolment numbers, sustainability of the program into future years is a significant concern.

On April 25, 2025, a formal notification letter was sent to Hazelton French Immersion parents and caregivers. This letter provided official notice of potential changes to the program beginning in the 2026–27 academic year. The district continues to engage with families, staff, and partners as we assess options moving forward, recognizing both the importance of program viability and the desire to offer diverse pathways for students.

A French Immersion community consultation meeting will be held on Tuesday, December 2nd at Hazelton Secondary School from 6:30-8:00PM in the Library.

Mount Elizabeth Middle Secondary School (MEMSS) – Capital Planning Priority

Mount Elizabeth Middle Secondary School in Kitimat has been on the Board of Education's capital plan submission to the Ministry of Education and Child Care for more than ten years. The facility remains safe for students and staff, though it is an aging building that requires significant renewal.

Superintendent's Report to the Board

November 2025



The Board continues to advocate for major upgrades and/or replacement to ensure the school supports current and future learning needs. Recently, MLA Claire Rattee visited MEMSS and expressed her support for the district's advocacy efforts. She also organized and hosted a Town Hall to hear directly from the community. At both the visit and the Town Hall, she joined the Board in calling for renewed attention to this long-standing capital priority. Please see the attached MEMSS Timeline for further context.

Gitxsan Language Immersion Program – Majagaleehl Gali Aks Elementary

The Gitxsan Language Immersion Program at Majagaleehl Gali Aks Elementary is a groundbreaking step in public education, bringing Gitxsanimx language and culture to life in the classroom. Led by teacher Angie Olsen, with support from Dr. Jane Smith and local Elders, learners experience a full-day immersion grounded in authentic curriculum and strong community partnership.

While this initiative represents a significant milestone in Indigenous language revitalization, its continued growth depends on the availability of qualified speakers of the language. The district remains committed to working closely with the Gitanmaax Band, the Gitksan Government Commission, and other local partners to build capacity and encourage language teacher training pathways.

Individuals interested in contributing to the future of Gitxsanimx education are encouraged to connect with Majagaleehl Gali Aks Elementary or the District Office to learn more about opportunities to become part of this meaningful and growing program.

Inclusive Education (Funding Formula)

The district continues to advocate for an updated provincial funding model that accurately reflects the growing complexity of student needs. Despite funding limitations, staff across CMSD continue to demonstrate creativity and collaboration in providing equitable learning opportunities for all students.

Early Learning Programs

Early learning continues to be a critical foundation for long-term student success. However, insufficient provincial funding continues to impact program sustainability. The district remains concerned about the reduction of Seamless Day and Just B4 programming and the financial pressures on StrongStart operations. Advocacy for stable and equitable early learning funding remains ongoing.

Literacy Initiative

Our district-wide Literacy Initiative remains a cornerstone of learning improvement across CMSD82. Sustained largely through the generosity of corporate sponsors, this work has enabled the use of research-based resources and professional learning to strengthen early and intermediate literacy outcomes. We continue to seek long-term funding stability to ensure the continuation of this essential work beyond sponsor cycles.

Numeracy Framework

This year marks the launch of a district-wide Numeracy Framework—an important next step in strengthening student achievement in mathematics. While no Ministry funding has been designated to support this initiative, planning and foundational work are underway, supported by staff leadership and external partnership development. The district remains committed to finding creative ways to sustain this priority area.

Attachments

1. Mount Elizabeth Middle Secondary School Timeline of Events
2. Red Flags of Online Exploitation
3. 10 Tips to Keep Your Kids Safe Online



COAST MOUNTAINS
BOARD OF EDUCATION
SCHOOL DISTRICT 82



Mount Elizabeth Middle Secondary School has been a priority request since 2010

2010	Listed as the highest priority facilities project within CMSD for consolidation and renovation through 2011 Long Term Facilities Plan. Ministry of Education completed a seismic assessment.
2011-2016	During this time the consolidation and renovation of MEMSS was the top priority in each (CMSD) Annual Capital Plan Submission to the Ministry of Education (MOE). These submissions were not supported by MEC.
2016-2017	Through the approval of the 2017 Long Term Facilities Plan, the board placed MEMSS as the top priority for demolition and replacement. This plan was submitted to the Ministry of Education.
2017-2019	Annually, the demolition and replacement of MEMSS remained the top priority in the capital plan - Not supported by MOE.
July 2020	Requested \$33 M for partial renovation/replacement - Not supported by MOE.
July 2021	Requested \$72 M for partial renovation/replacement - Not supported by MOE.
July 2022	Requested \$88 M for partial renovation/replacement and \$5 M for demolition of Academic wing - Not supported by Ministry of Education and Child Care (MECC).
May/June 2023	Ministry of Infrastructure approved completion for a preliminary seismic assessment.
July 2023	Requested \$112 M for partial renovation/replacement - Not supported by MECC.
September 2023	Site visit at MEMSS by the Ministry of Education and Child Care (MECC), Capital Management Branch Regional Director and staff.
November 2023	Seismic assessment completed, identifying much of the facility at high seismic risk.
July 2024	Requested \$101 M for seismic upgrades - Not supported by MECC.
September 4, 2024	Settlement near room 104 was noted by school district maintenance staff.
September 17, 2024	Area assessed by a structural engineer and significant deterioration of wood exterior column discovered. Entire academic wing was closed to staff and students. Repairs commenced immediately. A Letter was sent to parents/caregivers by Principal, Julia Jacobs, informing them about the closure of the old wing at the school.
September 19, 2024	Email to Kitimat District Teachers Union from Janet Meyer, Interim Superintendent, addressing safety concerns.
October 28-29, 2024	Completed structural inspections of all wood glulam columns with some rot noted in single story middle school wing. Engineering recommended relocation of staff and students by November 12, 2024, to facilitate repairs.
November 1, 2024	Virtual meeting was held with Chris Brown, Assistant Deputy Minister and Damien Crowell, Executive Director, of Capital Branch from MECC. Tracey MacMillan, Superintendent, Ginger Fuller, Secretary Treasurer, and Janet Meyer shared recent assessments obtained from the structural engineer and to convey the urgency for a new school facility in Kitimat. Outcome was to continue to prioritize this on CMSD Annual Capital Submissions.
November 4, 2024	A Letter was sent to parents/caregivers informing them about temporary closure of the middle school wing at the school by Principal, Julia Jacobs.
November 5, 2024	Students and staff relocated from middle school wing to other areas of the MEMSS.
January 13, 2025	Staff meeting update on middle school wing – Julia Jacobs, Principal of MEMSS.
January 15, 2025	Tracey MacMillan, Superintendent, and Rob Schibli, Director of Facilities and Maintenance, met with the District Parent Advisory Committee (DPAC) to provide updates.
January 24, 2025	Interim structural repairs were completed; staff and students returned to the middle school wing classrooms for the start of the second semester.
February 18, 2025	Response letter was provided to MEMSS Parent Advisory Committee (PAC) addressing concerns that were brought forward by the PAC.
June 24, 2025	Met with Minister of Infrastructure, Minister Bowinn Ma. CMSD provided a detailed package about the conditions at MEMSS.
July 2025	Requested \$128 M for seismic upgrades – Waiting for response from MECC.

Red flags for online exploitation

If an online friend...

- is constantly asking your child to do things that makes them feel uncomfortable or unsafe
- is not taking your child's "no" for an answer
- is guilt tripping or threatening your child
- is giving your child online gifts such as cheat codes, admin codes or online gift cards
- is asking your child to switch online platforms (i.e., from a gaming platform to a social media platform)
- is asking your child to meet in real life

...or, if you notice changes in your child's behaviour (i.e., staying up late, hiding their screens or talking about a new online friend)...

...their online friend may be an online exploiter. For next steps, check out our **top 10 tips for staying safer online**.

10 TIPS TO KEEP YOUR KIDS SAFE ONLINE



Not everyone is who they say they are.

Remind your child that online, anyone they don't know in real life, is still a stranger, even if they have been talking to them for a while.



Don't overshare.

Talk to your child about what personal information should never be shared on apps and in chats, including their full name, age, city, school and photos.



There are no free gifts.

Let your child know that if someone offers free in-game currency, money, or virtual gift cards, it's a BIG RED FLAG and could be a tactic to gain trust or manipulate them.



Don't switch platforms.

Explain to your child that switching from a game to a social media app is a common tactic used by exploiters to get closer to a child and avoid detection.



NEVER meet in real life.

Tell your child they should never meet an online friend in person without your knowledge and consent—and only if a trusted adult is present.



Show curiosity!

Just like you ask your child what they did in school, ask them about what they like to do online, which games they play, and who they are connecting with.



Set clear boundaries and monitor.

Know which apps your child uses, enable safety features, and talk about online rules. For kids under ten, we recommend that an adult monitor all online activities.



Be a safe person.

Many kids don't ask for help because they're afraid they'll get in trouble or have their screen privileges taken away. Let them know they can come to you—no matter what—without fear of punishment or losing screen time. Your support matters most.



Create a [safety plan](#).

With your child, work out what they should do if someone makes them feel uncomfortable or unsafe online: block, report, and tell a trusted adult.



Check in regularly.

If your child is engaging in risky online behavior, talk to them about why it's unsafe and work together to find a safer way forward.



MEETING AGENDA ITEM #9

Action:		Information:	X
Meeting:	Regular	Meeting Date:	November 25, 2025
Topic:	Indigenous Education Report – November 2025		

Background/Discussion:

Attached for reference is the Indigenous Education Monthly Report for presentation at November 25, 2025, Regular Board Meeting presented by Superintendent Tracey MacMillan.

The Indigenous Education Monthly Report will be shared with all local nations and provided for inclusion in the agenda package for the Regular Board Meeting.

Recommended Action:

Information only; no action required.

Presented by: Superintendent of Schools

Gratitude and Acknowledgement

This report highlights the many events, projects, and learning experiences that took place across the district mid October-mid November. These initiatives reflect the dedication of our Indigenous Support Workers (ISWs), now a team of 40, whose work continues to uplift, guide, and inspire students every day. Their efforts, together with the meaningful contributions of Culture and Language teachers, administrators, Elders, Knowledge Holders, and community partners, bring Indigenous education to life in the classrooms, on the land, and throughout our school communities.

A Message from the Director of Instruction, Indigenous Education

Honouring Connection, Culture, and Community



It was a true honour to emcee the First Annual Indigenous Education Engagement Night on behalf of Caledonia Secondary School. The evening brought together students, families, Elders, educators, and community partners in a powerful celebration of connection,

culture, and collaboration. Guided by the theme *“Building Connections: Supporting Indigenous Learner Success,”* the event reminded us that education is not built in isolation; it grows through relationships, shared stories, and the collective strength of community.

In my remarks, I shared that Indigenous education has always been about more than lessons and textbooks; it is about identity,



IN THIS REPORT:

- Gratitude and Acknowledgment
- Message from Director of Indigenous Education
- Indigenous Student Enrollment and Demographics
- Indigenous Education Council update
- Kitimat City Learning on the Land
- Kitwanga Elementary School Drum Project
- HSS Filmmakers
- Caledonia Connections Caledonia
- Cultural Connections SMS
- Indigenous Perspectives in Remembrance Day Across the District
- Upcoming events
- 1.31 Enhancement Proposals and Role Model Requests and Approvals

Indigenous Education Report November 2025

belonging, and the connections we build with one another. When students see their culture, language, and values reflected in their learning, they know they matter. They begin to see themselves as capable learners and leaders. When culture and academics walk side by side, learning becomes alive, connecting the heart and the mind.

We witnessed this so clearly through the voices of our student speakers, whose stories of resilience and pride inspired everyone in attendance.

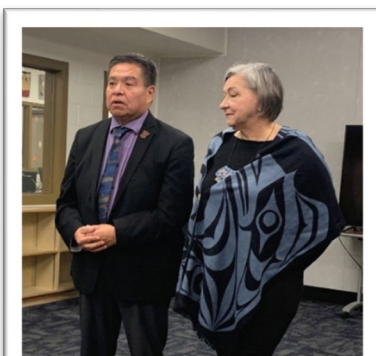


Director of Instruction, Indigenous Education, Donna Mortimer and Kitselas Chief Councillor, Glen Bennet

I extend heartfelt gratitude to the entire Caledonia team, our community partners, and the Kitselas and Kitsumkalum Nations for their contributions to this meaningful evening. Events like this reaffirm our shared commitment to ensuring Indigenous perspectives continue to guide and enrich education across our district. Together, we are building a circle of learning grounded in respect, belonging, and shared purpose, where every Indigenous learner knows with confidence: *"I matter. I belong here."*



Director of Instruction, Indigenous Education, Donna Mortimer, and Vice Principal, Spencer Edwards



Kitselas Chief Councillor, Glen Bennet and Kitsumkalum Education Coordinator, Marian Kotowich-Laval

Indigenous Education Report November 2025

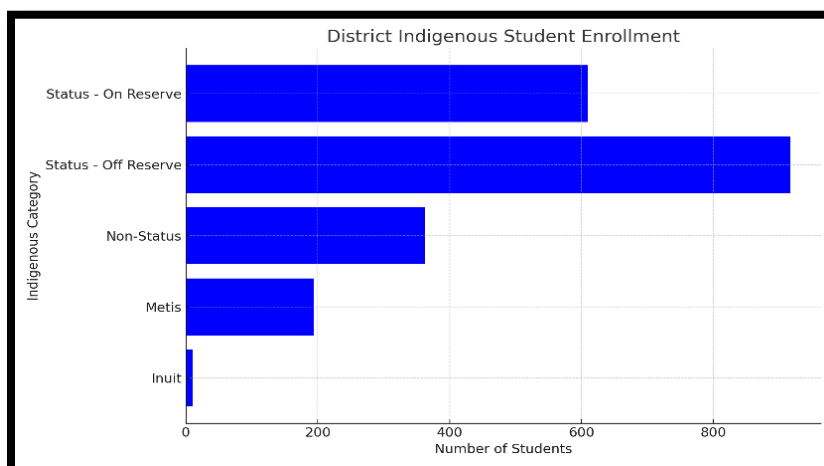
CMSD 82 Indigenous Student Enrollment and Demographics

Demonstrating a strong commitment to enhancing educational experiences for Indigenous students is essential for fostering trust, accountability, and meaningful progress within Coast Mountain School District. Regularly reporting on insights related to Indigenous student enrollment, demographics, and achievement helps ensure that decisions are informed by accurate, transparent data and that supports are aligned with the unique needs of learners and their communities. By monitoring trends and identifying both strengths and gaps, the district can better allocate resources, improve culturally responsive programming, and uphold its commitments outlined in Local Education Agreements and the First Peoples Principles of Learning. This ongoing analysis not only strengthens partnerships with Indigenous Nations but also reinforces the district's responsibility to create equitable, culturally grounded learning environments where every Indigenous student can thrive.

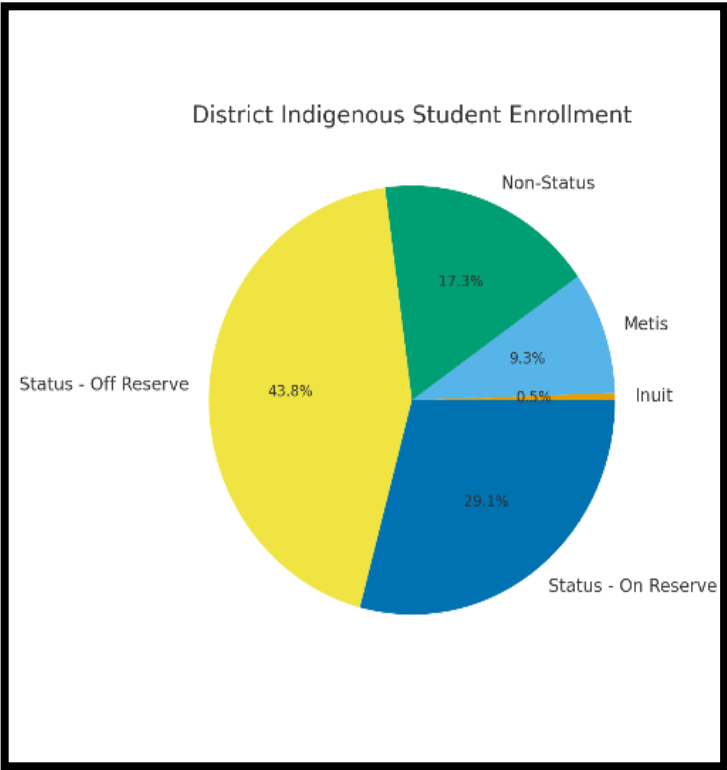
Status of On Reserve Students (Band of Residence)

Band Name	Count	Band Name	Count
GITANMAAX	114	GITSEGUKLA	42
GITWANGAK	88	KITSUMKALUM	35
KITSELAS	87	HAGWILGET	31
KISPIOX	67	GLEN VOWELL	30
HAISLA (KITAMAAT)	57	Unspecified:	03
GITANYOW (KITWANCOOL)	56	Total:	610

Total CMSD82 Indigenous Student Enrollment and Demographic



Indigenous Education Report November 2025



The district’s enrollment data shows a strong and diverse Indigenous presence, with Indigenous students making up a significant portion of the overall student population. The largest groups are Status First Nations students living off reserve and on reserve, together representing more than half of all Indigenous learners. Non-Status and Métis students also contribute substantially to the total, demonstrating the wide range of Indigenous identities reflected across the district. Even smaller groups, such as Inuit students, are consistently represented. This broad distribution shows that Indigenous learners are deeply woven into every school community, highlighting the importance of culturally grounded programs, Nation partnerships, and ongoing support for Indigenous success. The data reflects not only strong representation but also the district’s responsibility to honour, uplift, and respond meaningfully to the needs of Indigenous students and families.

Indigenous Education Report November 2025

Indigenous Education Council Update

Coast Mountains School District is proud to celebrate the inaugural meeting of the Indigenous Education Council (IEC), an important milestone in our continued dedication to Indigenous education and student success.

The newly formed IEC brings together representatives from the Gitxsan, Haisla, Nisga'a, and Ts'msyen Nations, alongside district leadership, to strengthen collaboration and help shape educational priorities grounded in local knowledge, language, culture, and community.



This first gathering marks the beginning of a meaningful new chapter — one built on partnership, respect, and a shared commitment to equitable learning opportunities for all Indigenous learners across our district. We are deeply grateful to each member of the Council for sharing their voices, wisdom, and guidance. Their experience and connection to the community will continue to inform our work in creating

learning environments that honour Indigenous knowledge, culture, and perspectives.

On November 3rd, the Indigenous Education Council held its annual elections for leadership positions. We are pleased to share that Jericho Collison, representing the Kitselas Nation, was elected Chair, and Kimberly Robinson, representing the Haisla Nation, was elected Vice-Chair.

The district extends heartfelt appreciation to all council members for their ongoing dedication, collaboration, and advocacy for Indigenous learners, and to the outgoing leadership for their contributions and guidance throughout the past school years. Together, the Council's collective efforts strengthen relationships with local Nations and help ensure that all students feel a sense of belonging, pride, and connection in their educational journey.

Introducing IEC Leadership

Jericho Collison, Chair is an experienced educator and dedicated community leader with a deep commitment to fostering growth and empowerment within both the classroom and the broader community. With 19 years of experience as a teacher, Jericho has cultivated a strong passion for education, shaping the lives of students with a focus on inclusion, cultural awareness, and respect for diverse perspectives.

In addition to her work in education, Jericho has served as a respected member of the Kitselas First Nation Council for three terms, where she has been a vocal advocate for the rights and well-being of her people. Her leadership has helped guide the development of initiatives aimed at preserving cultural heritage, enhancing education, and addressing community needs.

Jericho's work is grounded in a deep understanding of the importance of community and education, as well as a steadfast commitment to creating positive, lasting change. Whether in the classroom or through her council service, Jericho strives to build a brighter, more inclusive future for all.

Kimberly Robinson, Vice Chair is a member of the Haisla Nation, currently serving as Deputy Chief Councilor for the Haisla Nation Council.

Through years of experience, Kimberly brings a wealth of leadership, and strategic insight; gained through diverse roles with Coast Mountain School District 82, Haisla Nation, and Yaqwa Development Corporation. She is committed to fostering meaningful collaboration and building strong relationships. As an advocate for education, Kimberly prioritizes the academic success of students and the recognition of their own unique cultural strengths. As we move forward, she sees the importance of having each Nation contribute their own values to the Indigenous Education Council platform, ensuring that learning environments foster pride, belonging and respect among learners.

Indigenous Education Report November 2025

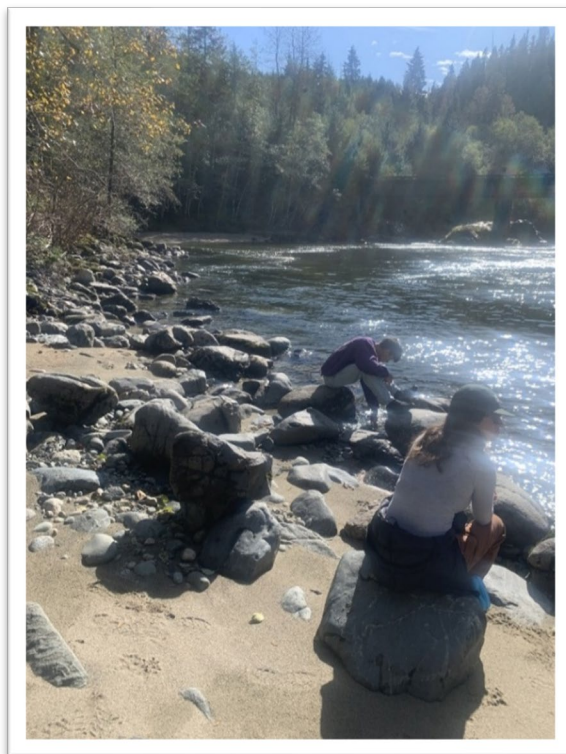
Indigenous Education Council Representatives

Community/Band Council	Representative
Anspayaxw Band (Kispiox)	Sandra Wesley-Olson, Anspayaxw Education Society Administrator Kolin Sutherland-Wilson
Gitwangak Band	Vacant
Gitanmaax Band	Pansy Wright-Simms, Director of Education Jaclyn Whitecotton, Elected Councillor Community Rep
Hagwilget Village	Vacant
Gitanyow Band	Ben Russell, Elected Councillor Lesley McLean, Elected Councillor Jason Derrick, Elected Councillor (Alternate)
Gitsegukla First Nation	Joe Sampare, Education Coordinator Wendy Wesley, Elected Councillor Julia Walker, Elected Councillor (Alternate)
Kitselas First Nation	Jericho Collison, Councillor Kitselas Nation Gerald Nyce, Councillor Kitselas Nation
Kitsumkalum Band	Marian Kotowich-Laval, Education Coordinator Cynthia Bohn, Elected Councillor Kitsumkalum
Haisla Nation	Kimberly Robinson, Elected Deputy Chief Councillor, Haisla Nation Broderick Nyce, Councillor Haisla Nation Kailee Gardiner, Executive Director, Community Services (Alternate)
Nisga'a Lisims Government	Nikki Villeneuve, Gitlaxdax Representative Karen Bright, Gitlaxdax Representative
Sik-E-Dakh (Glen Vowell)	Brandon Campbell, Elected Councillor Leslie Sebastian, Education Coordinator Kathleen Combs, Education Coordinator (Alternate)

Kitimat City High Learning on the Land

Here is a photo capturing one of the beautiful fall days on the Hirsch Creek Trails. The image reflects a meaningful moment between teacher and learner as they take in the breathtaking beauty of nature together. Along the walk, they observed cedar trees and devil's club, engaging in thoughtful discussion about traditional harvesting practices and the importance of respecting and caring for our natural surroundings. This learning experience highlights the value of land-based education and the deep connections that form when students and educators spend time on the land.

Submitted by Debbie Dilg, Indigenous Support Worker



Kitwanga Elementary School Drums

Language and Culture – Grade 2/3/4 Drum Project with Elder Knowledge Holder Barry Sampare

Students in the Grade 2/3/4 class participated in a hands-on Language and Culture project focused on drumming and traditional teachings. Guided by their teacher and supported through Indigenous Education, students explored the cultural significance of the drum and its role in connection, community, and expression.

The learning experience combined cultural understanding with creativity, as students engaged in making and learning about the importance of the drum in Indigenous traditions. These moments helped deepen students' appreciation for Indigenous languages, songs, and protocols that honour the drum's spirit and purpose.



Indigenous Education Report November 2025

Language and Culture – Kindergarten, Grade 1 & 2 Drum Project



Students in the Kindergarten, Grade 1, and Grade 2 class took part in a Language and Culture drumming project, learning about the importance of the drum in Indigenous traditions and teachings. With guidance from their teacher and Indigenous Education staff, students explored the drum's role in community, communication, and ceremony. This hands-on experience allowed students to connect with culture through rhythm, song, and story, fostering a sense of respect and belonging. The photos highlight moments of learning, joy, and pride as students experienced the power and meaning of the drum.

Hazelton Secondary School Film Makers

Former HSS film students have been invited to share highlights from their film *The Passage* at Bulkley Valley Christian School (BVCS) in Smithers during the school's Creativity Theme Day. Students will deliver 20-minute presentations to small groups, speaking about their creative process and the importance of consulting Elders when researching Gitxsan stories. Their presentation emphasizes the vital role of Elders as cultural knowledge keepers within Gitxsan culture.

Submitted by Lee Corneau [The Passage \[HSS Filmmakers\]](#)



Indigenous Education Report November 2025

Caledonia Connections – October Highlights

October was a meaningful month for the Caledonia Connections team as they continued to support student engagement, culture, and belonging in powerful ways. This fall, four new Connection Groups were launched — two Girls' Groups, a School Completion Girls' Group, and a Dudes Group. These groups offer safe and supportive spaces where students can connect, build confidence, and strengthen cultural identity through mentorship and shared experiences.

The school also introduced a Homework Club in collaboration with school counsellors. This targeted academic support provides learners with a welcoming place to receive guidance, build strong study habits, and feel confident in their learning.



Students engaged in rich cultural learning throughout October, including classroom discussions inspired by “The Paper Fence” by Mellissa Moses and participation in the Kitselas Totem Pole Raising, a powerful community event that deepened students’ understanding of culture, story, and local history. The team also hosted the First Annual Indigenous Education Engagement Night, bringing together families, staff, and community partners to celebrate collaboration and shared purpose.

Caledonia Connections is also pleased to welcome Sheena Turgeon to the team. Her experience and commitment to youth will further strengthen the school’s cultural programming and relationships with learners.

Looking Ahead

As the school moves into November, the team is preparing to support Indigenous elements within the school’s Remembrance Day ceremony, honouring Indigenous Veterans and their families through song, land acknowledgment, and student leadership. Ongoing programming — including Girls’, Dudes’, and Drum Groups, as well as support across various classrooms — will continue to provide meaningful cultural learning and connections for students. Caledonia remains deeply grateful for the partnerships and community spirit that make this work possible. Together, they are creating a school grounded in identity, culture, connection, and pride.

Contributed by Stephanie Louie, Indigenous Support Worker (ISW)

Cultural Connections – Skeena Middle School



This year, Skeena Middle School introduced a new Cultural Connections Group, led by Indigenous Support Worker Martha Woods. Meeting weekly, the group provides students with opportunities to explore traditional skills and creative expression through Indigenous arts.

In October, students created beaded necklaces and earrings that showcased both creativity and cultural pride. One student, Jade Neasloss, is pictured with her teacher, Ms. Schmidt, proudly sharing her beaded necklace.



These sessions foster meaningful conversations about tradition, respect, and identity, while helping students build confidence and strengthen relationships within the school community.

Submitted by Martha Woods, Indigenous Support Worker

Skeena Middle School Leadership

In their final Exploratory project, Grade 7 Leadership students designed and presented original board games, working collaboratively and demonstrating strong teamwork and leadership skills. Many groups chose to incorporate Indigenous elements—such as artwork, symbols, and storytelling—earning additional credit and showing thoughtful cultural connections. The project was a great example of creativity, collaboration, and respect for Indigenous perspectives.

Submitted by Max Bielavin, Educator



Indigenous Education Report November 2025

Majagaleehl Gali Aks – Gitxsan Immersion K–1 Update

The K–1 Gitxsan Immersion class has been engaged in rich, hands-on language learning this month, strengthening early literacy skills through culturally grounded activities. Students have been practicing their Gitxsan spelling list words — *smax* (bear), *ap* (bee), *hon* (fish), and *wis* (rain). As each new word is introduced, learners sound out each letter, practice pronunciation, and read the word in both Gitxsan and English before moving on to the next.

Under the guidance of Mrs. Lattie, students work carefully on correct spelling, printing on the lines, and using proper finger spacing. She emphasizes letter sounds and pronunciation to support accurate and confident Gitxsan language use.

Students also explored science through a playful hands-on activity: making cloud dough. The dough was then shaped into Gitxsan spelling words using laminated word mats. This activity supports tactile learning while helping students become familiar with seeing and recognizing their Gitxsan list words daily.



In addition, Mrs. Muldon continues supporting early literacy by helping students build their names using sticker activities that strengthen hand-eye coordination. Learners identify each letter in their names, sound them out, and practice using capital letters appropriately.

These engaging language and cultural activities help students build strong foundational skills while nurturing pride, confidence, and connection to the Gitxsan language.

Submitted by Angie Olson

Indigenous Education Report November 2025

Indigenous Perspectives in Remembrance Day Across the District

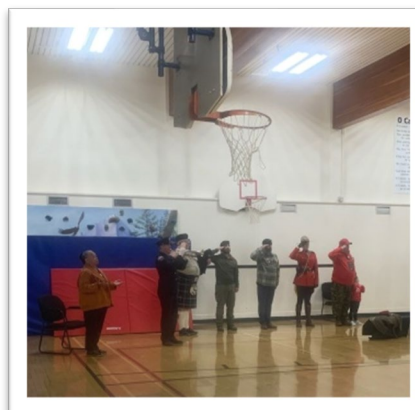
Across the district, schools engaged in meaningful learning, creative expression, and community-building to honour Remembrance Day and National Indigenous Veterans Day. Each school created space to recognize the contributions, sacrifices, and stories of First Nations, Inuit, and Métis Veterans, ensuring students understand both the shared history and the unique experiences of Indigenous service members and their families.

Cassie Hall – Remembrance Day

Cassie Hall Elementary honoured Remembrance Day with a thoughtful and meaningful ceremony that recognized the courage, sacrifice, and resilience of those who have served, including Indigenous Veterans and their families. The event brought together students and staff in a moment of reflection and gratitude, creating an opportunity for learning and remembrance grounded in respect.

A special highlight of the day was the participation of Anne McDames, who shared in the ceremony and helped guide students in understanding the importance of honouring all who have served. The accompanying photos capture these touching moments of remembrance and community connection.

Through experiences like this, students are reminded of the importance of gratitude, peace, and the enduring strength of community and culture. *Submitted by Erika Barton*



Skeena Middle School Remembrance Day Ceremony



On Monday, November 10, Skeena Middle School held a deeply meaningful Remembrance Day Ceremony, led by the Grade 7, 8, and 9 French Immersion students under the guidance of Mme Carter and Ms. Klassen. The event reflected the care, respect, and leadership of the students and staff who worked together to honour those who have served.



The school was honoured to welcome several special guests, including the Mayor, members of the School Board, local Cadets, RCMP officers, firefighters, members of the Canadian Armed Forces, parents, and special guest and role model Mr. David Wells.

Mr. Wells shared thoughtful words about the importance of remembering, coming together as a community, and honouring the sacrifices made by

Veterans and their families. His message added a powerful and grounding presence to the ceremony.

Students spoke with clarity and confidence in both French and English, reading beautifully throughout the program. Emeline Hanna led the school in *O Canada* alongside the school band, and later performed *In Flanders Fields* during a video presentation, accompanied by Ava Snelling on piano. The ceremony was thoughtful, respectful, and exceptionally well executed — a testament to the dedication of the staff and the leadership, compassion, and maturity of the students at SMS. *Submitted by Tracey Carter*

Indigenous Education Report November 2025

Caledonia Secondary School Remembrance Day Acknowledgement

As part of this year's Remembrance Day observance, Caledonia Secondary School recognized the significance of two important days:

- National Indigenous Veterans Day on *November 8th*
- Remembrance Day on *November 11th*

In the spirit of truth and reconciliation, the school honoured all who served in the Canadian Armed Forces while acknowledging an important truth, that the experiences of First Nations, Inuit, and Métis Veterans were often profoundly different, both during their service and upon returning home. By naming and recognizing this disparity, Caledonia affirms its commitment to reconciliation and to ensuring these stories and sacrifices are not forgotten. The ceremony was opened and grounded by Elder David Wells, who joined the school community and offered a warm and meaningful welcome. His presence set a tone of respect, remembrance, and unity, and was deeply appreciated by students, staff, and guests.



Caledonia Secondary also expressed sincere gratitude to the families of local Indigenous Veterans in attendance, recognizing the lasting contributions.

A special thank you was also extended to Kimberley Godfrey for teaching and sharing the Thank You Song, which added a meaningful and culturally grounded element to the ceremony.

Submitted by Toni Craig

Indigenous Education Report November 2025

Mount Elizabeth Middle Secondary School – Remembrance Day Display

The Indigenous Support Workers at Mount Elizabeth Middle Secondary School created a powerful and meaningful Remembrance Day bulletin board honouring Indigenous Veterans, with special thanks to ISW Rae for designing and setting up the display. Throughout recess and lunch, students stopped to look through the photos, names, and stories, proudly identifying the relatives and ancestors they are connected to — many of whom they had never met but feel deeply tied to through family and community memory.

This display not only honoured the contributions and sacrifices of Indigenous Veterans but also created a space for students to see themselves, their families, and their history reflected in the school environment. The quiet conversations and moments of recognition shared by students highlighted how important it is to celebrate these legacies and ensure they are remembered.

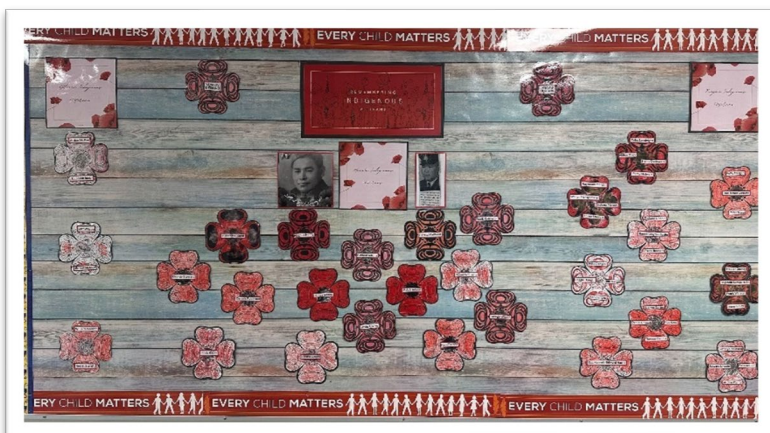


This meaningful contribution by the MEMSS Indigenous Education team supports connection, pride, and intergenerational learning within the school community.

Submitted by Nigel Martyres, Indigenous Support Worker

Nechako Elementary – Honouring Indigenous Veterans

Nechako Elementary students engaged in meaningful and creative projects leading up to Remembrance Day, guided by Indigenous Support Worker Lauren Alex. Small groups from various classes worked together to create a powerful bulletin board honouring Indigenous Veterans from three local Nations: the Haisla, Gitksan, and Nisga'a Nations.



With permission from Yasakw Designs, students selected and coloured Indigenous-themed poppy sheets in their own creative styles. These pieces were mounted on construction paper, and each poppy was paired with the name of an Indigenous Veteran from one of the three Nations. Names were gathered from community posts shared by the Haisla and Nisga'a Nations, and Gitksan names were contributed through a family connection. Once assembled, the artwork was laminated and displayed prominently for the school community to see and reflect upon.

Two additional photos feature a Grade 3 class that includes several Métis students — as well as a Métis teacher — who created two unique Remembrance Day wreaths. One wreath was made entirely with dot-art poppies, while the second used the Yasakw Designs poppies to honour Indigenous service members. These projects offered students meaningful ways to connect with culture, history, and remembrance while honouring the service and sacrifices of Indigenous Veterans from local Nations.

*Submitted by Lauren Alex,
Indigenous Support Worker*



Indigenous Education Report November 2025

1.31 Indigenous Targeted Funded Projects <i>Reviewed and Approved by the Inter-Tribal Education Committee & Indigenous Education Department 2025-2026</i>	
Hazelton Secondary School:	
• Indigenous Plants	
Cassie Hall Elementary:	
• Laxgalts'ap Trip to explore the Nisga'a Territory/Outdoor Education	
• Kitimat Trip to Explore the Haisla Nation and Hatchery Tour/Outdoor Education	
• Swimming- Water Safety and Cultural Connections	
• Salmon Journey	
• Oolichan Journey- Skeena River	
• Fried Bread Friday	
Skeena Middle School	
• Connections Group	
Kitwanga Elementary	
• Orange Shirt Project	
• Cultural Connections Gitanyow Student Teaching Feast	
Suwilaawks Community School	
• Outdoor Learning, Plants and Trees	
New Hazelton Elementary	
• Primary Gitxsan Resources	
• Intermediate Gitxsan Resources	
Parkside Secondary	
• Tumpline Weaving	

Indigenous Education Report November 2025

Elder/Knowledge Holder Role Model Program <i>Reviewed and Approved by the Inter-Tribal Education Committee & Indigenous Education Department 2025-2026</i>		
School	Project	Knowledge Keeper/Elder
Caledonia	Cultural Identity, Intergenerational Trauma, Residential Schools Girls Group Facilitator Guys Group Facilitator Remembrance Day Novel Study Connection and Medicine Bags	• Billy Morrison • Lilian Bramley • Job Daniels • David Wells • Kimberly Godfrey • Erica Davis
Hazelton Secondary	Visual and Oral storytelling English First Peoples 11 and 12 Truth and Reconciliation Speaker Remembrance Day	• Phillip Stewart • Mavis Banek • Archie McRae
Suwilaawks	Local Artist, Clans and Crests Paintings	• Sabrina Williams
Cassie Hall	Monthly Drumming Sessions Remembrance Day	• Christopher Peal • Roxanne Woods • Anne McDames
Majagaleehl Gali Aks	Language Immersion Elders/Knowledge Language Holders	• Shirley Lattie • Rosie Muldon
Thornhill Primary	Truth And Reconciliation Speaker Drumming	• Anne McDames
Kitwanga Elementary	Drum Making	• Barry Sampare • Norman McLean
Skeena Middle School	Elder in class local culture and History, Social Studies Project. Remembrance Day Archaeologist Presentation	• Anne McDames • David Wells • Anne McDames
Ecole Mountainview	Feasting systems and protocol	• Jenine Klein
Kitimat City High	Art and Drums	• Sheila Duncan



MEETING AGENDA ITEM #10.1.1

Action:		Information:	X
Meeting:	Regular	Meeting Date:	November 25, 2025
Topic:	Minutes of the Business Committee Meeting, November 12, 2025		

Background/Discussion:

Minutes as attached.

Recommended Action:

Information only; no action required.

Presented by: Trustee Ed Harrison



BUSINESS COMMITTEE MEETING

Wednesday, November 12, 2025 – 10:30 a.m. to 12:00 p.m.

Virtual via Zoom

Committee Members:

Trustee Ed Harrison (Chair)
Tracey MacMillan, Superintendent of Schools
Ginger Fuller, Secretary Treasurer

Recording Secretary:

Shawna Wilson, Executive Assistant

Guests:

Trustee Margaret Warcup

MEETING MINUTES

Items	Action
The meeting was chaired by Trustee Ed Harrison and called to order at 10:35 a.m. Trustee Harrison acknowledged the school district's business being conducted on the traditional and unceded territories of the Gitksan, Haisla, Nisga'a, and Tsimshian, and the honour to work with their children and privilege to live on their land.	
1. Previous Meeting Minutes - October 21, 2025	1. The minutes of the previous Business Committee Meeting held on October 21, 2025 were accepted as presented.
2. Human Resources 2.1 Grievance Update – CMTF & CUPE	2.1 Teacher vacancies are at their lowest in six years, with only eight positions open, primarily in specialized non-enrolling roles, while overall district staffing is stable. Challenges remain with 33 LOPs province-wide and limited casual coverage in Hazelton, and teacher union grievances continue at steady levels, adding administrative workload despite quick resolutions. Recruitment efforts are focused on targeted career fairs and leveraging recently relocated PVPs to attract candidates within budget constraints. Information only; no action required
3. Facilities/Transportation/OH&S 3.1 Monthly Facilities Report, October 2024	3.1 The four-classroom addition at Suwilaawks has been awarded to Progressive Ventures Limited, and minor capital submissions have already prompted early engagement from the Ministry of Infrastructure. Maintenance and transportation teams are fully staffed, custodial coverage in the Hazeltons has improved, and recruitment for a Kitimat foreman is underway alongside early HVAC and renovation design work. Information only; no action required.



3.2 District Joint OH&S Committee Meeting Minutes (next meeting to be on October 27, 2025)	3.2 Student-teacher violence is receiving increased attention from WorkSafe, prompting the district to revamp tracking sheets, implement safe work plans, and ensure protective equipment is available for staff. Critical incident training is now supported by WorkSafe and offered during Pro-D days, with participation from both CMTF and CUPE members. Prepare Trends Report on Critical Incidents include: WorkSafe monthly data, incident types and prevention
4. Board Representations 4.1 BCPSEA 4.2 BCSTA	4.1 No Report 4.2 No Report
5. Outstanding Items from Previous Meeting	5. There were no outstanding items from the previous meeting.
6. Finances 6.1 Monthly Financial Statements & Quarterly Summary, September 2025	6.1 Secretary Treasurer Fuller spoke to the financial statements which show that overall spending and remaining budget are comparable to last year, with no major concerns identified. Slight increases in services, supplies, and utility costs are being monitored closely, along with salary and benefit expenses, while revenue continues to align with the preliminary budget. Information only; no action required.
7. Next Meeting	7. The next Business Committee Meeting is scheduled on Wednesday, January 14, 2025, from 10:30 a.m. to 12:00 p.m. The meeting was adjourned at 11:57 a.m.



MEETING AGENDA ITEM #10.1.2

Action: Information: X

Meeting: Regular Meeting Date: November 25, 2025

Topic: Monthly Financial Statements, September 30, 2025 & Quarterly Summary

Background/Discussion:

Reference the September 30, 2025 Monthly Financial Statements and Quarterly Summary as attached.

The Business Committee reviewed the Quarterly Financial Statements at its meeting held on November 12, 2025 and brings forward to the Board for information.

Recommended Action:

THAT the Board receive for information the Monthly Financial Statements and Quarterly Summary as attached.

Information only; no action required

Presented by: Secretary Treasurer

SCHOOL DISTRICT No. 82 (Coast Mountains)
OPERATING FUND
REVENUE AND EXPENDITURE
YEAR ENDED June 30, 2026
as at September 30, 2025

	2025-2026 Revenue and Expenses	Actual Preliminary Annual Budget	Percent Remaining or Available
Revenue (Schedule A2)			
Provincial Grants, MOE	6,921,230	56,515,038	0.88
Federal Grants	-	-	-
Tuition	626,378	601,514	(0.04)
Other Fees And Revenue	1,716,256	6,144,290	0.72
Rentals & Leases	253,750	725,000	0.65
Investment Income	28,313	150,000	0.81
	9,545,927	64,135,842	0.85
Expense (Schedule A3)			
Salaries			
Teachers	2,206,359	22,613,503	0.90
Principals and Vice Principals	1,216,409	4,989,171	0.76
Educational Assistants	420,512	4,972,295	0.92
Support Staff	1,189,085	6,275,071	0.81
Other Professionals	647,600	2,614,579	0.75
Substitutes	160,934	2,193,090	0.93
	5,840,899	43,657,709	0.87
Employee Benefits	1,391,990	9,994,786	0.86
Services & Supplies	1,800,963	11,752,028	0.85
	9,033,852	65,404,523	0.86
Net Revenue/Expenditure	512,075	(1,268,681)	
Interfund Transfers			
Capital Asset Purchases	-	-	
Local Capital	-	-	
Prior Year Surplus Appropriation	1,503,693	1,268,681	
Balance Surplus/(Deficit)	2,015,768	-	

SCHOOL DISTRICT No. 82 (Coast Mountains)
OPERATING FUND
REVENUE BY SOURCE
YEAR ENDED June 30, 2026
as at September 30, 2025

	2025/2026 Actual Revenue and Expenses	2025-2026 Preliminary Annual Budget	Percent Remaining
Provincial Grants, Ministry of Education			
Operating Grant, MOE	6,117,249	53,997,508	0.89
Other Ministry of Education Grants			
Pay Equity	37,842	1,160,795	0.97
Carbon Tax Reimbursement		-	-
FSA Exam Funding		8,187	1.00
Graduated Adult Enrollment (EG)		1,067	
Economic Stability Dividend			
Support Staff Prov. Extended Health Care Plan		58,465	1.00
Student Transportation	390,450	557,786	0.30
Student Learning Grant			
Early Learning Grant		-	-
Next Generation Network (NGN)		24,737	1.00
Labour Settlement Funding		-	-
Teacher Benefit Enhancement		-	-
Integrated Child and Youth Grant	352,478	501,993	0.30
Equity Grant			
Child Care Funding	21,191	90,000	0.76
	6,919,210	56,400,538	0.88
Provincial Grants - Other Ministries			
ITA		79,500	1.00
MCFD	2,020	35,000	0.94
	2,020	114,500	0.98
Federal Grants			
Indigenous Services Canada	-	-	-
	-	-	-
Tuition			
International and Out of Province Students	626,378	601,514	(0.04)
	626,378	601,514	(0.04)
Other Fees and Revenue			
Summer School Fees			
Continuing Education			-
Local Education Agreements	1,617,463	5,813,898	0.72
Miscellaneous (Specify)			
Miscellaneous	4,493	98,000	0.95
ArtStarts		15,000	1.00
City of Terrace REM Lee Theatre Grant	12,000	12,000	-
District of Kitimat Grant in Aid Theatre	30,750	76,992	0.60
REM Lee Theatre User Levy Fees	1,301	5,000	0.74
Shared Services - SD 92	19,050	23,400	0.19
Extended Health Premium Surplus Refund		-	-
Early Learning Revenue	31,199	100,000	-
	1,716,256	6,144,290	0.72
Rentals and Leases	253,750	725,000	0.65
Investment Income	28,313	150,000	0.81
TOTAL OPERATING REVENUE	9,545,927	64,135,842	0.85

SCHOOL DISTRICT No. 82 (Coast Mountains)
OPERATING FUND
EXPENDITURE BY OBJECT
YEAR ENDED June 30, 2026
as at September 30, 2025

	2025/2026 Actual Revenue and Expenses	2025/2026 Preliminary Annual Budget	Percent Available
Salaries			
Teachers	2,206,359	22,613,503	0.90
Principals and Vice Principals	1,216,409	4,989,171	0.76
Educational Assistants	420,512	4,972,295	0.92
Support Staff	1,189,085	6,275,071	0.81
Other Professionals	647,600	2,614,579	0.75
Substitutes	160,934	2,193,090	0.93
	5,840,899	43,657,709	0.87
Employee Benefits	1,391,990	9,994,786	0.86
Total Salaries & Benefits	7,232,889	53,652,495	0.87
Services and Supplies			
Services	416,643	2,619,325	0.84
Student Transportation	290,311	2,736,465	0.89
Professional Development and Travel	162,402	999,305	0.84
Rentals and Leases	662	1,500	0.56
Dues and Fees	96,182	97,850	0.02
Insurance	31,020	273,880	0.89
Supplies	268,118	2,762,364	0.90
Furniture and Equipment	73,445	215,267	0.66
Computer Equipment	271,836	379,072	0.28
Bad Debt		-	-
	1,610,619	10,085,028	0.84
Utilities			
Electricity	92,230	534,000	0.83
Gas-Heat	15,491	580,000	0.97
Propane-Heat	12,375	350,000	0.96
Garbage/Water/Sewer	55,248	143,000	0.61
Carbon Offsets	15,000	60,000	0.75
	190,344	1,667,000	0.89
Total Service & Supplies	1,800,963	11,752,028	0.85
TOTAL OPERATING EXPENSE	9,033,852	65,404,523	0.86

SCHOOL DISTRICT No. 82 (Coast Mountains)
OPERATING FUND
EXPENDITURE BY OBJECT
YEAR ENDED June 30, 2026
as at September 30, 2025

	Total Salaries	Employee Benefits	Total Salaries and Benefits	Services and Supplies	Total Expenses	2025/2026 Preliminary Annual Budget	Percent Available
1 INSTRUCTION							
1.02 Regular Instruction	1,921,332	408,767	2,330,099	281,104	2,611,203	24,826,024	0.89
1.03 Career Programs	33,175	6,945	40,120	15,162	55,282	456,640	0.88
1.07 Library Services	131,232	33,542	164,774	1,339	166,113	1,569,008	0.89
1.08 Counseling	178,913	36,026	214,939		214,939	1,690,593	0.87
1.10 Special Education	828,615	263,481	1,092,096	66,721	1,158,817	9,917,849	0.88
1.31 Aboriginal Education	200,253	63,648	263,901	53,501	317,402	4,498,652	0.93
1.41 School Administration	985,065	215,282	1,200,347	13,470	1,213,817	5,760,763	0.79
1.62 International & Out of Prov Students	30,706	5,858	36,564	97,412	133,976	601,514	0.78
Total Function 1	4,309,291	1,033,549	5,342,840	528,709	5,871,549	49,321,043	0.88
4 DISTRICT ADMINISTRATION							
4.11 Educational Administration	117,286	17,323	134,609	16,272	150,881	841,091	0.82
4.40 School District Governance	28,160	1,273	29,433	37,906	67,339	390,170	0.83
4.41 Business Administration	262,724	61,444	324,168	183,951	508,119	1,880,634	0.73
Total Function 4	408,170	80,040	488,210	238,129	726,339	3,111,895	0.77
5 OPERATIONS AND MAINTENANCE							
5.41 Operations and Maintenance Admin	127,138	21,767	148,905	11,600	160,505	1,006,008	0.84
5.50 Maintenance Operations	971,302	251,668	1,222,970	491,732	1,714,702	6,964,809	0.75
5.52 Maintenance of Grounds	16,419	3,484	19,903	43,599	63,502	284,000	0.78
5.56 Utilities			-	196,772	196,772	1,847,000	0.89
Total Function 5	1,114,859	276,919	1,391,778	743,703	2,135,481	10,101,817	0.79
7 TRANSPORTATION AND HOUSING							
7.41 Transportation and Housing Admin	6,443	1,252	7,695		7,695	33,103	0.77
7.70 Student Transportation	2,136	230	2,366	290,422	292,788	2,836,665	0.90
Total Function 7	8,579	1,482	10,061	290,422	300,483	2,869,768	0.90
TOTAL FUNCTIONS 1 - 7	\$ 5,840,899	\$ 1,391,990	\$ 7,232,889	\$ 1,800,963	\$ 9,033,852	\$ 65,404,523	0.86



Coast Mountains Board of Education School District 82

MEETING AGENDA ITEM #10.2.1

Action: Information: X

Meeting: Regular Meeting Date: November 25, 2025

Topic: **Minutes of the Education Committee Meeting, November 19, 2025**

Background/Discussion:

Minutes as attached.

Recommended Action:

THAT the minutes of the Education Committee Meeting held November 25, 2025, be received for information.

Presented by: Trustee Karen Jonkman



EDUCATION COMMITTEE MEETING

Wednesday, November 20, 2025 – 4:00 p.m. to 5:30 p.m.

Microsoft Teams Virtual Meeting

Committee Members:

- Trustee Karen Jonkman (Chairperson)
- Trustee Wayne Jones
- Tracey MacMillan, Superintendent of Schools
- Julia Nieckarz, Director of Instruction, Inclusive Education
- Phillip Barron, Director of Instruction, Learning Services
- Donna Mortimer, Director of Instruction, Indigenous Education
- Tina McDonald, District Principal, Curriculum Support
- Annette McAlpine, Principal, Uplands Elementary School (CMAA representative)
- Jocelynn Drew, Principal, Bear Valley School (CMAA representative)
- Stacey Rodrigues, Vice-Principal, Mount Elizabeth Middle Secondary School (CMAA representative)
- Joslynn Bagg, Local President for Terrace District Teachers Union (CMTF representative)
- Cynthia Bohn, Councillor, Kitsumkalum First Nation (First Nation representative)
- Annette Sorensen, Director for Education and Training, Haisla Nation (First Nation representative)
- Troy Peters, District Parent Advisory Council Chair (DPAC representative)
- Krista Jay, Parent Advisory Council – Hazelton (PAC representative)

Regrets:

- Trustee Ed Harrison
- Trustee Julia Sundell
- Michelle Sutherland

Recording Secretary:

- Lindsay Harder, Executive Assistant

MEETING MINUTES

Items	Action
The virtual meeting was called to order at 4:00 p.m. chaired by Trustee Karen Jonkman, Committee Chairperson.	
1. Acknowledgement of the Territories, Introductions & Welcome	Chairperson Jonkman acknowledged with respect the school district's business being conducted on the traditional and unceded territories of the Gitksan, Haisla, Nisga'a and Ts'mysen Peoples. We are honoured to work with their children and privileged to live, learn, work, and play on these lands. A warm welcome was extended to all attendees. This meeting marked the final Education Committee meeting before the winter break, with scheduled resumption in January 2026. Introductions were made by trustees, district staff, school administrators, and partner group representatives followed by meeting regrets.

1. Acknowledgement of the Territories, Introductions & Welcome (<i>cont'd</i>)	Indigenous Veterans Day – Chairsperson Jonkman acknowledged Indigenous Veterans Day being recognized annually across Canada on November 8th. Established in 1994, the day honours the service, sacrifice, and contributions of Indigenous Veterans, while also acknowledging the historical inequities many faced during and after their service. Across Coast Mountains School District staff and learners continued commitment to honouring Indigenous Veterans through classroom learning and district recognition. Remembrance Day - Chairsperson Jonkman acknowledged Remembrance Day on November 11th honouring all who served and sacrificed in the military service. This date marks the armistice of the First World War, taking effect at the 11th hour of the 11th day of the 11th month in 1918. All schools and offices across the district acknowledged this day through ceremonies, school assemblies, and the importance of education students on Remembrance Day and peace was emphasized.
2. Previous Meeting Minutes, October 15, 2025	The meeting minutes of the previous Education Committee Meeting held October 15, 2025 were received. Information only; no action required.
3. Information Items • Indigenous Veterans Day • Remembrance Day • Recruitment & Retention	<u>Indigenous Veterans Day – November 8th</u> • Superintendent MacMillan acknowledged Indigenous Veterans Day and highlighted the meaningful ceremonies held across the district. Students demonstrated respect, confidence, and care through their participation in school-led events. <u>Remembrance Day – November 11th</u> • Superintendent MacMillan acknowledged Remembrance Day, noting that schools across the district held assemblies and commemorative events to honour all who have served in military service. She recognized the thoughtful work of staff and students in preparing respectful ceremonies. Chairsperson Jonkman also offered reflections, emphasizing the continued importance of remembrance. <u>Recruitment & Retention</u> Superintendent MacMillan provided an update on staffing initiatives: • The district successfully hired 28 qualified teachers, with 34 individuals currently serving under Letters of Permission. • Recruitment efforts remain ongoing in specialized areas: Inclusive Education, French Immersion, shop programs, and counselling. • Staffing stability continues to improve due to earlier postings, targeted outreach, and stronger partnerships with post-secondary institutions. • Practicum placements continue to serve as a positive pathway to future district employment. • Retention efforts include mentorship programs, induction supports and strengthened collaboration with union partners. Information only; no action required.

4. Discussion Items

- School Growth Plan
- Breakout Rooms

Discussion Item – School Growth Plans

Superintendent MacMillan and the District Education Team provided an overview of the revised School Growth Plan template for the 2025/26 school year. She explained that the updated template was introduced to strengthen clarity, transparency, and alignment with the district's Strategic Plan. Schools were given the option, during this transition year, to either adopt the new SMART-aligned format—designed to present goals that are specific, measurable, achievable, relevant, and timely—or to continue using the previous Canva-style visual template. The four focus areas across all plans include Literacy, Numeracy, Inclusion and Indigenous Education, and Mental Health and Well-Being.

To support the Committee's understanding of how schools are interpreting and applying the new template, Joslynn Drew, Principal at Bear Valley School, Annette McAlpine, Principal at Uplands Elementary, and Stacey Rodrigues, Vice-Principal at Mount Elizabeth Middle Secondary School provided brief overviews of their school growth plans. They highlighted data trends, reading-intervention progress, strategies for meeting student needs, and contextual considerations unique to their school communities. The Committee then proceeded into breakout rooms for further discussion and feedback on the revised template and its implementation.

Breakout Rooms – Summary of Feedback

Participants joined three groups to review the Growth Plan templates and discuss strengths, patterns, and areas for enhancement. Summaries are drawn from all three sets of breakout room notes:

Breakout Room Themes (All Groups Combined)

1. Targeted Goals & Patterns Across Plans

- Strong district-wide patterns in Literacy and Numeracy, with notable growth in reading due to decoding and screening practices.
- Writing emerges as the next area for focused improvement as reading fluency increases.
- Emphasis on inclusion, student voice, and the Indigenous Education framework.

2. Unintended Barriers or Challenges

- Ensuring public-facing plans are easily understood; consideration needed for more student-friendly language.
- Variations in school context (certified teachers vs. LOPs, class composition) influence data and strategies.
- Need for clear explanations of acronyms to avoid confusion.
- Data must be contextualized, as results reflect all students, designated and non-designated.

3. Strengths in the Plans

- Clear layout with single-page focus areas (Literacy/Numeracy/Inclusion/Mental Health).
- Strong appreciation for embedded data, charts, and transparent reporting (e.g., Bear Valley model).
- Alignment across schools promotes consistency and clarity.
- Encouragement from seeing growing teacher involvement and collaboration.

	4. Measurability of Strategies • Templates support measurable goal-setting but may require further refinement for specificity. • DET emphasized ensuring goals remain realistic, timely, and aligned with local data. • Recognition that schools are still “growing into” the new template. 5. Alignment with District Strategic Priorities (Engage, Ignite, Empower) • Strong alignment across all plans in Literacy, Numeracy, Indigenous Education, Mental Health, Inclusion, and Student Voice. • High school plans may benefit from differentiated templates to include unique data (e.g., graduation rates). Additional Suggestions • Incorporate photos, visuals, videos, or links to help tell each school’s story. • Provide opportunities for increased teacher collaboration—within schools, between schools, and between district and independent schools to support transitions. • Consider setting clear attendance targets and improving the visibility of mental health connections. Outcome: Feedback will inform refinements to the 2026/27 Growth Plan template, ensuring consistency, clarity, and public accessibility. Information only; no action required.
6. Next Meeting & Adjournment	Chairperson Jonkman thanked everyone for their participation in the meeting noting the good discussions. The next Education Committee Meeting will be held virtually on Wednesday, January 14, 2026, from 4:00 p.m. to 5:30 p.m. via Microsoft Teams. The meeting was adjourned at 5:15 p.m.





MEETING AGENDA ITEM #10.2.2

Action: X

Information:

Meeting: Regular

Meeting Date: November 25, 2025

Topic: **2025-2026 Draft School Growth Plans**

Background/Discussion:

School Growth Plans form part of a provincial accountability framework related to continuous improvement with schools focused on learner achievement and well-being. In this framework, the school principal prepares and submits the school plan for the local Board of Education's approval.

The 2025-2026 School Growth Plans are informed by unique needs at the school and align with the Board's 2022-2027 Strategic Plan Goals: *Engage, Ignite, Empower*.

A new School Growth Plan template was introduced for schools to use for the 2025/26 school year. It was designed to enhance clarity, transparency, and alignment with the district's Strategic Plan. During this transition year, schools were given the option to adopt the new SMART-aligned format—ensuring goals are specific, measurable, achievable, relevant, and timely—or to continue using the previous Canva-style visual template.

Across all School Growth Plans, the four shared focus areas remain Literacy, Numeracy, Inclusion and Indigenous Education, and Mental Health and Well-Being. A link to the district website (<https://cmsd.bc.ca/school-plans>) was provided for the Education Committee to review the draft plans.

The Education Committee recommended that the draft 2025–2026 School Growth Plans be forwarded to the Board for approval.

Trustees were also provided the link to view the draft School Growth Plans in preparation for the November 25, 2025 Regular Board Meeting.

Recommended Action:

THAT the Board approve the 2025-2026 School Growth Plans.

Presented by: Superintendent of Schools



MEETING AGENDA ITEM #12.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	November 25, 2025
Topic:	Board Chair Report – November 2025		

Background/Discussion:

Attached for Trustees' information is the Board Chair's Report for the month of November 2025 respectfully submitted by Board Chair Margaret Warcup.

A monthly Board Chair Report will be provided for inclusion in the agenda package for future Regular Board Meetings.

Recommended Action:

THAT the Board receive for information the Board Chair's Report for November 2025.

Presented by: Board Chair



BOARD CHAIR REPORT

NOVEMBER 2025 REGULAR BOARD OF EDUCATION MEETING

Since our last meeting, I participated in a Provincial Board Chair call organized by BCSTA. The primary focus of the call was to gather feedback on the extraordinary motion we supported at the recent BCPSEA Provincial Meeting regarding changes to the BCSTA election process—specifically, a shift toward regional representation. BCSTA is currently collecting information and has invited districts to submit their input. We are welcome to forward our feedback to BCSTA.

The call also included an update—reflected in BCSTA newsletters and recent media communications—that the BCSTA Board met with MLAs in Victoria. BCSTA shared that they felt heard on the key advocacy priorities they are advancing on behalf of Boards across the province.

Additionally, the Ministry of Education and Child Care has begun working with a BCSTA consultant and committee members to review district policies and procedures. Their goal is to develop best-practice policy templates for districts. This led to further discussion about Board roles and responsibilities, and the Ministry's authority to direct Boards through policy expectations and Ministerial Orders.

A reminder was also provided about the extensive learning resources available to Trustees through the BCSTA portal.

At our recent Branch Meeting, I presented *Building Understanding of Early Childhood Education and Childcare*. With Trustee support, I plan to prepare a briefing note for the Ministry early in the new year outlining the significant challenges in delivering early years services, including childcare. This will include inquiries about the conclusion of initial project-based funding, the sustainability of administrative and operational costs, and how equity will be supported across districts. I also encourage Trustees to consider whether a motion on this matter should be developed for submission to the January deadline for the BCSTA Spring General Meeting.

I also attended, virtually, the BCPSEA Annual Symposium, *Empowering Leaders: Best Practices and Innovations*. The sessions on Psychological Health and Safety in Education were particularly valuable. Organizational wellness is a key focus area in our current Strategic Plan. These workshops reinforced the importance of this work and I appreciate the thoughtful way our district is currently working to address this area. As our next Strategic Plan renewal is scheduled for 2027, I encourage us to maintain this priority moving forward.

Respectfully submitted. I welcome any questions or comments from Trustees.

We respectfully acknowledge that the lands on which we live, work, learn and play as the traditional and unceded territories of the Gitksan, Nisga'a, Haisla and Ts'msyen Peoples.

Respectfully submitted by,

Trustee Margaret Warcup
Board Chair