

LAMBTON KENT DISTRICT SCHOOL BOARD

ILC MEETING

Wednesday, MAY 16, 2018 @ 6:00 p.m. at SARNIA EDUCATION CENTRE

Present:	Minogiizhgad, LKDSB Indigenous Lead, Mark Aquash, Walpole Island First Nation, Zandra Bear-Lowen, Kettle & Stony Point First Nation, Jane Bryce, LKDSB Trustee, Lareina Rising, LKDSB Trustee, Kim Sonneveld, Delaware Nation, Brent Stonefish, Delaware Nation	
Regrets:	Elsa Natvik, Principal, Ridgetown District High School, John Airey, Principal, Sir John Moore Community School, Everett Kicknosway, Walpole Island First Nation, Jim Morton, System Coordinator, Alternative & Continuing Education, Vicki Ware, Aamjiwnaang First Nation	
Resource Staff:	Helen Lane, LKDSB Superintendent of Education, Program: Leadership and Equity, Jaime Shannon, Recorder	
Guests:		
Agenda Item	Details/Discussion	Action Items
Welcome and Introductions	<ul style="list-style-type: none"> - Trustee Lareina Rising welcomed the committee to the meeting and thanked the Lambton Kent District School Board (LKDSB) for their hospitality. She introduced herself as the First Nations Trustee for the LKDSB. - Committee member introductions were completed. 	
Adoption of Agenda	<ul style="list-style-type: none"> - The agenda was adopted, with the addition of a motion from the February 14, 2018 meeting added to "Other". 	
Approval of Record of Action from April 18, 2018	<ul style="list-style-type: none"> - The Record of Action from the April 18, 2018 meeting was approved by the committee. 	
Reports from First Nation Communities	<p><u>Kettle & Stony Point First Nation</u> Zandra Bear-Lowen reported the following:</p> <ul style="list-style-type: none"> • Elections will be held in August. • Looking at offering contracts to new school staff. • Working on school improvement planning for next year, policy review and next steps for community members in regard to Chiefs of Ontario Charting Our Own Path Forward. • There will be a Pow Wow at Hillside School on June 20, 2018. An invite will be sent to committee members. • The North Lambton Secondary School (NLSS) Student Symposium will be held on June 5, 2018. • In the beginning stages of organizing a Language and Culture Planning team and 3-5 year strategic plan. • Grade 8 students from Hillside School participated in a transition visit at NLSS the previous week. <p><u>Delaware Nation at Moraviantown</u> Kim Sonneveld reported that :</p> <ul style="list-style-type: none"> • She is still transitioning into her new role and is focused on relationship building with the school board. <p>Brent Stonefish reported that:</p> <ul style="list-style-type: none"> • Council decided to create an education task force to look at a tuition agreement with the LKDSB because there has never been one in place. <p><u>Walpole Island First Nation</u> Mark Aquash reported the following:</p> <ul style="list-style-type: none"> • The Contract for Services agreement with the LKDSB is almost complete. He said that he thinks all of the board members are very satisfied and hopes the LKDSB is also satisfied with the agreement. • Walpole Island First Nation has many upcoming retirements that will be recognized. 	<p>Z. Bear-Lowen will send an invitation to committee members for the June Pow Wow.</p>

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	<ul style="list-style-type: none"> • He was looking forward to participating in the recognition of students at the WDSS Graduation Awards Ceremony. • Any upcoming changes in First Nations education from the federal government and any issues or areas of change related to funding or programming will be addressed. • The community planned to meet the following week before the election for Chief and Council. • He hoped their Director of Education position would be filled soon. <p><u>Aamjiwnaang First Nation</u></p> <ul style="list-style-type: none"> - The representative from Aamjiwnaang First Nation was unable to attend the meeting. 	
Trustee: Lareina Rising	<p>Trustee Rising reported the following:</p> <ul style="list-style-type: none"> - The reset for the four First Nations is still under consideration and the communities will work with M. Aquash around the Terms of Reference, and are considering a meeting to talk about common interests. - The budget meeting that afternoon was really good, with two full hours set aside to go through the budget. - The communities would like to talk more about dividing the committee into program and financial and what that would look like and then provide feedback to the board. B. Stonefish added that Delaware Nation’s Chief would be involved in that discussion. - The communities discussed the restrictions of Reg. 274 and how to ensure more Indigenous staff are hired. The communities would like to continue this discussion on how to work within the parameters of Reg. 274 and still meet goals. <ul style="list-style-type: none"> • Superintendent Lane noted that the elementary and secondary occasional teacher roster posting will remain open until the end of August, and if someone identifies themselves as First Nations they would be entitled to an interview. B. Stonefish remarked that community members have gotten interviews but were not hired, and it is problematic due to the questions being asked and how the answers are evaluated as the board is working in the western paradigm. Superintendent Lane said that it may be something the board looks at moving forward. Trustee Bryce noted that interview candidates can ask to be debriefed following the interview, and K. Sonneveld added that the feedback must be valuable. • There was a discussion around qualifications for First Nations teaching positions and if language and cultural background are considered. Superintendent Lane explained that the successful candidate would need the necessary OCT qualifications and seniority plays a factor. • It was noted that the Reg. 274 is a barrier, creating systemic discrimination, and it is a long process to be hired for a First Nations position since you must be in the system already. • The four First Nations would like to be a part of the Board’s interview process and suggested that a candidate’s Indigenous knowledge should be reviewed during the interview for Indigenous positions. • Superintendent Lane asked what interview process is completed by the four First Nation communities. M. Aquash responded that Walpole Island First Nation candidates are scored on a presentation and interview questions, and the candidates are separated by band members, First Nations, and non-Indigenous, and band members receive priority. Brent Stonefish responded that Delaware Nation requires that candidates meet a minimum of 65%, and then they look at candidates in order of band members, First Nations, and 	<p>Superintendent Lane will provide this feedback to Superintendent Warner and he may be invited to the June meeting.</p>

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	<p>non-Indigenous. He added that their questions ask about the candidate’s knowledge of Lenape language and culture, as well as situational questions. Zandra Bear-Lowen responded that their process is similar and candidates are scored.</p> <ul style="list-style-type: none"> • Superintendent Lane noted that she would invite Superintendent Phil Warner to the next ILC meeting. Trustee Rising said that he should be invited with the intent that he is willing to look at solutions and does not want him to defend the current process. 	
<p>Indigenous Lead: Minogiizhgdad</p>	<p>Minogiizhgdad reported the following:</p> <ul style="list-style-type: none"> - The April 27 PD Day was successful and it is important to ensure the momentum from the event continues. The afternoon included sessions where staff from each school worked together to create a goal to address the TRC in the 2018-19 school year. This goal is to be reviewed and then supports will be provided in order to help the school meet its goal. He said he is hoping this is available for the ILC to provide input on in June. - He explained that school principals receive requests for smudging and the board is looking at a guideline to address these requests. He said that he has looked at other boards that have incorporated policies and would like to approach members from each community for their input and have a first draft with this collected information for review at the June meeting. - There have been discussions on school administrator participation in the ILC meetings. He said that the format has changed from verbal reports, to providing the report prior to the meeting with no verbal report, to providing the report prior to the meeting and speaking to it if you are in attendance. He added that there needs to be further discussion on how the meetings should function in the future. - Suggestions/Ideas from the committee: <ul style="list-style-type: none"> • Would be helpful to know what the schools are doing to help the students directly, provide both successes and challenges in the school, and provide their goals and what they are doing to reach those goals. A template could be provided to include specific information the committee is looking for. • Removing the reporting from the agenda. • Including a presentation with a specific at the start of each ILC meeting. - More PD opportunities for principals, providing opportunities for staff and students to visit the communities and cultural competency training for all staff was suggested. 	<p>Minogiizhgdad will provide school plans at the June meeting.</p> <p>Minogiizhgdad will present a first draft at the June meeting.</p> <p>Minogiizhgdad will contact the four First Nation representatives to start the process on the restart of the committee.</p>
<p>Superintendent: Helen Lane</p>	<ul style="list-style-type: none"> - As a follow-up to the April 18 meeting, Superintendent Lane provided committee members with information on Violent Threat Risk Assessment (VTRA), which can also be found on the LKDSB website. She explained that Superintendent Gary Girardi will bring forward a request for more information on how the four First Nation representatives could join the protocol at the June Community VTRA meeting. - An elementary Special Projects teacher may be hired for Indigenous Education to help move forward with the curriculum. - The Board Action Plan (BAP) template has been received and the committee has discussed a meeting in July to start completing the plan. A 3-5 year strategic plan may also be created. - Z. Bear-Lowen said that it will be helpful to have the school plans prior to completing the BAP and asked about the pre and post evaluations of the current school year’s BAP. Superintendent Lane said the school plans should be available in June and the evaluations are available now and ready to be completed. Z. Bear-Lowen noted that the school climate surveys are an 	<p>Superintendent Lane will share the Interim BAP Report with committee members and the BAP template for 2018-19.</p>

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	<p>important piece of information as well, which she has received from the school principal in the past.</p> <ul style="list-style-type: none"> - M. Aquash suggested that the First Nations be involved in a program or a 5-year plan that addresses early leavers. 	
Reports from School Administrators	<ul style="list-style-type: none"> - There were no school administrators in attendance. School reports were received prior to the meeting for committee members to review. 	
Other	<ul style="list-style-type: none"> - M. Aquash noted that he made a motion to keep Indigenous Studies funding at the top of the agenda and requested a more definitive explanation from Superintendent of Business Brian McKay. He said that he requested a funding explanation for the current school year but did not receive this at the budget meeting that day. 	Superintendent Lane will follow-up with Superintendent McKay on this.
Adjournment	<ul style="list-style-type: none"> - The meeting was adjourned at 9:29 p.m. 	

NEXT ILC MEETING: JUNE 20 – SIR JOHN MOORE COMMUNITY SCHOOL