



Nisichawayasi Nehetho
Culture and Education Authority Inc.

NISICAWAYASIKH CREE NATION



1981

-

2021



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Kwani nimitanaw aski itipipathik ithini tipithimisowi kiskinwahamakwiwin ota nisicawayasihk
Celebrating 40 Years of First Nations Control of Education at Nisichawayasihk, 1981-2021



2020-2021 YEAR IN REVIEW

July 13th, 2021 at O.K. Gym



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NNCEA ANNUAL GENERAL ASSEMBLY (AGA) AGENDA FOR 2020-21

“CELEBRATING 40 YEARS OF FIRST NATIONS CONTROL (FNC) OF EDUCATION AT NISICHAWAYASIHK”

Pipe Ceremony (physical distancing please) at 3:00 p.m.

Tuesday, July 13th, 2021, @ 4:00 p.m. @ OK gym or school grounds

Masters of Ceremony (MC’s): Trustees Jerry Primrose & Llewellyn Moodie

GRAND ENTRY @ 4:00 p.m. (with physical distancing in place)

UPON ARRIVAL, PLEASE SIGN IN! BE THERE! BRING A BUDDY!

1. Opening prayer/song MC and NCN Elder
2. Opening remarks/moment of silence/land/Protocol. MC
3. Message from NCN Chief and Council NCN Chief or Education Councillor
4. Message from the NNCEA School Board W. Bunn, NNCEA Chair

Local entertainment/Cash draw #1, 10 – \$40. prizes

5. Financial Report to March 31st, 2020 Yvonne Hart, NCN/NNCEA Finance
6. AGA Booklet Review Director of Language and Culture

BBQ Break (hot dogs/burgers/smokies/salad/cake)

Local entertainment/Cash draw #2, 10 – \$40. prizes

7. Celebrating 40 Years of FNC at Nisichawayasihk NNCEA Director of Education
8. Speaker Introductions. Trustee Jerry Primrose
9. Keynote Speakers “Tidbits” Chief Rodney Spence/Directors
10. Special Presentations NNCEA School Board

Local entertainment/draw #Cash draw #3, 10 – \$40. prizes

11. Open Forum MC
12. Closing remarks/prayer. MC and NCN Elder

FINAL CASH DRAW #4, 10-\$40. prizes with a SURPRISE DRAW!!!!

GRAND EXIT (with physical distancing in place)

ATTENDANCE DRAWS

(must be present to win, 40 cash draws @ \$40. each and a final surprise!!)

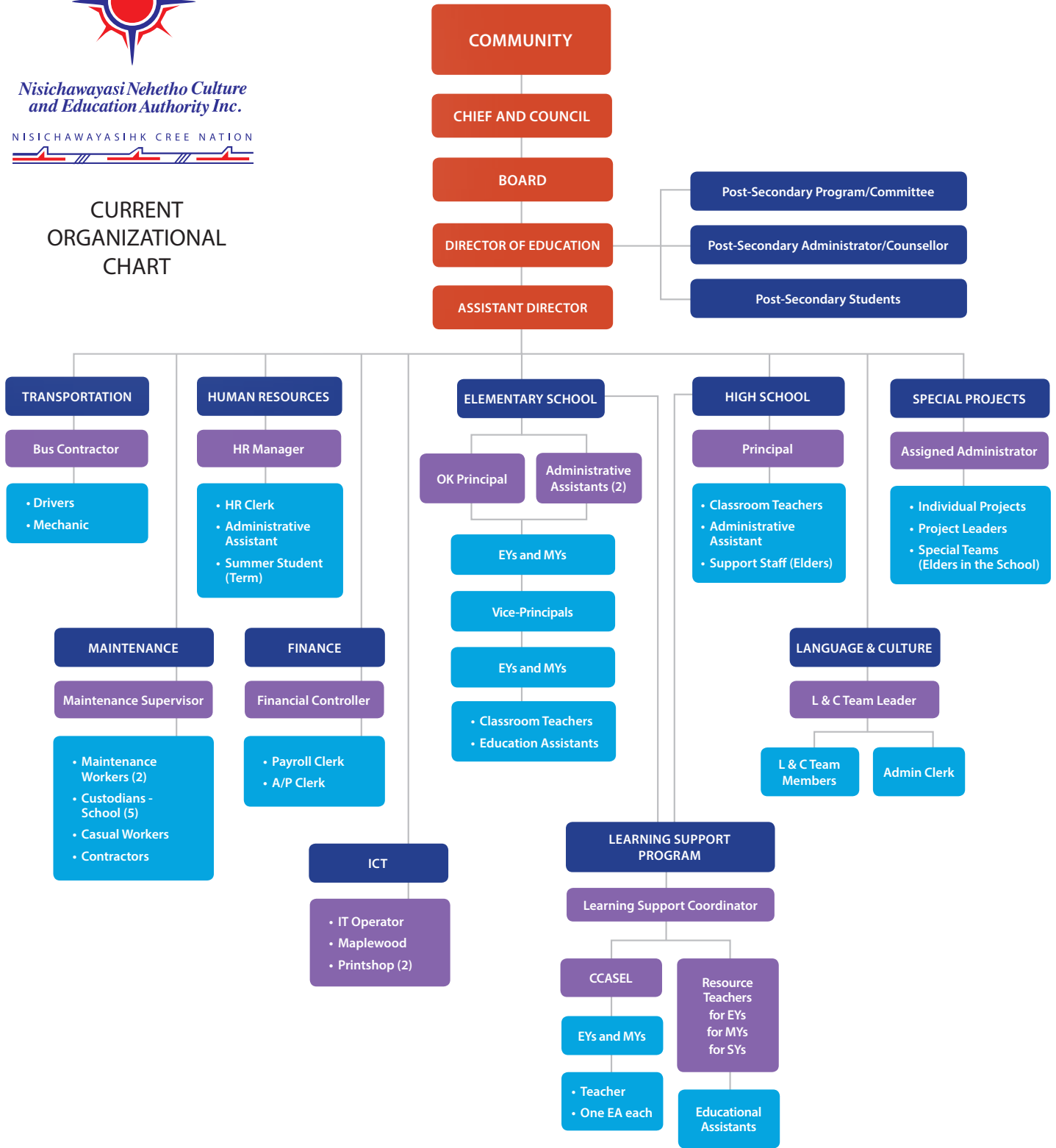


Nisichawayasihk Culture and Education Authority Inc.

NISICHAWAYASIHK CREE NATION



CURRENT ORGANIZATIONAL CHART



NNCEA'S PROTOCOL FOR ITS ANNUAL GENERAL MEETING

Once a year, the NNCEA has its' Annual General Assembly (AGA) on the second Tuesday of July where educational info is shared with the community.

This protocol has been developed so the public meeting(s) can be positive and productive.

Everyone in attendance must adhere to the guidelines. For safety reasons, medical people and security are available.

1. The Master of Ceremonies (MC) will ensure the meeting progresses and all agenda items are completed
2. Participants must be respectful to all presenters/planners
3. No one under the influence of drugs and/or alcohol will be allowed at the function
4. Attendees may offer objective comments on NNCEA operations and programs
5. Complaints which involve school system students/personnel and topics dealing with salaries, negotiations, teacherages and legal matters will not be discussed publicly. Complaints, as such, can be directed to School/Senior Administration
6. Cell phones are to be shut off or silenced
7. When someone is speaking, please listen
8. After a break, please return promptly
9. For fire safety reasons, smokers must be 20 ft. from the school building
10. Children are to be accompanied by an adult who will oversee them
11. Due to time constraints, open forum comments must not exceed five minutes
12. Anyone whose conduct is unbecoming, will be asked to leave the meeting. If needed, security will assist.

40 YEARS OF FIRST NATIONS CONTROL OF EDUCATION AT NISICHAWAYASIIHK

PRELUDE TO FIRST NATIONS CONTROL OF EDUCATION AT NCN/ NCEA

Traditional Education:

For thousands of years, our people lived off the land and had "pimatisiwin," a good life. They were resourceful, nomadic and travelled to catch fish, hunt/trap and gathered food items and plants. Learning and teaching the traditions, culture and language was normal and natural, in the great outdoors, and was very informal. Family members: mom/dad, aunts/uncles, grandparents, various knowledge keepers/Elders, etc. passed on their skills. Extended family were heavily involved. Young ones learned by listening, thinking, watching and doing. Everyone had roles/responsibilities to fulfill. There was always time for fun, games, relaxation and ceremony. This way of learning and living was forever altered when foreigners arrived and the government of Canada imposed their ways.

Life long ago



Residential Schools:

From the 1870s-mid 1990s, our children were sent out, at a young age, to residential schools in Manitoba (Brandon, Portage, or elsewhere) for many years and endured many abuses. This was an outright attack on our being as a distinct culture and colonialism. Sad to say, the government "of the day" thought we were uncivilized and wanted to assimilate us.

On June 11th, 2008, Prime Minister Stephen Harper delivered a Statement of Apology in the House of Commons to all former students of Indian Residential Schools. The government of Canada recognized the harm and

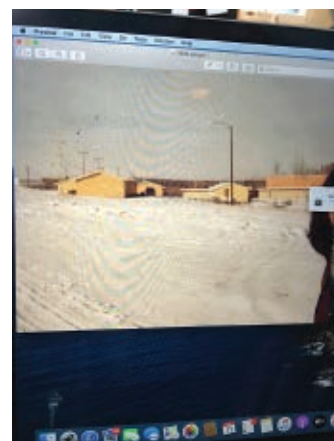


damaging effects done to Aboriginal culture, heritage and language. The horrific accounts of the emotional, physical, mental and spiritual abuses have been well-documented. This is at the very root of our social problems today which will take eons to overcome.

Day Schools:

Day schools were funded by the federal government and operated by the churches in many Indigenous communities. They were not well run and many former students endured an array of abuses in their own communities too. Another version of residential schools which continued into the day school experience in various home communities.

At Nisichawayasihk, the first new



federal school opened in 1974 and lasted until it was burned down in October, 1980. Temporary mobile classrooms were brought in and other available buildings had to be utilized/ set up for school facilities. They were disjointed, "make-shift and inefficient."

These were scattered around the school site. Central office was housed in one of the original school buildings built in the 1950's. These facilities were utilized until the mid-1980s.

NCN Realities in the 1980s

- ◆ Besides the aforementioned experiences, the impacts of the Churchill River diversion and flooding of our waterways and lands created more devastation and changes to life at NCN.
- ◆ At one time, prior to the 1980's, NCN was isolated and everything and everyone had to be flown in by bush planes
- ◆ There was no highway to Thompson until the late-1960s and then the highway was sub-standard for years
- ◆ By the 1980's, like NCN, quite a few Manitoba First Nations chose to take over their education systems on the reserve.
- ◆ A non-system of education was inherited from the federal government
- ◆ Our FN did not have fancy educational facilities or equipment that most provincial schools had
- ◆ When the conversion to FNC happened, most homes did not have electricity, running water, power, phones, television or adequate housing. Medical facilities were limited. There was no technology. Gestetners were the latest in technology for printers!
- ◆ Our community was much smaller than it is today.
- ◆ There was a definite shortage of Indigenous educators and

Indigenous curriculum was non-existent

- ◆ Two duplex teacherages were constructed, one in 1970 (units 4), the other in 1980 (units 7 A & B)

Ownership & Control

The "Indian Control of Indian Education 1972 (ICIE 1972) policy articulated a statement of values which is as true today as it was at its inception. The National Indian Brotherhood (hereinafter Assembly of First Nations (AFN) adopted the policy paper "Indian Control of Indian Education in 1972. The ICIE 1972 policy was affirmed by then Minister of Indian Affairs, Jean Chretien, in 1973." – AFN'S ITS OUR VISION, IT'S OUR TIME, 2010

Negotiations to take over own schooling system began in the mid-1970's until an agreement was signed with the federal government in 1981.

In its lifespan, the Education Authority has been known as the Nelson House Education Authority (NHEA), the Nisichawayasihk Education Authority (NEA) and since November 2015, it is now known as the Nisichawayasi Nehetho Culture and Education Authority Inc. (NNCEA)

The education authority was founded on the spirit, beliefs and basic principles of "Wahbung" and "Indian Control of Indian Education." This must never be forgotten! FNC of education at NCN began with the best of intentions but there was no written strategic plan or decent facilities.

For the last 40 years, NHEA/NEA/ NNCEA has been wondering and just basically surviving. Now, that we've gone through "the growing pains" and matured, the next 40 years should be more pleasant, positive and productive!

HONOURABLE MENTION TO SOME MANITOBA FIRST NATION PIONEERS OF FNCFNE

Now in the Spirit World:

Issac Beaulieu
 Ruby Beardy
 Dave Courchene Sr.
 Sharon Fiddler (Peguis)
 Emma A. Gossfeld
 Dorothy Hart
 Dr. Freeda Hart
 Barb Peters
 Shirley Malcolm-Fontaine
 Gwen Merrick
 Rosalind Muskego
 Sidney Muskego
 Don Robertson
 George Ross
 Maria Ross
 Dolly M. Spence
 Emily Spence
 Bill Thomas

Still with us:

Ralph Arthurson
 Virginia Arthurson
 Alfred Beardy
 Eunice Beardy
 Lorne Cochrane
 Dave Courchene Jr.
 Mary Courchene
 Margaret Dumas
 William Dumas
 Dr. Laara Fitznor
 Bill Gamblin
 L. Gail Gossfeld-McDonald
 Greg Halcrow
 Edwin Jebb
 Lorne Keeper
 Verna Kirkness
 Alfred Linklater
 Ruth Norton
 Florence Paynter
 Philip Paynter
 Sandy Robinson
 Rebecca Ross
 Alma Spence
 William A. Spence

Jennie Tait
Larry Tait
Wm. Elvis Thomas
Myrtle V. Young

CELEBRATING HIGHLIGHTS OF THE 1ST DECADE: 1981-1991

1981

- ◆ In September, 1981, the Nisichawayasihk Cree Nation assumed control of education in Nelson House by agreement with the Department of Indian and Northern Affairs. This step was in conjunction with the position taken by the National Indian Brotherhood in 1972 and the Manitoba Chiefs of Education in 1972 in a document, titled *Wahbung-Our Tomorrows*.
- ◆ Total staff entitlement was 46.8 while the actual staff number was 22. This included administration, resource, a teacher aide and some support staff. A real shortfall in staff for the school. No playground equipment existed. The school was called Roland Lauze School (RLS).

1982

- ◆ In May 1982, Nisichawayasihk Cree Nation's legal status was changed at the time they became incorporated
- ◆ 612 students were registered in a 15 temporary classroom complex in two separate structures.

1983

- ◆ Establishment of the Nelson House Teachers' Association, Local 64 of the MTS

1984

- ◆ Computers were first introduced to our education system!
- ◆ In July, the very first school system evaluation, "Education in Nelson House: A Report for Community Discussion" was completed by J. Anthony Riffel and D. Bruce Sealy

1986

- ◆ The new elementary school for K-12 opened. The new facility was 53,470 square feet and cost about \$9.7 million dollars to build. The new school named Roland Lauze School was built in a central part of the community near the burned school to take advantage of the existing water and sewer lines and in close proximity to the teacherages.
- ◆ Unit 11 & 14 teacherages built

1988

- ◆ Unit 12 teacherage built
- ◆ Warehouse at rear of OK constructed

1990

- ◆ Bus Garage built

1991

- ◆ NNCEA was the first local controlled high school in northern Manitoba!
- ◆ On October 30, 1991, a second school system evaluation called an "Evaluation Final Report of Roland Lauze School" was completed by The Working Margins Consulting Group & Lowe & Associates.

CELEBRATING HIGHLIGHTS OF THE 2ND DECADE: 1991-2001

1994

- ◆ Elementary school initially called Roland Lauze School was renamed to "Otetiskiwini Kiskinwamahtowekamik"

1996

- ◆ In the fall, the PATHFINDER program was created for gr. 9-12's as a "high school" program was urgently needed. A high school computer assisted learning centre where students worked at their own pace was managed by two full-time teachers. The school ran on a Copernican Model.
- ◆ On December 5th, 1996, a Grand opening of the Alice Moore

Education Centre (AMEC) was held. It is the central office building for the Education Authority built by McDonald Construction

1997

- ◆ In July, a third evaluation of the school system was conducted with a final report entitled "An Evaluation of Otetiskiwini Kiskinwamahtowekamik" was completed by V. Arthurson and Associates.
- ◆ 400 Wing addition built at OK

2001

- ◆ Revamping of "Pathfinder" school took place, classrooms were built, four teachers and an education assistant had to be hired and attendance jumped from 15-75 students

CELEBRATING HIGHLIGHTS OF THE 3RD DECADE: 2001-2011

2003

- ◆ Acting on student voice requests, the high school converted from the Copernican style timetable and adopted the semester system. The current school name, logo, vision, mission statement, values/principles and motto was created by the students.
- ◆ Annual General Assembly for the Education Authority held on October 21-23, 2003

2004

- ◆ On June 14 & 15, a Community School Planning Event hosted by the education authority entitled "It's in Our Hands" was held.

2005

- ◆ In March, a fourth school system evaluation entitled, "A Values Centered Approach, for an evaluation of Nelson House Education Authority programs" was completed by Kildonan Consulting.

2006

- ◆ Units 5, 6, 8, 9 & 15 teacherages built

2007

- ◆ PATHFINDER trailers for high school students adjacent to the local arena were condemned and closed. Classes had to be held at OK with a staggered shift imposed, 8:30 – 2:30 for elementary and 2:45 – 8:45 p.m. for high school until further notice.

2008

- ◆ Negotiations/plans for a real high school continued for a couple of years

2010

- ◆ Emergency Crisis Plan was first created and implemented
- ◆ Purchase and set up of the “temporary” modular classrooms for high school operations was completed by October 11th, 2010. High school had classes in their own space again.

2011

- ◆ A fifth school system evaluation report entitled “School Evaluation 2010-11” was created by Education Consulting Services from Winnipeg

CELEBRATING HIGHLIGHTS OF THE 4TH DECADE: 2011-2021

2015

- ◆ New school board for 2015-2018 inaugurated in November 2015 at OK
- ◆ The “Printshop” became a reality and operational out of AMEC.

2016

- ◆ Due to structural roof deficiencies with the modular classrooms at the high school, the school was closed temporarily. Alternate arrangements were made to have high school classes at the elementary school

again. Students had to go to school on a staggered shift in 2016-17 from 2:45-8:45 p.m. until the high school facility was repaired. This took a whole year to remedy

- ◆ Age old fire alarm system at OK failed and had to be replaced
- ◆ Collective Bargaining Agreement for 2013-18 with the Nelson House Teachers’ Association was settled and signed in December 2016.
- ◆ Planning for Alternative Tomorrows with Hope (PATH) plan created by the Board of the day on December 13th, 2016

2017

- ◆ The deficiencies with the high school were completed and high school classes resumed at the regular times for the 2017-18 school year.
- ◆ Beginnings of the formation and establishment of a NNCEA Language and Culture Unit/Team
- ◆ In November, the comprehensive review of our school system began.

2018

- ◆ Inauguration of new school board for 2018-2022 held on November 29th, 2018 at OK
- ◆ Culture Camp activities in partnership with the Family and Community Wellness Centre at Mile 35
- ◆ Annual General Assembly held in July, 2018 at OK
- ◆ The sixth school system evaluation entitled, “School and Education Program Evaluation of 2017-18 completed by Clarke Educational Services. It was presented in July, 2018 and contained 259 recommendations.
- ◆ Nursery immersion class began at OK
- ◆ Elders in the School was established and continues
- ◆ Ramona Neckoway successfully defended her Doctor of Philosophy

thesis “Where the Otters play, Horseshoe Bay, “Footprint” and Beyond: Spatial and Temporal Considerations of Hydroelectric Energy Production in Manitoba.” Third member of our Nation to receive a doctorate! She earned the title Dr. Ramona Neckoway!

- ◆ Sadly, on April 28th, there was a tragic accident that claimed the lives of three of our young OK students: Mattheo Moore, Kethan Lobster and Terrence Spence

2019

- ◆ New Indigenous Services Canada (ISC) Interim Funding Formula model created and released in consultation with Manitoba First Nations Directors of Education
- ◆ Annual General Assembly was held on July 19th, 2019 at the OK gym
- ◆ Sod turning ceremony for construction of new high school held on August 21st, 2019
- ◆ The NNCEA Printshop was moved to the OK, a handier location
- ◆ The “Community Approach to Revitalizing Education” or CARE was initiated and implemented at OK.
- ◆ Culture Camp activities in partnership with the Family and Community Wellness Centre at Mile 35.
- ◆ Kindergarten immersion class began
- ◆ Another Post – Secondary Education Counsellor was recruited and began on November 12, 2019.

2020

- ◆ NNCEA became one of three official partners from northern Manitoba with Teach for Canada on January 7th, 2020
- ◆ The World Health Organization (WHO) declared a coronavirus pandemic worldwide. An unprecedented virus that affected all communities, all schools around the world where major accommodations/adjustments had

to be made promptly. Pandemic hit world-wide on March 11th, NNCEA school operations deeply affected by Covid-19 for this year and next. All kinds of accommodations were made to ensure schooling.

- ◆ As of July 1st, 2020, NNCEA took control over second level services from the Manitoba First Nations Education Resource Centre and Dadavan was brought in. A new school information system that replaced Maplewood.
- ◆ Renovation of the AMEC Boardroom opened up totally to make room for visitors at monthly Board meetings and site can be booked for workshops/meeting place
- ◆ Construction of NNCEA's culture camp began, held up by road access requirements. Phase 3 continues and the construction crew made phenomenal progress! There's even a wheelchair ramp built already. Next steps included the electrical, the plumbing and finishing off the interior of the main building.
- ◆ Major upgrades/improvements to the outdated technology was completed.
- ◆ Grade one immersion class began
- ◆ Cost-sharing office space at #19 – 395 Berry St. in Winnipeg with NCN. A better space and site for NNCEA's Post-Secondary Education Dept. and NNCEA students.
- ◆ OK became a Nursery – grade 7 school and NNOC became a grade 8-12 school

2021

- ◆ The coronavirus or Covid-19 pandemic continues to affect everyone's life and schooling everywhere
- ◆ Another name change for the elementary school to "Otayitiskiwin Kiskinwahamakamik" which better describes Footprint School as a place for learning and teaching. School sign on display in syllabics,

Roman Orthography and English.

- ◆ For the first time in the history of NNCEA, summer school had to be offered. This was due to the amount of school time lost from Covid-19.
- ◆ Since 1996, with limited guidance, supports, funding, incredible resiliency and some awesome personnel/negotiators, NNOC has survived and improved! At long last, a new high school is scheduled to open in August for 2021-22 school year!
- ◆ Five new teacherages are to be built near the high school as well.
- ◆ Privatization of bus contract no longer exists. Bussing personnel are now regular employees with benefits.

NEXT STEPS FOR NNCEA

- ◆ A strategic educational plan is definitely needed this time for the next 40 years!
- ◆ Continued implementation of the Planning for Alternate Tomorrows with Hope (PATH) plan of December 2016
- ◆ Continue growth and development of our Nihitho language and culture within our school system
- ◆ Our language and culture must be at the "heart" of our school system and the provincial curriculum has to be integrated into it
- ◆ Best practices for Indigenous education
- ◆ Summer school for students who need to "catch up" or need "enrichment"
- ◆ Cultural competency of all our students and staff has to be a goal
- ◆ Continue to prepare students/ graduates for 21st century learning/ teaching/living
- ◆ Much improved staff and student attendance
- ◆ Proper maintenance and preservation of the schools on our land

- ◆ On-going systematic school evaluations and implementation of the recommendations
- ◆ Community education programming so our parents can become more involved with our educational system
- ◆ On-going participation and increased parental involvement and a volunteer program.
- ◆ A new elementary school for Nursery to grade 6 is needed as the current one is deteriorating rapidly and too costly to repair.
- ◆ Annual policy revision with stakeholder input
- ◆ Continue with school system reviews or evaluations
- ◆ A day care at the high school
- ◆ To have a video conferencing classroom for distance education along with on-line learning
- ◆ We need to "grow our own teachers" and have teacher training here.
- ◆ A NNCEA Data and Research Unit is long overdue. Data driven decisions need to be made. Data provides the evidence or proof needed to assess progress/justify needs. All kinds of data can be collected to provide statistical info. Data is generally categorized into four domains: achievement data (standardized tests, teacher observations, formal assessments, etc.); demographic data (enrollment rates on attendance, drop-outs, transiency, gender, grade levels, student transportation, behavioural problems, social needs, etc.); program data can be created, tracked and evaluated; perception data gets info from stakeholders on values, beliefs, attitudes, observations, etc. like surveys. Data as such can be gathered and has to be studied/analyzed. The findings of such data gathering will help decision-makers.
- ◆ Ongoing creation of AGA reports for the Assembly.

40 YEARS OF FIRST NATION CONTROL (FNC) OF EDUCATION AT NISICHAWAYASIIHK

ADMINISTRATORS in the 1st Decade: 1981-1991 (if blank, more research to be done)

Year	Director of Education	Principal(s)	Vice-Principal(s)
1981-82	Alfred Linklater		
1982-83	Alfred Linklater	Sidney Muskego	Emily Spence
1983-84	Alfred Linklater	Sidney Muskego	
1984-85	Alfred Linklater	Sidney Muskego	
1985-86	Alfred Linklater	Mike Constanteneau	
1986-87	Alfred Linklater	Ruth Feegie Rob Fisher	William A. Spence
1987-88	Alfred Linklater	Dolly M. Spence	William A. Spence Rob Fisher
1988-89	Alfred Linklater	Dolly M. Spence	William A. Spence Rob Fisher
1989-90	Alfred Linklater	Dolly M. Spence	William A. Spence Rob Fisher
1990-91	Alfred Linklater	Anita Ducharme	William A. Spence Rob Fisher

ADMINISTRATORS in the 2nd Decade: 1991-2001 (if blank, more research to be done)

Year	Director of Education	Principal(s)	Vice-Principal(s)
1991-92	Lorne Keeper	OK-Rob Fisher	William A. Spence
		Sidney Muskego	Emily Spence
1992-93	Lorne Keeper	OK-Rob Fisher	William A. Spence Dolly M. Spence
1993-94	Lorne Keeper	OK-Rob Fisher	William A. Spence Dolly M. Spence
1994-95	Lorne Keeper	OK-Rob Fisher	William A. Spence Dolly M. Spence
1995-96	Lorne Keeper	OK-Rob Fisher	William A. Spence Dolly M. Spence
1996-97	Lorne Keeper	OK-Dolly M. Spence	William A. Spence Sydney Muskego
1997-98	Lorne Keeper	OK-Dolly M. Spence	William A. Spence Sydney Muskego
1998-99	Lorne Keeper	OK-Rob Fisher NNOC-R. Paszkowski	William A. Spence No VP
1999-20	Lorne Keeper	OK-Rob Fisher NNOC-R. Paszkowski	William A. Spence No VP
2000-01	Rob Fisher (Acting)	OK-Rob Fisher NNOC-Natalie Tays	William A. Spence No VP

ADMINISTRATORS in the 3rd Decade: 2001-2011 (If blank, more research to be done)

Year	Director of Education	Principal(s)	Vice-Principal(s)
2001-02	Matthias White	OK-Rob Fisher	William A. Spence
2002-03	Matthias White	OK-Barbara Toyé-Welsh William. A. Spence	Emily Spence
2003-04	Matthias White	OK- NNOC-	William A. Spence
2004-05	Matthias White	OK-Lloyd Chubb NNOC-Natalie Tays Eathel Carmichael	William A. Spence Murdock Cole
2005-06	Matthias White	OK-Lloyd Chubb NNOC-Natalie Tays Eathel Carmichael	William A. Spence Murdock Cole
2006-07	Ernesta Rivais	OK-	William A. Spence Gail Gossfeld
2007-08	Ernesta Rivais	OK-Ernesta Rivais NNOC-Natalie Tays	William A. Spence Murdock Cole Gail Gossfeld
2008-09	Ernesta Rivais	OK-L. Einarsson NNOC-Natalie Tays	Wm A. Spence Fay Flett (.5) Murdock Cole (.5) Gail Gossfeld (.5)
2009-10	Ernesta Rivais	OK-Balan Menon NNOC-Natalie Tays	William A. Spence Fay Flett Gail Gossfeld (.5)
2010-11	Ernesta Rivais	OK-Balan Menon NNOC-Natalie Tays	William A. Spence Fay Flett no VP

ADMINISTRATORS in the 4th Decade: 2011-2021

Year	Director of Education	Principal(s)	Vice-Principal(s)
2011-12	Ernesta Rivais	OK-Ernesta Rivais NNOC-Wm Patykewych	Natalie Tays L. Gail Gossfeld-McDonald No VP
2012-13	Wm. Elvis Thomas	OK-Natalie Tays NNOC-Gail Gossfeld-McDonald	William A. Spence John McBain Angela Busch
2013-14	Wayne Thorne	OK-Natalie Tays NNOC-Gail Gossfeld-McDonald	William A. Spence John McBain No VP
2014-15	Wayne Thorne	OK-Natalie Tays NNOC-Gail Gossfeld-McDonald	William A. Spence John McBain No VP
2015-16	Wayne Thorne	OK-Natalie Tays NNOC-Natalie Tays	William A. Spence John McBain David A. McDonald (.5)
2016-17	L. Gail Gossfeld-McDonald	OK-Natalie Tays NNOC-No Principal	William A. Spence John McBain David MacDonald (to Dec. 2016) Angela Busch/Stacy Maitland
2017-18	L. Gail Gossfeld-McDonald	OK-Matilda Gibb NNOC-Nic Campbell	William A. Spence John McBain No VP
2018-19	L. Gail Gossfeld-McDonald	OK-Matilda Gibb NNOC-Nic Campbell	William A. Spence Nadine Yetman No VP
2019-20	L. Gail Gossfeld-McDonald	OK-Matilda Gibb NNOC-Nic Campbell	Margaret Monias Nadine Yetman No VP
2020-21	L. Gail Gossfeld-McDonald	OK-Matilda Gibb NNOC-Nic Campbell (.5)	Margaret Monias (.5) Loretta Francois (.5) Natalie Tays (.5) Samantha Pike (as needed)

40 YEARS OF FIRST NATION CONTROL (FNC) OF EDUCATION AT NISICHAWAYASIIK

NCN LEADERSHIP in the 1st Decade: 1981-1991 (if blank, more research required)

Year	Chief and Council	School Board Members
1980-82	Chief Rodney Spence	Board Chair: Richard Linklater
	Councillor John Jock Spence	Trustee
	Councillor Jerry McDonald	Trustee
	Councillor Henry Wood	Trustee
	Councillor George J. Linklater	Trustee
	Councillor Jerry Spence-Primrose	Trustee
1982-84	Chief Rodney Spence	Board Chair: Richard Linklater
	Councillor Henry Linklater	Trustee: James Nicholas
	Councillor George J. Linklater	Trustee: George J. Linklater
	Councillor Jerry McDonald	Trustee: Samuel Dysart
	Councillor Norman Linklater	Trustee: Charles Joe Hart
	Councillor Charlie James Hart	
1984-86	Chief Rodney Spence	Board Chair
	Councillor George J. Linklater	Board Co-Chair
	Councillor Jerry McDonald	Trustee
	Councillor Norman Linklater	Trustee
	Councillor Charlie James Hart	Trustee
	Councillor John Jock Spence	Trustee
	Councillor	
1986-88	Chief Rodney Spence	Board Chair
	Councillor George J. Linklater	Board Co-Chair
	Councillor Jerry McDonald	Trustee
	Councillor Norman Linklater	Trustee
	Councillor Jimmy Hunter Spence	Trustee
	Councillor Leonard Linklater	Trustee
	Councillor Alfred Linklater	Trustee
1988-90	Chief Rodney Spence	Board Chair
	Councillor Charlie James Hart	Board Co-Chair
	Councillor Jerry McDonald	Trustee
	Councillor Henry Wood	Trustee
	Councillor Norman Linklater	Trustee
	Councillor George C. R. Spence	
	Councillor	

NCN LEADERSHIP in the 2nd Decade: 1991-2001 (if blank, more research required)

Year	Chief and Council	School Board Members
1990-92	Chief Norman Linklater	Board Chair: Felix Walker
	Councillor James Nicholas	Trustee: Darcy Linklater Sr.
	Councillor Henry Wood	Trustee: Agnes M. Spence
	Councillor Charlie James Hart	Trustee: Gail Gossfeld
	Councillor Marcel Moody	Trustee: David Kobliski
	Councillor Llwellyn Moodie	Trustee: Jerry Primrose
	Councillor Leonard Linklater	
1992-94	Chief Norman Linklater	Board Chair: Felix Walker
	Councillor Carol Prince	Trustee: Willie Dumas
	Councillor Leonard Linklater	Trustee: Elizabeth Linklater
	Councillor Henry Wood	Trustee: Angela Spence
	Councillor Marcel Moody	Trustee: Richard Linklater
	Councillor Patrick Linklater	Trustee: Agnes M. Spence
	Councillor	
1994-96	Chief Jerry Primrose	Board Chair
	Councillor David Spence	Trustee
	Councillor Jerry Brightnose	Trustee
	Councillor Marcel Moody	Trustee
	Councillor Lou Moodie	Trustee
	Councillor Eddy Primrose	
	Councillor Andrew Wood	
Councillor Darcy Linklater Sr.		
1996-98	Chief Jerry Primrose	Board Chair
	Councillor Henry Wood	Trustee
	Councillor Norman Linklater	Trustee
	Councillor Felix Walker	Trustee
	Councillor Gail Gossfeld	Trustee
	Councillor D’Arcy Linklater	
	Councillor Patrick Linklater	
Councillor David M. Spence		

NCN LEADERSHIP in the 3rd Decade: 2001-2011 (if blank, more research required)

Year	Chief and Council	School Board Members
1998-2002	Chief Jerry Primrose	Board Chair
	Councillor Wm. Elvis Thomas	Trustee
	Councillor Agnes M. Spence	Trustee
	Councillor Jim Moore	Trustee
	Councillor David M. Spence	Trustee
	Councillor D’Arcy Linklater	Trustee
	Councillor Jimmy Hunter Spence	
	Councillor Llewellyn Moodie	
2002-2006	Chief Jerry Primrose	Board Chair: Marcel Moody
	Councillor David M. Spence	Trustee
	Councillor Shirley Linklater	Trustee
	Councillor Wm. Elvis Thomas	Trustee
	Councillor Agnes M. Spence	Trustee
	Councillor D’Arcy Linklater	Trustee
	Councillor Jimmy Hunter Spence	
2006-2010	Chief Jim Moore	Board Chair: Susan Kobliski
	Councillor Ron D. Spence	Trustee Lena Dysart
	Councillor Shirley Linklater	Trustee Edna Moodie
	Councillor Agnes M. Spence	Trustee Bella Leonard
	Councillor D’Arcy Linklater	Trustee Ed Primrose
	Councillor Patrick Linklater	Trustee Ryan Linklater
	Councillor Marcel Moody	Trustee Joe Moose

NCN LEADERSHIP in the 4th Decade: 2011-2021

Year	Chief and Council	School Board Members
2010-2014	Chief Jerry Primrose	Board Chair: Dolly M. Spence
	Councillor Ron D. Spence (EPH)	Trustee Wanda Bunn
	Councillor Shirley Linklater	Trustee Kim Linklater
	Councillor Marcel Moody	Trustee Darcy B. Linklater
	Councillor D’Arcy Linklater	Trustee Jim Moore
	Councillor Patrick Linklater	Trustee Bonnie M. Linklater
	Councillor Joe Moose	
2014-2018	Chief Marcel Moody	Board Chair: Wanda Bunn
	Councillor Ron D. Spence (EPH)	Board Felix Co-Chair: F. Walker
	Councillor Shirley Linklater	Trustee Jacqueline Walker
	Councillor Bonnie M. Linklater (EPH)	Trustee Barbara Moore from March 2017
	Councillor Patrick Linklater	Trustee Cheyenne Spence
	Councillor Joe Moose	Trustee Dolly M. Spence to January 2017
	Councillor Willie Moore	
2018-2022	Chief Marcel Moody	Board Chair: Wanda Bunn
	Councillor Cheryl Moore (EPH)	Board Co-Chair: F. Walker (to Oct. 2020)
	Councillor Jacqueline Walker	Board Co-Chair Trustee: Shirley L. Linklater (from Oct. 2020)
	Councillor Cheyenne Spence	Trustee: Jerry Primrose
	Councillor Jeremiah Spence	Trustee: Llewellyn (Lou) Moodie
	Councillor Ron D. Spence (EPH)	
	Councillor Willie Moore	

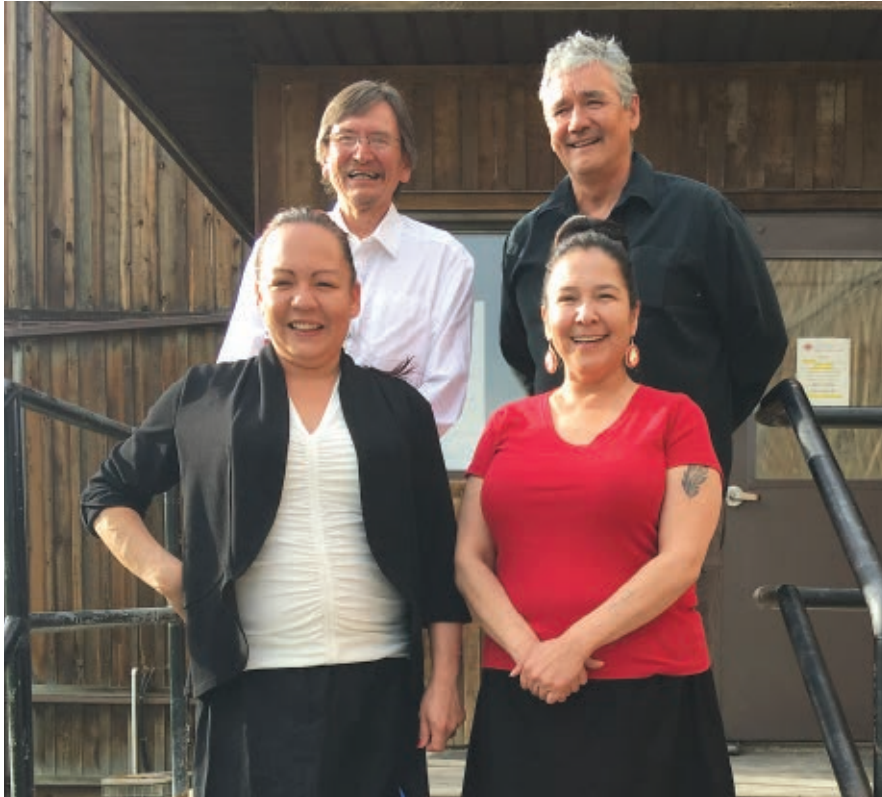


Chief and Council in 1981 with DOE.



Chief and Council in 2021.

NNCEA SCHOOL BOARD OF TRUSTEES FOR 2020-2021



NNCEA School Board of Trustees for 2018-2022, Jerry Primrose, Trustee; Llewellyn (Lou) Moody, Trustee; Shirley Louise Linklater, Co-Chairperson; Wanda Bunn, Chairperson; Felix Walker, Trustee (orally resigned July 14th, 2020)

A. NNCEA'S 2018-2022 SCHOOL BOARD TRUSTEES

Election: November 14 & 15, 2018

Inauguration: November 29th, 2018

Wanda Bunn, Chairperson

Shirley Louise Linklater, Co-Chairperson

Felix Walker, Trustee (orally resigned July 14th, 2020)

Jerry Primrose, Trustee

Llewellyn (Lou) Moody, Trustee

B. NCN/NNCEA'S EDUCATION PORTFOLIO COUNCILLORS

NCN Councillor
Ron D. Spence

Vice-Chief
Cheryl Moore



NNCEA SCHOOL BOARD REFLECTIONS 2020-2021

September 2020

- ◆ new teacher orientation held Aug. 31-Sept. 1
- ◆ school re-entry plan due to Covid was ready
- ◆ school resumed on September 8th for 2020-21!

October 2020

- ◆ Strategic Planning with NNCEA Board
- ◆ Nominal Roll of 831.
- ◆ Covid-19 lockdowns began

November 2020

- ◆ Covid continued
- ◆ Plans for Celebrating 40 Years of FNC at NCN began
- ◆ NNCEA/NHTA Liaison Committee est'd

December 2020

- ◆ Covid continued

- ◆ new group benefits carrier, Can. Life
- ◆ School signage for both schools arrived

January & February 2021

- ◆ Covid continued
- ◆ NNCEA Tenancy Agreement revised
- ◆ NNCEA's bargaining pkg nearly done

March 2021

- ◆ Covid continued
- ◆ sadly, OK lost a gr. 7 students & long time teacher
- ◆ NNCEA Culture Camp progressing well

April 2021

- ◆ Covid continued
- ◆ 2021-22 balanced budget approved
- ◆ 2021-22 school calendar approved
- ◆ NNCEA professional salary grid done

May 2021

- ◆ Covid continued
- ◆ NNCEA continue to sponsor students ()
- ◆ NNCEA non-unionized salary grid done
- ◆ HUMI, electronic database for staff set up

June 2021

- ◆ Relief from covid pressures
- ◆ NNCEA/NHTA negotiations opened up
- ◆ Graduations were held this year!

July & August 2021

- ◆ 1st time ever, summer school held
- ◆ Annual General Assembly held on July 13th, Celebrating 40 years of FNC of education @ NCN!
- ◆ NNCEA Policy Review to happen

C. NNCEA'S PROTOCOL FOR SCHOOL BOARD MEETINGS

Once a month, a regular school board meeting is held on the third Tuesday of the month at the AMEC Boardroom at 5 p.m. when NNCEA educational business is conducted. An agenda is provided.

The meeting is open to the community to observe and listen to the school board meetings. Your interest/ involvement on educational business/ matters will be educational and informative.

This protocol has been developed so the meeting(s) can be positive and productive.

Please sign in as the statistics will be needed. Everyone in attendance must adhere to the guidelines.

Medical people and security are not on hand for monthly meetings.

Please bring your own snacks or beverages as these will not be provided.

1. The School Board Chair will ensure the meeting progresses and all agenda items are completed
2. Participants need to be respectful.
3. When someone is speaking, please listen
4. Complaints which involve school system students/personnel and topics dealing with salaries, negotiations, teacherages and legal matters will not be discussed publicly. Complaints, as such, can be directed to the School/ Senior Administration who has the responsibility
5. Attendees may offer objective comments on NNCEA operations and programs when delegations have been booked with the Director of Education, three work days prior.
6. Cell phones are to be silenced

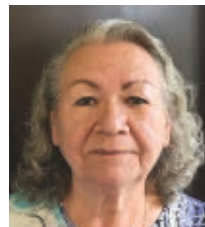
7. After a break, please return promptly
8. For fire safety reasons, smokers must be 20 ft. from the meeting facility
9. Children are to be accompanied by an adult who will oversee them
10. Due to time constraints, comments are to be reasonable and limited
11. No one under the influence of drugs and/or alcohol will be allowed at the meetings.
12. Anyone whose conduct is unbecoming, will be asked to leave the meeting. If needed, RCMP will be called to assist.
13. Your anticipated cooperation is totally appreciated! It is hoped that your presence will be enjoyable and keep you informed. Thank you, please attend amap!

D. NNCEA DIRECTOR OF EDUCATION REVIEW

"Mikisew Potahchigun Iskwe" or L. Gail Gossfeld-McDonald, B.Ed., M.Ed.



DOE in 1982



DOE in 2021

E. KEY AREAS OF RESPONSIBILITY FOR THE NNCEA DIRECTOR OF EDUCATION

- ◆ the NNCEA Board of Trustees
- ◆ Alice Moore Education Center (AMEC), central operations/ amalgamated finance
- ◆ Otayitiskiwin Kiskinwahamakikamik (OK, N – gr. 7)
- ◆ Nisichawayasihk Neyo Ohtinwak Collegiate (NNOC, gr. 8 – 12)
- ◆ Bus Transportation
- ◆ -School Facilities

- ◆ Post-Secondary Education (PSE) Program (Chair of PSE Committee responsible for the PSE program)
- ◆ NNCEA Human Resources Unit
- ◆ the Nelson House Teachers Association, Local 64 of Manitoba Teachers Society & other partners

F. NNCEA STAFF/ EMPLOYEES

- ◆ 50 + Teachers
- ◆ 8 Administrators
- ◆ 2 Guidance Counsellors/Interim Counsellor
- ◆ 10 Elders in the School
- ◆ 5 Administrative Assistants
- ◆ 40 + Educational Assistants
- ◆ Various Teams: Resource, Language & Culture, PSE, ICT, Maintenance, Custodial, Bussing, Security
- ◆ Support Staff: School Cook, Home School Liaison, Casuals

G. KEY EMPLOYEES:

- ◆ L. Gail Gossfeld-McDonald, Director of Education
- ◆ Nic Campbell, Assistant Director of Education/NNOC Principal
- ◆ Lorna Hart, Human Resources Director
- ◆ Shirley Primrose, Candace Dumas, (Amalgamated Finance Team)
- ◆ Wm. Elvis Thomas, Director of Language & Culture
- ◆ Wm Dumas, Nihitho Language/ Culture Lead
- ◆ Matilda Gibb, OK Principal
- ◆ Margaret Monias, MY's Vice-Principal/Literacy
- ◆ Natalie Tays, Literacy/Admin
- ◆ Loretta Francois, EY's Vice-Principal/ Resource
- ◆ Theresa Hartley, Resource Program Administrator
- ◆ Pierre Lirette, Network Administrator
- ◆ Bill Gamblin and Craig Linklater, Post-Secondary Education Counsellors

- ♦ Jack Moore Traditional Program Elders
- ♦ Knowledge Keepers/Elders/Culture Camp

H. MESSAGE FROM THE NNCEA DIRECTOR OF EDUCATION

Tanisi! Since learning of FNCFNE in 1978, it has become a passion of mine! This was one of the prime motivators for my arrival at Nisichawayasihk in 1982. Who would have thought that I'd be here for so long and get to be the Director of Education? For this, I am grateful and amazed!

In September 2021, it will officially be 40 years of First Nations Control (FNC) of education at Nisichawayasihk. This definitely has to be celebrated and that is why it is the theme for this year's annual report. We have come a long, long way! All kinds of "tidbits of information" are incorporated into this report.

Since 1981, our educational system was founded on the "spirit," beliefs and principles of Wahbung and the need for First Nations Control of First Nations Education (FNCFNE). Community leaders "of the day" fought long and hard to make FNCFNE a reality and they succeeded. We have a responsibility to honour their efforts and keep FNC alive. This foundation must always be at the forefront. It will keep us on our PATH Plan.

Historically, the devastation caused by residential schools, day schools, the 60's scoop, etc. will exist forever. Incredible damage has been done. The need to teach our history, our ways has to be. Forty years ago, our system was not what it is today. When FNCFNE began, we lacked many necessities and luxuries. This is briefly mentioned in the section on entitled "NCN Realities of the 1980's." Like former Lawyer/Justice/Senator Murray

Sinclair stated, "Education got us into this mess and Education will get us out of it." I believe this to be true but it will take eons.

In the last four decades, NNCEA has operated with a "learn as you go approach" and survived with incredible advancements and significant milestones even though there was no master plan and minimal supports. Think about it! When we took over our education system, we did the federal government a huge favour. The historical record shows that their attempts to provide an education for us were a dismal failure.

We must be proud of our accomplishments, our employees, our teams and educational and community leaders! NNCEA has done its best to educate our own children in the past 40 years. This needs to continue as only we can do it. We know what's best for our children! We can do it together!

Thus far, there have been many people who have played a role in our progress. Special mention to Indigenous Services Canada (ISC) who have funded our system since day one and to all our educational partners like the Manitoba First Nations Education Resource Centre, Teach for Canada, etc. There have been many stakeholders and participants involved in this task.

We are a progressive educational system and there is no limit to what we can do if the will to become bigger and better stays alive. Can you imagine what our educational system will be like in the next 10, 20, 30, 40,...years! The time to set more goals is upon us. We must continue to mould our school system and think "outside the box." We must re-awaken and re-claim what is rightfully ours.

As mentioned last year, our educational system at Nisichawayasihk is in a state of perpetual motion. Our educational system must reflect our language, culture and integrate the best of

both worlds, the traditional and the contemporary as we exist/live/learn in the 21st century.

There needs to be a balance between the traditional and the contemporary so our children, our students can be proud of their heritage so they can cope, survive and succeed in the days/years ahead! Who knows what lies ahead? We have the freedom, an opportunity to create the best education system possible for our children. Let's not waste any more time.

The need for the curriculum to be integrated into the language and culture NOT integrating the culture into the curriculum is absolute. Language and culture has to be at the core of all instruction. Land-based learning, the six seasons calendar, a belief in the value of our ways/our people and tapping into our resources are some mechanisms which will get us to where we need to go!

Even though, our First Nations have been severely impacted historically, we have to rise above it all to change the future. No one can do this for us. We need to work together so "we" can change things for our children, our students, our families and community! Education is a most powerful tool.

The passion I have for FNCFNE has never left me! The seeds of FNC were planted long ago. Like other dedicated, long term personnel, I'm proud to have been a small part of the development to date at NNCEA. I will always be an advocate for FNCFNE!

I know that I have made a difference by being a teacher, Vice-Principal, Principal and Director of Education in my time here. I am proud of making the best of the opportunity! Richard Linklater made no mistake when he recruited me in 1982. It has been a blessing and honour to serve the students and Education Authority ever since! I will continue to do whatever else I need to do. Kinanaskomitin!

I. SIGNIFICANT ACHIEVEMENTS IN 2020-21 FOR THE NNCEA SYSTEM, IN GENERAL

1. We continue to take care of the Alice Moore Education Centre (AMEC) as it was named to honour a very special woman who knew about our Nihitho way of life, lived off the land and was a natural teacher.
2. The AMEC Boardroom was renovated and is a wide open space now. It is furnished with new tables and tons of seating for spectators. School Board meetings are open and held every third Tuesday of the month starting at 5 p.m. at the Alice Moore Education Centre (AMEC) unless it gets changed in August. If you attend, meeting guidelines are in place and are contained in this report. Covid restrictions may limit audience numbers. The forum has been created for you to attend!
3. As of today, NNCEA is celebrating 40 years of Indian Control of Indian Education (ICIE) or First Nations Control of First Nations Education (FNCNE), 1981-2021.
4. In December 2016, the PATH plan was created/distributed/worked on. It has set direction for the future! We continue to follow the PATH plan which shapes our school system.
5. The PATH plan is focused on Nihitho language and culture and land-based learning is being incorporated. The Nihitho Language & Culture Team team works in the lower level of AMEC where visitors are always welcome. The team's knowledge, expertise and work is phenomenal. The Nihitho Language & Culture team/unit has been operational for over three years and is working diligently to create a solid foundation for the future! The development of Nihitho resources continues! Elders are still in the schools!
6. The NNCEA Culture Camp near the junction is now in phase 3. Unforeseen delays like covid has interfered with progress but the crew carries on when it can! The main building has been constructed and the exterior is done. The building even has a wheelchair ramp! The crew is working on the interior now. Once the electrical and plumbing is done, the crew should complete the interior and it will be ready for use.
7. The School System Evaluation for 2012-17 was completed/ presented at the Annual General Assembly (AGA) on July 10th, 2018, two years ago. It contained 259 recommendations with a few incomplete recommendations from the previous school system evaluation of 2010-13. As mentioned last year, before the next school system evaluation which may be in a few more years, all these recommendations have to be addressed. An update on the recommendations is contained in this report.
8. Good news! The next round of negotiations between the Nelson House Teachers' Association (NHTA) and the Nisichawayasi Nehetho and Culture & Education Authority (NNCEA) has begun. The Collective Bargaining Agreement (CBA) expired in July 2018 and has to be re-negotiated. Negotiations were delayed for valid reasons. It is hoped that the CBA can be settled soon. Much time and effort was spent on creating a bargaining package for the NNCEA.
9. As of last fall, NNCEA is now sharing a more conducive office space with the Nation at Unit 19-395 Berry St. in Winnipeg. So, a Post-Secondary Education (PSE) sub-office is now in operation. Another post-secondary counsellor, Craig Linklater, was recruited in November 2019 and is available to all NNCEA PSE students. These were two important recommendations from the last school evaluation that have been implemented.
10. Kindergarten, Grade 8's, Grade 12's and PSE graduates continue to get gifts/supports from NNCEA.
11. With the new Interim Funding Formula (IFF) in place since 2018-19, NNCEA now has autonomy over Second Level Services since July 1st, 2020. The Manitoba First Nations Education Resource Centre is no longer managing it.
12. Accounting and Budgeting procedures improved as well as the cash flow.
13. As of December 1st, 2021, NNCEA has a new benefits carrier, Canada Life.
14. At long last, the NNCEA has Salary Grid Scales for all staff, unionized and non-unionized! These were desperately needed and were created. Sr. Administration worked diligently to create.
15. The on-going establishment of a NNCEA Human Resource Unit continues. NNCEA finally has an electronic database for the organization and its personnel. It's called "HUMI." The HR Director worked with the Band's HR Director and Band Consultant to bring it in. It contains a record of all our employees with various features such as an automated attendance tracker.
16. Thanks to some needed network improvements and a capable

- ICT Unit, competent Network Administrator, there have been minimal outages of Internet/email which has been a welcomed relief and improvement!
17. A new school information system known as Dadavan was brought in to replace the old Maplewood system.
 18. 500 Chromebooks for remote learning were purchased and sold, at a reasonable price, to individual households who have NNCEA students. Monies from Chromebook sales are still in the bank and is to go towards equipping households with internet service.
 19. At the start of the 2019-20 school year, the Printshop was moved to OK as it was a better location and is running much smoother.
 20. The Assistant Director of Education initiated many projects to improve NNCEA facilities.
 21. There is a school records and storage room in the lower level of AMEC. Organization of it is a work in progress. Once organized, it will be much easier to store/find school records. This was one of the school evaluation recommendations that is underway. Thereafter, on-going maintenance will have to transpire.
 22. A permanent plexi-glass display case was made by Meetah personnel (Cecil Hart, Rodney Hart, Larry Peterson, Brent Patrick Dumas) for a star blanket which was gifted to OK to honour the memory of Lorna Hart and those who attended Residential Schools. It was unveiled on Orange Shirt Day, September 30th, 2020 and is on display in the front hall of OK. (Compliments and sincere thanks to sisters Lorna & Rose Hart). A few finishing touches have yet to be completed.
 23. The newly renovated 400 Wing at OK is totally operational now.
 24. Partnerships with NCN; FCWC; the University of Manitoba/University of Winnipeg; MFNERC; NHTA; MSBA; RCMP; TFC, etc. continue.
 25. As of January 7th, 2020, our newest partner, Teach for Canada, has provided an incredible database for teacher recruitment and has been a great support! Lots of on-line learning/webinars were offered this past year.
 26. Earlier this spring, a new truck for NNCEA was added to the fleet. NNCEA now has: 9 buses; a wheelchair access van; two Bobcats; a 20-foot trailer for school use.
 27. A NNCEA/NHTA Liaison Committee has been established and has been meeting as regularly as possible considering COVID. It was created to promote and strengthen teacher/administrative relations.
 28. Transition to employee status for bussing personnel will come into effect for 2021-22.
 29. NNCEA assets have been inventoried and are being maintained for insurance purposes.
 30. Fiberoptics for our organizations has arrived. Fiberoptics has now been installed at AMEC, OK and NNOC. It's made a big difference to internet service at NNCEA! Residential areas are next to get fiberoptics! Huge thanks to the Nation!
 31. Elementary school name to be changed to Otayitiskiwin Kiskinwahamakikamik and a renaming ceremony will be held. A new sign with syllabics will be installed. It was changed so Footprint School would be a positive place of learning and teaching.
 32. New school name signage for both schools is available.
 33. The NNCEA flex day school calendar for 2021-22 is in place and in circulation. Fridge magnets are available for distribution as of early June 2021.
 34. Recruitment of professionals/para-professionals/security, during the school year was significantly reduced this year.
 35. In case anyone has a heart attack in our facilities, six Automated External Defibrillators (AEDs) are now available in prime locations. Some staff have been trained in its usage.
 36. A Years of Continuous Service and luncheon for NNCEA staff was held at OK on June 23rd, 2021. All NNCEA personnel were recognized and treated to a luncheon and year end farewell! Each staff person was provided with a token of appreciation.
 37. The Jack Moore Traditional Program is now under the auspices of the NNCEA language and culture unit
 38. New high school is scheduled for opening in late August. OK will be Nursery to grade 6 and NNOC will be grades 7-12.
 39. The Mature Student Diploma Program will be held at the new high school in 2021-22
 40. NNCEA is accountable and Annual General Assemblies (AGA) of the NNCEA continue to happen. An AGA report is distributed at the AGA.
- I. NNCEA OPERATIONAL CHALLENGES, IN GENERAL, FOR 2020-21!**
1. Despite Covid, NNCEA was able to provide educational services this past school year.

Covid has disrupted the 2020-21 school calendar and our lives severely since it was declared on March 11th, 2020. A school re-entry plan had to be created which required a few modifications. More cases of covid occurred. School was frequently closed which meant plans had to be re-scheduled or were simply cancelled. Remote learning or provision of learning packages was impossible at times. Everyone managed but many homes still do not have the technology (computers or internet). Numerous lockdowns and the fear of contracting covid was real and resulted in much anxiety for students, staff, parents, community and leaders. Necessary lockdowns prevented many NNCEA staff from entering/exiting the school/reserve. Many days of schooling were lost! Everyone's wellness was affected. Covid-19 created significant challenges for everyone especially all our students and families!

2. Our First Nation school system is still underfunded. Indigenous leaders continue to work on this shortfall! A Regional Funding Agreement is set to be negotiated by AMC. It is hoped that once it is settled, that all Manitoba First Nations will have a comparable funding base.

3. As of last year, the 10% administration fee is no longer applicable to Special Education, Language & Culture and Post-Secondary budget dollars which is a great help! It is our hope that the 10% administration fee imposed by C & C on other budgetary items be waived or greatly reduced into the future. This was one recommendation from

the last school evaluation that needs implementation.

4. ENSURING ALL NNCEA STUDENTS ATTEND SCHOOL DAILY ESPECIALLY ON THE WEEK BEFORE SEPT. 30TH AND THE WEEK AFTER, EACH YEAR SO WE CAN GET THE NEEDED FUNDS FOR EVERY CHILD FROM INDIGENOUS SERVICES CANADA (ISC), THE FUNDERS!!!
5. If your child(ren) do not attend, NNCEA does not get any funding from ISC at all! In order to be counted, your child has to be in school during Nominal Roll days (stated above). Send your children to school please!
6. Having to cope with the unexpected deaths of NNCEA students and staff each year
7. Covid has prevented the NNCEA School Board from completing their Strategic Plan. It is not finished. When done, it will be presented at a later date.
8. The centralization of finance and amalgamation of NNCEA with NCN finance has transpired and is still a work in progress.
9. Legal matters always cost the NNCEA much time and money and should be avoided.

10. Political barriers "red tape" arises and prevents movement on tasks with time constraints will always exist.

11. Teacher turnover for various, legitimate reasons will always be, in various degrees

12. Once logistics are worked out, a new NNCEA website will be launched and all school board agenda/ minutes will be posted

13. Internet service in all areas of NCN so remote learning can occur

14. Aging facilities, vehicles, buses, personnel

15. Public relations and communication

16. Costly repairs: OK roof, the OK elevator that hasn't worked in years, LED lighting; mouldy classrooms that need costly repairs, teacherage repairs, etc.

17. Unexpected school closures beyond our control: weather; hydro; cockroaches; electrical; coronavirus pandemic

18. More teachers from our community need to take teacher training.

19. Student/staff attendance needs great improvement. Efforts to improve student and staff attendance are urgently needed.



Sod turning on Aug 21 for the highschool, water treatment and health centre.

- Parents need to send their children to school.
20. Employee submission of the required employment checks like the Child Abuse Registry Checks and/or Criminal Record Checks and/or Vulnerable Sector Checks.
 21. Parental involvement or engagement in our school system needs to improve
 22. Improved supports for NNCEA's Post-secondary students so they can have more success
 23. More active promotion of post-secondary education

J. NEXT STEPS OR PLANS FOR THE FUTURE FOR NNCEA

1. NCN Chief and Council is working on a new elementary school with ISC. This will take a few years to become a reality.
2. More proactive measures to prevent problems in the NNCEA system
3. Being part of the movement to change the educational funding model and regional education agreements to First Nations in Manitoba which is a never, ever happened before opportunity!
4. Working on the recommendations from the 2012-17 school system evaluation report. Continued action on recommendations with needed improvements
5. On-going Indigenization of our school system with a focus on land-based learning and Aboriginal perspectives for staff/students
6. The establishment of an NNCEA Archives Unit.
7. The establishment of a Data and Research Unit (DRU) is vital.
8. A Nihitho language and culture focus to everything we do. Instead of integrating our culture into the curriculum, we need to be integrating the curriculum into our culture.
9. A Nihitho Language and Culture Declaration was created and signed but cannot be located. So, another one has to be drafted.
10. Be part of the team to work on the NCN Education Law and any other legislation.
11. Continued phase in of Nihitho immersion classes to grade three.
12. Attendance improvement for all students and staff is critical! More proactive endeavours to be implemented. If this is done, nominal roll will improve which will result in more operational dollars for our system, not less.
13. Updating of the NNCEA policy manual is an urgent matter. Yearly updates of NNCEA policies so employees can be more aware and follow.
14. Updated, user friendly policy manual to be available
15. AMEC has never ever had a Fire Safety plan and one needs creation
16. Succession planning is one of our aims.
17. A homegrown teacher training program is definitely needed.
18. A system wide needs assessment of training or professional development needs is long overdue. More professional development for the various teams in our system like lateral violence, CPR/1st Aid, etc.
19. Continued involvement with the new high school construction/developments until it opens
20. A day care for the high school
21. The creation of a culturally appropriate community education program so our parents can be more informed and aware of how they can be involved with our school system.
22. Annual memorial event to commemorate students/staff who have passed on.
23. Monthly parental meetings with community education & involvement
24. Keeping up with the educational software, hardware and trends
25. Work towards having a new fleet of school buses, a bus garage with our own equipment
26. On-going maintenance of the facilities is absolute
27. Benefits package for all employees
28. Application for a license so mega-fundraising can be done by the NNCEA
29. On-going program creation/development/evaluation
30. Modifications to the AMEC building like an archives to store historical info/relics.
31. Doing our best to serve the educational needs of our NCN students and community!
32. Planning for the next 40 years of FNC of education at Nisichawayasihk!
33. In 2031, "Celebrating 50 years of FNC of education at Nisichawayasihk" will be another milestone and our golden anniversary!

NNCEA SCHOOL SYSTEM EVALUATION UPDATE

2020-2021 SCHOOL YEAR

STATUS OF RECOMMENDATIONS	2019-2020 SCHOOL YEAR	2020-2021 SCHOOL YEAR
Work in Progress	144	92
To Be Reviewed	23	38
Complete	33	81
To Be Done	56	39
Collective Agreement	2	2
Not Applicable	1	7
Total Number	259	259

Summary: As shown in the above change we have decreased the amount of "Work in Progress" and improved the amount of "Complete" recommendations. During the 2020-21 school year NNCEA completed an additional 48 recommendations. Items that are "To Be Reviewed" have increased by 15 as we need to re assess and determine strategies for how these recommendations currently fit the scope and needs of our system. There are 39 items that are "To Be Done" and have a plan in place to be implemented, which will be complete during the next school year. Some recommendations were "Not Applicable" due to COVID-10 restrictions and will be re-assessed during the 21-22 school year. Two items are bound by the NNCEA/NHTA Collective agreement.

Work in Progress – Currently being worked on within the specific area that the recommendation was given

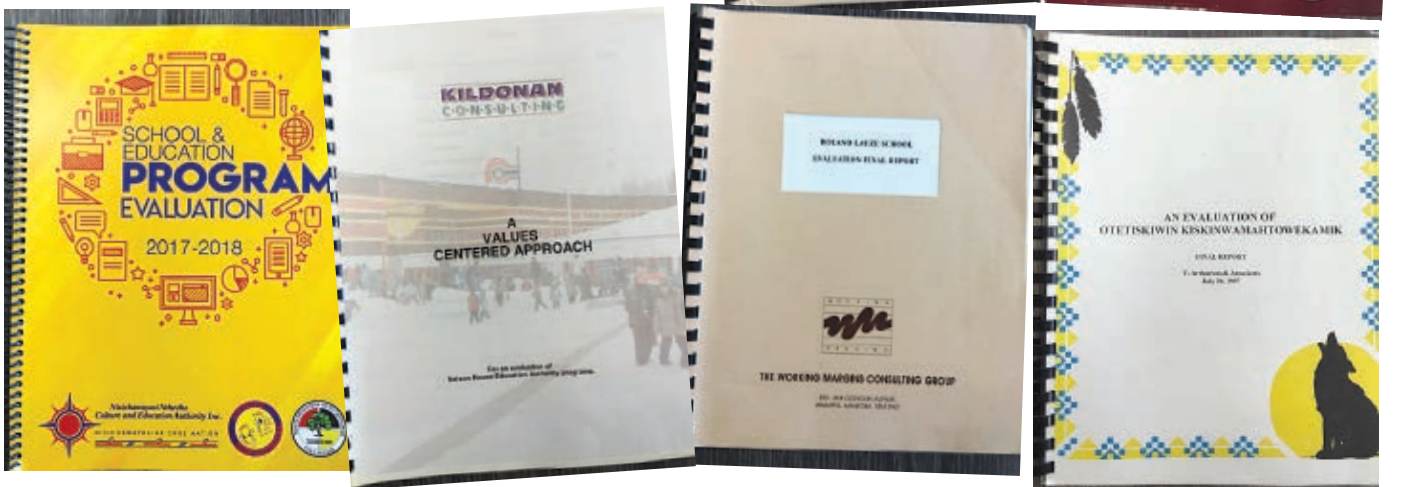
To Be Reviewed – Senior administration and others will review the needs of this recommendation

Complete – This recommendation has been complete and will continue to occur

To Be Done – This recommendation still requires attention

Collective Agreement – This recommendation is bound by the Collective Agreement

Not Applicable – This recommendation is no longer applicable or was unachievable due to COVID-19 restrictions for the 20-21 school year



REPORT ON NIHITHO LANGUAGE AND CULTURE UNIT

NLCU Director –
Wm Elvis Thomas



Submitted by: NLCU Director Wm Elvis Thomas and NLCU Coordinator William Dumas, on behalf of the NLCU Team.

The Nihitho Language and Culture Unit (NLCU) was created as part of the Planning Alternative Tomorrows with Hope (PLAN) from the NNCEA. The PATH was developed to serve as a guide as the NCN community creates a solid foundation for education in language and culture. The NLCU serves as a resource foundation to ensure NNCEA will have a solid language and culture program moving forward.

During the first two years of the NLCU, it received funding based on proposals to the Government of Canada: \$647,000 in 2016, and \$702,000 in 2017. Since then, thanks to pressure from the AMC/AFN Chiefs about parity funding, the NLCU now receives dedicated funding of about \$1.8 million per year. These funds are used to meet the mandate of the NLCU, following the PATH plan. Workplans and Budgets are reviewed, monitored and adjusted annually.

During this third year of the NLCU Project and the seven-year timeline of the Nihitho Language and Culture Camp, the NLCU has been hampered significantly by COVID-19. Our smaller

skeleton crew has often worked in self-isolation, but has achieved significant accomplishments over its first five years.

HIGHLIGHTS

- ◆ PATH Plan was developed and implemented with MFNERC staff (George Ross, Sandy Robinson, William Dumas, Gail Gossfeld-McDonald, Wm. Elvis Thomas and the late George Ross) and NNCEA board members (Wanda Spence-Bunn, Felix Walker, Jackie Walker, Cheyenne Colomb and Barb Moore).
- ◆ First installment of funding established NLCU foundations, including hiring of staff and purchase of classroom materials such as kits, arts and crafts, outdoor education equipment (22 canoes, 44 paddles, 44 life jackets, cross country skis, snowshoes, etc), and technology such as cameras and recorders.
- ◆ William Dumas was seconded from MFNERC to assist NLCU.
- ◆ Two technicians were hired to structure the PATH and foundation.
- ◆ With the dedicated funding of 2018, a workplan and budget was developed. It established the need for foundational curriculums for Nursery to Grade 3, and research into archive development.
- ◆ Curriculum writers were hired to Indigenize curriculums.
- ◆ Resources were/are being developed to complement the curriculums.
- ◆ Partnerships developed with well-established Lac La Ronge and its Gift of Language and Culture Project, and with the Six Seasons Project.
- ◆ Exploratory visits in Saskatchewan at Onion Lake FN Immersion School, Montreal Lake, Thunderchild, and Stanley Mission. Also attended two L&C conferences in Saskatoon.
- ◆ We have prioritized initiatives that are deliverable within the next 7



Teacher cultural orientation - moccasin making



months to ensure we are within our annual budget.

- ◆ The 2021-22 Workplan is completed and ready to be implemented this fiscal year.
- ◆ Elders/Knowledge Keepers will report to work as COVID-19 restrictions allow: five to Language and Culture Unit, 4 to Granny/Grandpa Program, 4 to OK School, and 2 to NNOC. Larry Tait will facilitate their placements.

Nihitho Language and Culture Camp

- ◆ Ground truthing and site selection by Chief, Council, and Lands and Trust occurred in 2018. Construction began on the camp then, and is expected to continue until 2025, due to budget planning. Year-round activities for all grade levels (Scope and Sequence), and accompanying binders, pilots and booklets were created.
- ◆ In 2019, the road to and site of the Culture Camp was cleared by NCLP and a culvert was installed. Scope and Sequence for Senior Years learning and land-based programming was developed.
- ◆ While COVID-19 restrictions have caused delay, progress continues in 2020/2021. NCLP put in the access road. Construction crews were hired and the main building

has been completed. Arrangements have been made with contractors for plumbing, electrical and mechanical work, and with MB Hydro to install a power source. A Land-Based Coordinator (LBC) will be hired to begin program development.

- ◆ The upcoming final four years of the project will include construction of six cabins, informal instruction for kids, a naming contest and opening ceremony.

Curriculum and Learning Resources

- ◆ Curriculum creation is an intensive process. Each curriculum takes about one year to complete, with an additional six months required for proofreading and resource development.
- ◆ By July 30, 2021, all land-based education curriculums (senior, middle and early years) will be completed, and will begin pilot programs in the Fall.
- ◆ Cree Immersion curriculums from Nursery to Grade Two will be ready for pilot programs in the Fall.
- ◆ The third edition of the Wordlist should be printed within the year.
- ◆ Aboriginal Second Language

Acquisition (ASLA) material is ready for use in all Nihitho classes.

- ◆ Three grade 5 teachers will begin piloting the book "Pisim Finds Her Miskanaw," with 20 electronic tablets and a teacher's guide.

Partnership with the Six Seasons Project

- ◆ A mapping project of Rocky Cree Territory is being initiated.
- ◆ To date we have developed 600 pictorial language resources. The Pictionary is an ongoing project.
- ◆ The Cree syllabic chart has been reviewed and modified for classrooms. We now have a standard NCN asiniskaw ithiniwak syllabic chart that can be accessed for community use.

Archive Work

- ◆ Ongoing archival and collections research into Rocky Cree belongings
- ◆ Ongoing research into resources for future resource library, digital archive approaches
- ◆ Ongoing grant research, proposal development and writing, including Digital Heritage Communities program and Library and Archives "Listen Hear Our Voices" program



Teacher cultural orientation - dream catcher making



Teacher cultural orientation - Berry picking

- ◆ Omeka workshop for online exhibition creation
- ◆ Project outline development for 40th Anniversary of NNCEA and for

digital knowledge portal.

- ◆ Due to current limited human resources and funding, archival work has been put on hold to prioritize

other deliverables of the Workplan and Budget.

NIHITHO LANGUAGE AND CULTURE ADDITIONAL INFORMATION

Since our last update to the board on April 20, 2021 the NLCU has been very busy with ongoing projects and new initiatives. Much of our work this month has been impacted by the Covid restrictions/lockdowns that our community is going through. This pandemic situation causes great difficulty in being able to deliver on the NLCU outcomes on a timely basis as presented in the workplan and budget. In addition, problems with technology hampers our ability to get things done but despite that we are able to

keep things going with all the projects underway.

With the restrictions/lockdowns there have been times when we were unable to come to work and at times we have had to operate on reduced working hours. While staff come to work during these times it can be a challenge due to the fact that our Knowledge Keepers have to be kept at their homes for the duration of lockdowns (from two days to a week at times) for their own protection from the Covid-19 situation. It is said that every time an Elder passes

we lose a library. So, it is essential to protect them as much as we can while we continue to do our work. For the times when we are faced with such a dilemma our skeletal staff have still managed to complete a significant amount of work to keep all

our projects on the go administratively and technically.

The following is what has been done since the last report:

Land-based Early Year's Curriculum

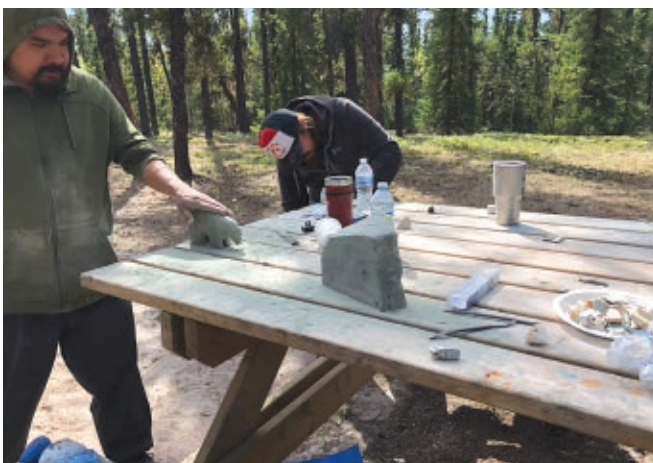
- ◆ Targeted to be done by the end of April 2021 but due to Covid restrictions and its attendant delays will be completed by end of May
- ◆ All land-based education curriculums will be completed July 30, 2021. They will be put into binder form and begin piloting fall 2021.
- ◆ Unit plans and lesson plans will be included with the curriculums to ensure a smooth transition for the teachers. Work is on-going till completion.

Learning Bird Videos

- ◆ Outstanding work assessed with contractors.
- ◆ Translation work will take 2 – 3 months to complete.
- ◆ Final report is due by end of June.



Teacher cultural orientation - birch bark basket making



Teacher cultural orientation - Soapstone carving



Teacher cultural orientation - Carol Prince instructing on moccasin making

- ◆ Work is still on-going. Additional translation work completed has included:
 - Willow basket making (completed)
 - 13 moons and six seasons overview (completed)
 - Food and Health Issues (completed)
- ◆ **ASLA** (Aboriginal Second Language Acquisition)
 - Material will be put into binders for language teacher's use in all Nihitho classes.
 - Work is still on-going till completion.
- ◆ **Pisim Finds Her Miskanaw**
 - Three grade 5 teachers will be piloting the book, "Pisim Finds Her Miskanaw" this coming fall and will include:
 - 20 books
 - a teacher's guide
 - 20 electronic tablets
 - This is being done in partnership with the Six Seasons Project and

the University of Winnipeg. Pilot will be assessed and modifications made where necessary for future use. Preparation for this is still on-going.

- ◆ A mapping project of the Rocky Cree Territory is being initiated with the Six Seasons Project. Traditional/ancestral place names for our area will be inputted by the Knowledge Keepers. The mapping project will be for classroom use to enhance language and culture program delivery as we move forward on indigenizing the education system as a whole.
- ◆ To date we have developed 600 pictorial language resources to help enhance the curriculums being developed and to enhance the indigenization of the education system. Once ready such resources will be printed and laminated for classroom use according to curriculum needs.
- ◆ A review of the NLCU workplans was initiated and we have narrowed

down (prioritized) initiatives that are deliverable within the next 7 months and to ensure we are within our annual budget.

- ◆ The **Workplan** for 2021-22 was completed and is being implemented this fiscal year.
- ◆ Two of our former administration workers have left for personal reasons—one is taking Nursing and the other

being a single mother who has to prioritize looking after her baby. Each one had replaced the other on an interim basis when the other decided to leave for the reasons provided above. Eventually, it has become necessary to advertise the position due to the workload involved. Covid restrictions/lockdowns have delayed the hiring process but advertisements for the vacant position will be put out by Human Resources and interviews will be conducted as soon as possible. In the interim a person will be sought on a temporary basis to assist with the work required as there is much to do. The successful candidate for the position will be hired and orientated to the work at hand as soon as is practically possible.

JMTP

- ◆ Mr. Larry Tait, as one of his responsibilities, will facilitate/coordinate the Knowledge Keepers/Elders in their various placements/activities.
- ◆ Transition of the administrative/financial control of the JMTP is underway as of April 1, 2021 and all JMTP staff and Elders have been retained. NNCEA NLCU has budgeted for the costs of the JMTP staff and Elders within our workplan and budget.
- ◆ Funding from CAP/CIP for this fiscal year will assist in transition costs along with other essential costs for supplies and fixing up some problem areas as identified by the JMTP staff and Elders.
- ◆ Requests were provided to the Principals to solicit input from teaching staff on how to make better use of the JMTP for educational purposes. Information is forthcoming. Once received all stakeholders will develop an action plan based on the input received.



Elder inspecting language materials featured in CBC article

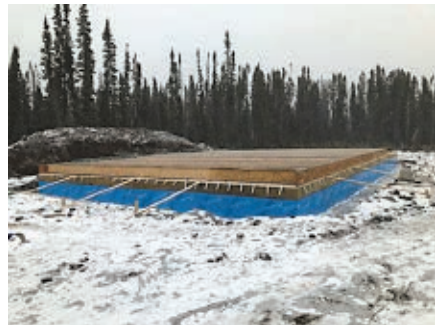
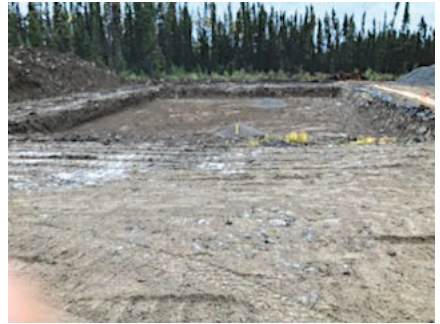


NLCU at work in the Alice Moore Education Centre

CONSTRUCTION PHASES OF NIHITHO LANGUAGE AND CULTURE CAMP
NNCEA Culture Camp is Located Past the Junction



Culvert to the NNCEA culture camp completed on June 15th, 2020.

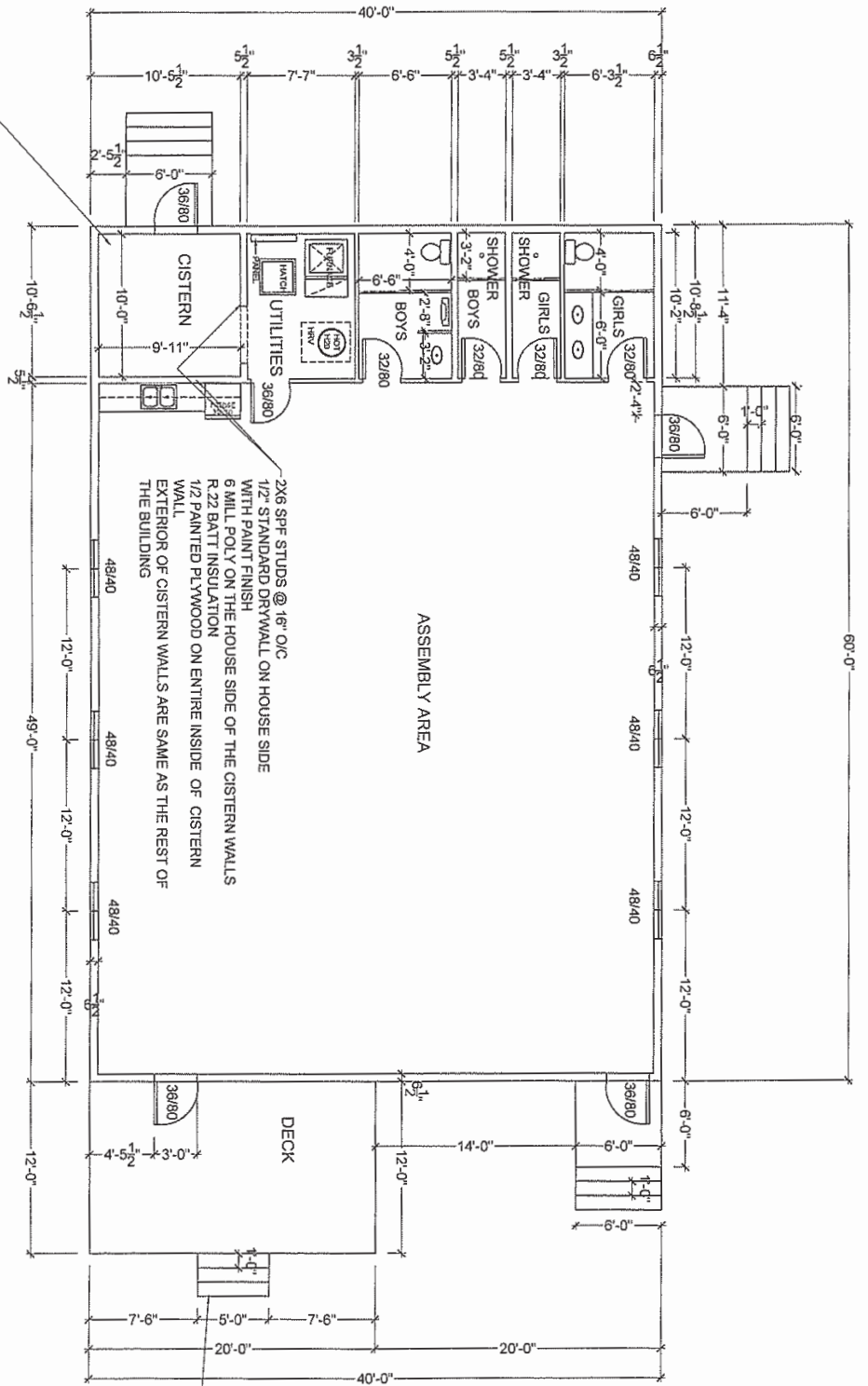


JR: **SCHOOL CULTURAL CAMP BUILDING**

PT. 2019 | SCALE: 1/8" = 1'-0" | DRAWING TITLE: **FLOOR PLAN** | ADDRESS: NELSON HOUSE

REVISION DATE:	DESIGN TEAM:
DDAYNN BY: DMSYS	204-792-7526
FILE NAME: 19-08	INTERPRO
	BUILDING DESIGN SERVICES

STORAGE AREA ABOVE THE CISTERN ROOM
 FLOOR DETAILS ON PAGE 9
 HEIGHT OF FLOOR TO BE DETERMINED
 AT TIME OF INSTALLATION.



2X6 SPF STUDS @ 16" O/C
 1/2" STANDARD DRYWALL ON HOUSE SIDE
 WITH PAINT FINISH
 6 MILL POLY ON THE HOUSE WALLS
 R.22 BATT INSULATION
 1/2" PAINTED PLYWOOD ON ENTIRE INSIDE OF CISTERN WALL
 EXTERIOR OF CISTERN WALLS ARE SAME AS THE REST OF THE BUILDING

ADJUST STAIR HEIGHT
 ACCORDING TO
 GRADE VARIATIONS



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 DIMENSIONS AND CONSTRUCTION METHODS ARE
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NIHITHO LANGUAGE AND CULTURE CAMP

- ◆ Work on the camp is continually progressing but is also being hampered by the Covid-19 restrictions/lockdowns. However, the pace of progress is remarkable as the project shapes up as per the workplan plan and budget.
- ◆ A skeleton NLCU crew has accomplished a lot this past year, there were times when all of us had to work from our homes with laptops and phones during self-isolation and Covid-19 restrictions. We continue to be hampered by the new variants.
- ◆ Nursery and Kindergarten Curriculum reviews with the contractors is underway. It involves proof-reading the curriculum and ensuring the correct Rocky Cree



Group after the feast at the Repatriation ceremony



Members of the NLCU preparing for the Repatriation ceremony

- words and resources are used. Contractors will edit and format the curriculum. This coming year all curriculums will be assessed by language teachers and corrected at end of 2021/22 school year.
- ◆ Finishing touches with the Land Based Education Curriculum is also underway. Once this process is done the contractors involved will do the final edit and format. Curriculums will be put into binders as a pilot project like the language curriculums to be assessed and resubmitted for NNEAC ownership.
- ◆ Both Curriculums are Provincial outcome based with the Rocky Cree Culture front and center based on our Six Seasons Scope and Sequence.
- ◆ The revised Wordlist is close to being completed as edit. Formatting and editing will be done by William Dumas while the KKs are inputting. Mr. Larry Tait will also be involved.
- ◆ Presently working with U of W and the Province of Manitoba to gather pre-flood maps and present maps. Having our own maps as we're using the standard syllabic font and we can input into our system. The Anglican format doesn't work well with our Nihitho phonics sound system.
- ◆ Have begun formatting the NCN Rocky Cree Dictionary. The La Ronge Indian Band Education Authority have finished theirs. As a result of our partnership arrangement with them they will be sending their dictionary for us to use as a resource. We have accessed other dictionaries for comparison

and such will be modified to reflect our community's ways of using the NCN "th" dialect.

- ◆ The Pictionary is being reviewed and re-formatted, work is continuing. The Pictionary is ongoing and will be assessed and evaluated into the early part of May. Some additional work has been completed as follows:
 - 13 moons (completed)
 - Animals, Classroom Objects, Farm Animals, Fish, Body Parts, Food, Fruits & Veg, Fur-bearing animals, pithisak, transportation(completed)
- ◆ There is a tremendous amount of work being done on Curriculum development. The Curriculum crew believe we need about 12 people to do all this work but of course we know with limited funding it's not possible so we are doing what we can and so far, we have done really well.
- ◆ Presently working with the U of W on the NCN history project. They are giving expert consultation in ensuring we get it done. We are going to formalize how it will be done. We will provide a formal report for the NNCEA NLCU and



Mrs. Christina Spence, Mr. Harry Spence and Dr. Myra Sitchon at the Repatriation ceremony

to request permission to continue moving forward on this project. Some additional funds will be sought from Government funders to assist in covering the costs involved. Proposal will be developed jointly with the University of Winnipeg and the NNCEA NLCU.

Additional Proposals

- ♦ Two additional proposals have been submitted to funders to assist in the work being done in the NNCEA NLCU. One has been approved thus far for \$51,000 and the other (which is a two year proposal) we are still waiting word on it. There is also one other funding source being considered. Further detail will be provided in the next report when additional information becomes available.



ē-micimināyakik gathering in Saskatoon, Saskatchewan.



Wanaskiwin activities

NISICHAWAYASI NEHETHO CULTURE AND EDUCATION AUTHORITY HUMAN RESOURCES DIRECTOR ANNUAL REPORT FOR 2020-2021



Prepared by: Lorna Hart
NNCEA – HR Director
Phone: 204-484-2095 ext. 2222
Email: hunit@nncea.ca

Based on last year's annual report, there have been some positive changes to the Human Resource Department and some areas still a work in progress.

One item that was never incorporated into the Human Resource department was a strategic plan.

In order to know what HR objectives are, we must first satisfy a strategic plan. I would like to see a plan developed for 2022, so that there is a vision for the HR department. The purpose of such a plan is to be able to analyze and evaluate all the factors related to the human resources policy of NNCEA for the upcoming year. Understanding the environment, we work in will definitely affect the HR plan to be created. This will be short term and long term objectives.

Moving forward, we must know where the key annual objectives are set.

One of the biggest set-backs for not

only NNCEA, but the Province(s) as a whole was Covid-19. There were an abundance of Provincial lockdowns and Community lockdowns. Although it was extremely challenging for everyone, it was done in the best interest of keeping our community safe. On that note, I would like to extend my greatest appreciation to NCN Chief and Council, Public Health, FNSO's, Justice Workers, NCN HR and all the staff who were involved for all the hard work that each and every one of them did to ensure the safety of our community. Thank you!

WHAT CAN WE IMPROVE ON FROM LAST YEAR?

Success is basically the result of many failures, tried and attempted, however, being able to identify what failed in the past, or struggles encountered, being able to utilize them to stimulate forward is what will lead to success and definite improvement. For example, the policies would fall into this category as they were identified last year, but with the strain of bringing files and information up to date, it could not be done in time for this year's report. It has been discussed and a plan is being worked on to ensure that it will be completed. Looking at bringing another person onboard in the human resource department would be a great asset to the department as it is fast paced with daily, weekly and monthly tasks.

WHAT TYPES OF CHALLENGES DO WE ANTICIPATE THIS YEAR?

Knowing which changes, events and activities happening within the year and how they will affect the team,

allows for better management of the situation of what lies ahead. One challenge we did not anticipate was the pandemic, but we now have a pandemic plan in place. Hopefully the upcoming school year will be a better one than this year because of the pandemic.

WHAT FACTORS OF NNCEA REQUIRE MORE ATTENTION?

Evaluating the organization and its employees is crucial to coming up with solutions to improve.

This was an area of concern last fiscal year. I had identified that the Dadavan System Program. This year, we were able to purchase HUMI, which is a derivative of Human, as in Human Resources! The software allows HR to create reports that display graphical vision of the overall organization, but most importantly, all data of employees are in this system along with all digitized copies of forms and fillable forms, which employees will be able to fill in and submit. They will know how many sick days and vacation days they have as well.

Identifying key areas of improvement is one of the stepping stones to a successful HR plan.

Reaching the yearly objectives comes more easily when the proper steps are taken to first analyze the organization and what it is we are working with. I cannot stress enough clear communication between the human resource department and management. This is a very important in order to create a solid base for a human resource plan.

Compared to last year, I am pleased to

mention that the employee records for Sick Leave is now up to date. It took over a year of reviewing sign in sheets and leave forms and bring them up to date. This was for all departments of NNCEA.

WHAT HAPPENED IN THE COURSE OF THE YEAR THAT MADE HR MORE MANAGEABLE?

- ◆ Employee benefits were signed on with Canada Life on December 1, 2020.
- ◆ Leave forms last updated March 31, 2019 are now up to date.
- ◆ Sick leave last updated March 31, 2019 are now up to date.
- ◆ Binders for all Sign in Sheets last updated March 31, 2019 are now up to date.
- ◆ Signed on with Humi in April, 2021 to go digitized. Information is currently being imported into Humi and once completed a workshop will be provided to the Administration team and teachers during orientation week.

- ◆ HR personnel files now 95% completed.
- ◆ Signed on with Teach for Canada and 10 teachers were hired. One left part way through the year.

WHAT IS CURRENTLY IN PROGRESS?

Currently, Humi is the focal point of human resource. Humi is Canadian based. As mentioned above, data is currently being imported and reviewed. Some of the highlights, which I have looked at are generating of various types of reports.

The reports consist of the following,

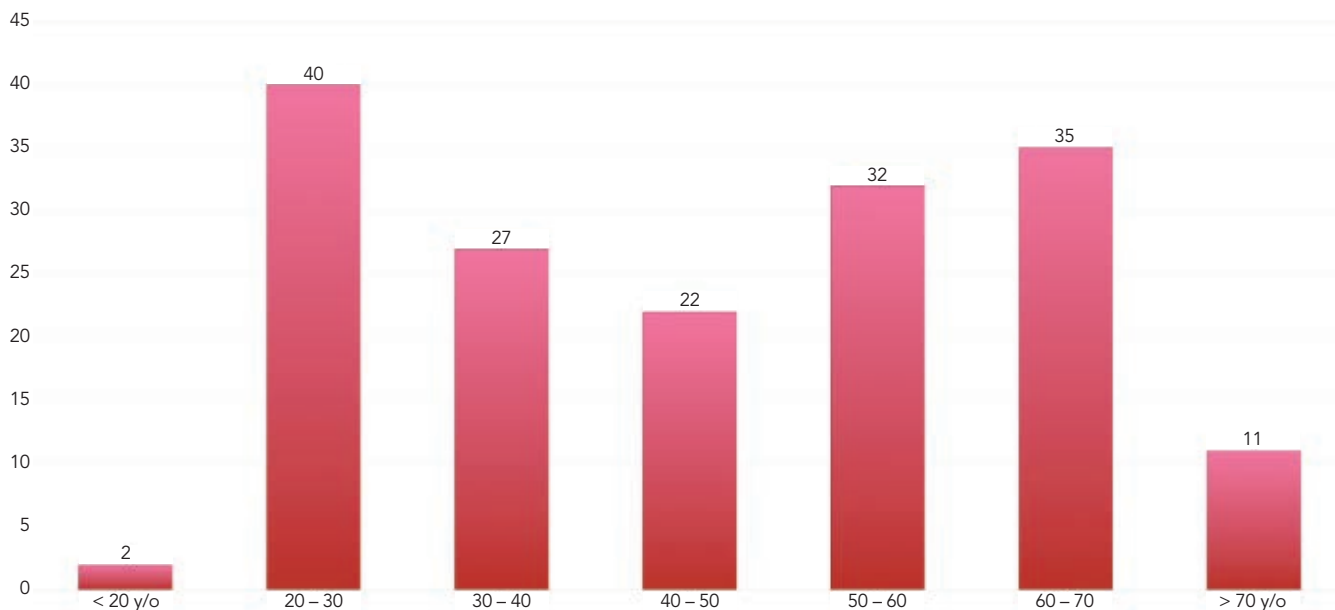
- A. Age reports – shows the different age groups within NNCEA.
- B. Compensation Reports – Benefits and salaries. It will also report of the salary range of each department or even according the employees’ gender.
- C. Turnover Report – Will automatically tell human resources how many employees left in the past year.

- D. Absences report and work absenteeism – Able to see at what time of the year produces the most absences so the organization can adapt and be prepared and avoid any major productivity costs.
- E. Presenting the data for the annual human resources report – Will help expose the ideas and show all efforts are in the right direction based on data.

In conclusion, I am looking forward to entering more information into the system and be able to generate reports listed above. I am able to provide an age report on the organization based on ALL unionized and non-unionized staff. The age profile depicts the number of employees, age groups and how many staff are in that number. It has been very interesting learning the software and I am sure it will only get better.

My door in human resources is always open. Feel free to drop by anytime. Have a great summer and for the teachers leaving for the summer, have a great summer!

Age Profile of NNCEA Employees 2020-2021



ANNUAL ICT REPORT FOR 2020-2021

In the last year, NNCEA has transformed the way that we connect to the internet for our staff and students. Fiber Optic internet was installed at the school and administration buildings, meaning that video resources, webinars and file sharing amongst our staff is easier than ever before, and doesn't require days of planning. An impromptu Zoom meeting, or video to show children about chemical reactions can be started at a moment's notice, allowing for more flexibility in the ways we work but also how we teach.

In preparation for this massive change to our community, a tender was sent out to rewire our schools and administration building. All old networking cables were replaced, and all internet traffic routed to allow for the absolute best possible speeds. Regardless of if a student is using a tablet in their classroom, or a computer in the school's lab, the speeds allow them access to the internet that has been out of reach for years. This will open doors for new career possibilities, or for them to learn a new skill. Staff used to petition IT a week in advance to download a YouTube video for their class, and we are very pleased to report that is no longer necessary.

We have also invested money in new servers and backup systems, meaning that in the event of a localized disaster, we are able to restore backups from the cloud, something never possible before. This means that we could have a server back up and running from a failure in less time than it would take for us to get a new server shipped to us, in the event of an emergency. Teacher emails and file sharing can now also take place in the cloud, so we are not walking the hallways with USB sticks to give someone access to an important file.

These new advancements couldn't

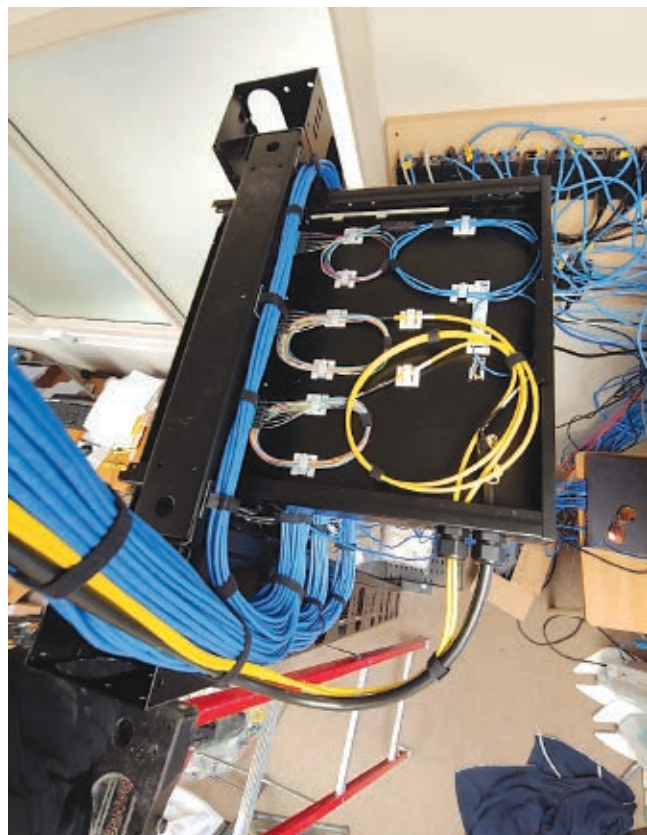
have come at a better time, as we are now in a world dominated by COVID, meaning that web meetings through programs like Zoom are now a daily occurrence. Although these connections are limited to specific buildings in the community at this time, we expect that Fiber Optic will be available at all homes in the community by the end of the year. This means that during any future closures, online learning will be more than just a possibility, it will be an easy deliverable for us.

In preparation for this, the Education Authority has partnered with Brightspace to provide a virtual classroom for all teachers and students. While few students can take part at the time of writing, we expect that by Christmas of 2021, each household will be connected to the same Fiber network through BCN that the school uses. This stands as a massive feat, as internet access is a great equalizer in the world of education, ensuring that all students can receive an education, regardless of the circumstances locally or globally.

As we await the construction of a new high school to complete in the fall, we are in the process of pricing and ordering new equipment to help make interactive learning more fun for students, and easier for teachers.

Touchscreens in all classrooms so that when a teacher has something to show the kids, it is on a brightly lit, interactive display is our goal. We are working with partners to ensure we can achieve this, and find software that makes it as simple as possible for teachers to use. This school will also have a state of the art computer lab, with powerful computers for students to use. Classes such as digital art will be able to take place now, when before restrictions of computer power and bandwidth made such options impossible.

While COVID and delays in the installation of the Fiber have pushed back some of our work, NNCEA's IT staff have worked diligently to ensure that everyone has access to the software they need to do their job. Restrictions make working in some situations very difficult, but we take



The fiber connection entering our school's networking rack

all precautions and work after hours or when teachers are not physically present where necessary.

Delays in shipping and manufacturing have also made things more challenging for our schools, making it hard to order new equipment in a timely fashion. We have had to create work-arounds and get creative to achieve our goals. As we plan for the future, we must ensure that we plan our next steps far in advance and very carefully, in order to ensure we have everything necessary for our new school.

As we look towards 2021-2022 school year, we hope to have our IT staff spread over the three different education locations in the community, so that when a user has issues, we can assist them in person where possible. To help plug the gaps when they appear, we are also ensuring that we can use our fast internet

to our advantage and remotely access systems on the other side of the community when necessary. This includes our security systems in all

locations, and things like password resets. Physical distance should never be a barrier to us once the Fiber Optics job has been fully completed.



ICT Unit team

OTAYITISKIWIN KISKINWAHAMAKIKAMIK YEAR IN REVIEW 2020-2021

2020-2021 ADMINISTRATIVE & SUPPORT TEAM

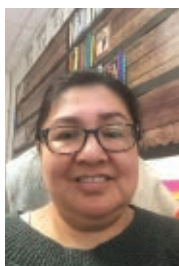
Administrative Team

Principal – Matilda Gibb



Vice-Principal/Literacy Coach

Natalie Tays



Middle Years Vice-Principal/Literacy
Coach – Margaret Monias



Vice-Principal/Resource Teacher

Loretta Francois



Resource Administrator

Theresa Hartley

IT Administrator

Pierre Lirette

Maintenance/Custodial Supervisor

Tyson Muskego

Day Custodial Supervisor

Carol Linklater

Evening Custodial Supervisor

Shirley Swanson

Early Years Administrative Assistant

Sharon Linklater

Middle Years Administrative
Assistant

Angeline Linklater

Librarian

Rhonda Joos

PRINCIPAL'S MESSAGE

A note of thanks as we close a challenging school year ...

To all students, staff, and community members of our NCN community:

As we come to the end of this unique and often challenging year, I would like to take this opportunity to thank the many individuals that have supported our school community.

Thank you to our Director of Education, Gail Gossfeld-McDonald and our Assistant-Director, Nic Campbell for all the leadership and support that has been provided throughout the COVID pandemic.

Thank you to all our administrators, Theresa Hartley, Margaret Monias, Loretta Francois, Natalie Tays, Pierre



Otayitiskiwīn Kiskinwahamakikamik Elementary is located at Nisichawayasihk Cree Nation an approximate one hour drive travelling north from Thompson

Lirette and support staff who always pulled together to help our students and our families, and each other. Thank you to all our supervisors Tyson Muskego, Shirley Swanson, and Carol Linklater as well, who work diligently and without complaint despite school closures to ensure our school building remained operational throughout the pandemic.

To everyone within our organization, Thank you for your willingness to change direction at almost a moment's notice when we were forced to close our school many times this year and since the previous year in March of 2020. We pulled together to completely rethink the way we move forward – from instruction to technology to maintenance and operations.

Teachers and administrators, your

daily messages to students on our NCN radio station and creating virtual ceremonies on our PA system and all the other out-of-box ideas helped to keep our students connected to school when our entire community was in lockdowns throughout the COVID-19 pandemic. Thank you for your commitment to our students and delivery of quality instruction.

Thank you again to our support staff, our Guidance counsellors Susan Kobliski and Patrick Miller, our school cook Rosie Moore, administrative assistants Sharon Linklater, and Angeline Linklater, and our Elders Lena and Sam Dysart, Andrew Wood, Chistie Spence, Joyce Wood and Larry Tait Sr.

I would also like to thank our students and their families. Our students and families have faced this pandemic

with courage and resilience. I am grateful for that strength you have demonstrated each and every day.

I would also like to express my thanks to our community partners as well.

NCN Chief & Council, the Public Health nurses, the Pandemic team members, Jordan's Principle, Parks & Recreation and the local RCMP detachment and countless community volunteers who work diligently to ensure our safety and well-being.

In closing, I would like to express our thanks to William Spence who retired this year after working at our school for a total of thirty-nine years for his dedication to our students and community.

SIGNIFICANT ACHIEVEMENTS

Despite the many challenges we have faced as a direct result of the COVID-19 pandemic our school community achieved an incredible number of events and projects this year:

- ◆ Community partnership with Jordan's Principle to establish a literacy project with the KC Dyslexic Learning Centre in Winnipeg with ten students currently participating in the project with the goal to have our students reading and writing at grade level upon graduation in Grade Twelve
- ◆ Partnership with the organization Teach for Canada has enabled our organization to recruit six exemplary caring and highly dedicated teachers in the 2020-2021 year who will continue to teach in the upcoming year
- ◆ Providing remote learning tools to reach out to our students throughout the many months of school closures

by implementing our specifically created Facebook website, IXL Math and ELA online, as well as D2Learning programs has allowed us to examine how we can take advantage of technology to be more flexible in meeting the needs of every student

- ◆ Natalie Tays and Ashley Boutin successfully receiving an \$80,000 literacy grant over the next three years from the Indigo Love of Reading Foundation
- ◆ Monies from this grant was used to purchase a book vending machine that is situated in the main lobby making it possible for students to purchase brand new books at minimal cost to enjoy in their homes
- ◆ Two classes successfully published books and the hard copies have been presented to all students in both classes
- ◆ Creating two .5 Literacy Coach

positions this year has greatly benefitted students and teachers thanks to our knowledgeable and highly dedicated coaches Margaret Monias and Natalie Tays

- ◆ Mrs. Monias has done an exemplary job of implementing Guided Reading and Writing strategies to all teachers and her consistent efforts have been rewarded by all classes showing improved literacy scores and writing skills in all grades from Nursery to Grade Seven
- ◆ Mrs. Theresa Hartley has done a phenomenal job as our Resource Program Administrator and her dedication and professionalism in carrying out her many responsibilities is greatly appreciated by our support staff and administration team
- ◆ Continued support from the Child Nutrition Council of Manitoba grant to be able to provide financial monies to continue our Breakfast, Hot Lunch, and Snack programs

- ◆ Substantial reduction in the number of suspensions to students this year has continued throughout the year
- ◆ We were fortunate to be able to hire a Guidance Counsellor Patrick Miller and Counsellor Susan Kobliski to meet the social/emotional needs of our students
- ◆ The return of Elders to our school

has been an asset to both students and staff members

- ◆ Hiring a new Maintenance/Custodial supervisor Tyson Muskego has been an asset to both our staff and school
- ◆ Also, hiring a new evening custodial supervisor, Shirley Swanson has resulted in creating a more sanitized building to protect us from the

spread and transmission of the COVID-19 virus

- ◆ We continue to be a trauma informed school always being cognizant to treat our students with respect, love, kindness, and a gentle voice

ADDITIONAL SUCCESSES



Kindergarten 2020 Graduation Ceremony was held in September due to COVID



Halloween Door Poster contest has become an annual event



Orange Day celebration honouring the completion of display case for Star Blanket awarded to the Hart family in memory of Lorna Hart sister of Lorna Hart (middle). Principal Matilda Gibb (left) and Director of Education Gail Gossfeld-McDonald (right)

Resource Administrator (left) Theresa Hartley's Farewell luncheon organized by our educational assistants in December 2020



Remembrance Day Gallery Walk was a huge success organized by our three Vice-Principals... Mrs. Tays, Mrs. Monias and Mrs. Loretta Francois



2020-2021 Special Events Committee

Seated: Matthew Garrick, Rosie Moore, Ashley Boutin, Ashley Buck, Natalie Tays

Left to Right: Debra Duvall, Phyllis Hart, Rhonda Joos, Eric Champagne, Linda Linklater, Frederica Prince, Margaret Bird, Tammy Long, Margaret Monias



New playground equipment for Nursery and Kindergarten students



New playground equipment

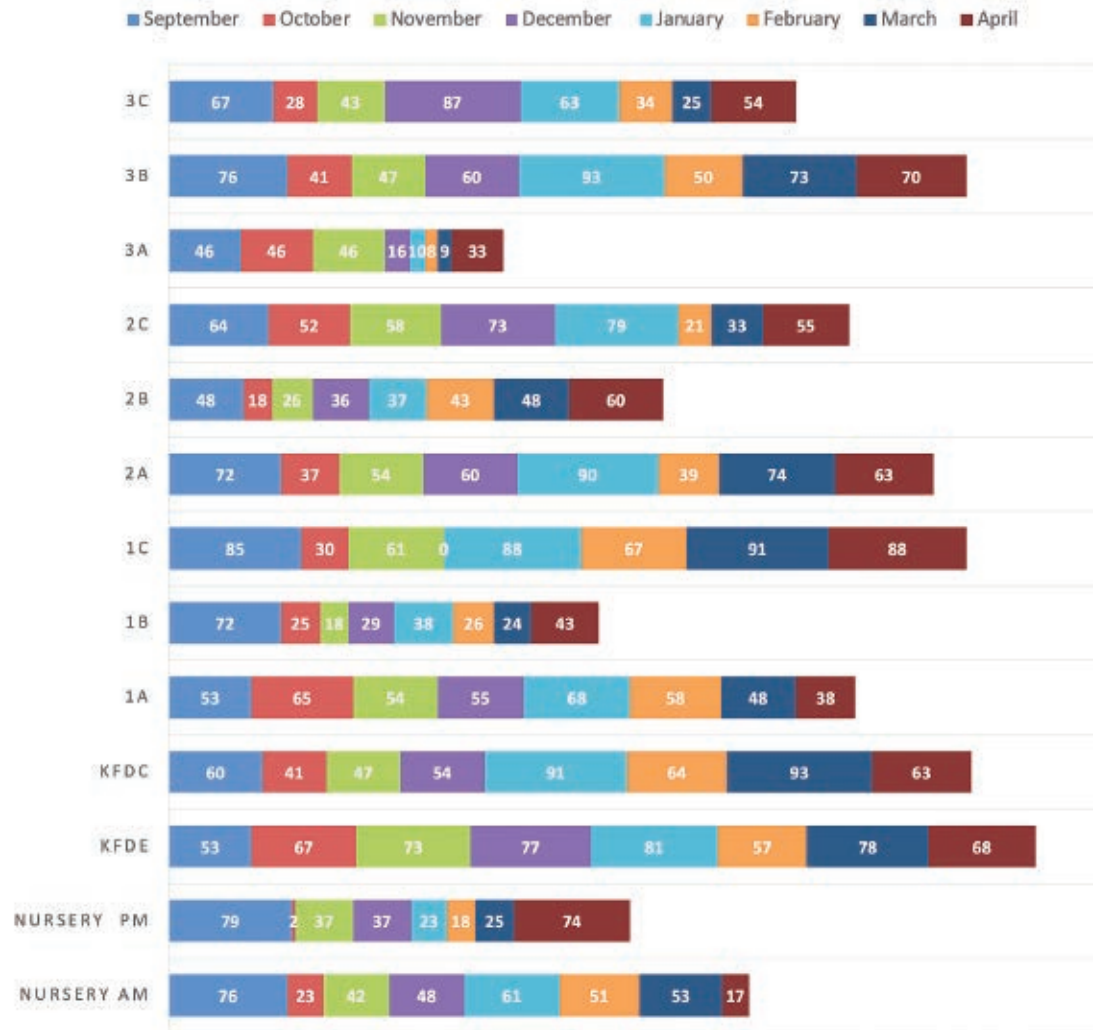
CHALLENGES

- ◆ Our greatest challenge we have faced this year has definitely been the continuation of the COVID-19

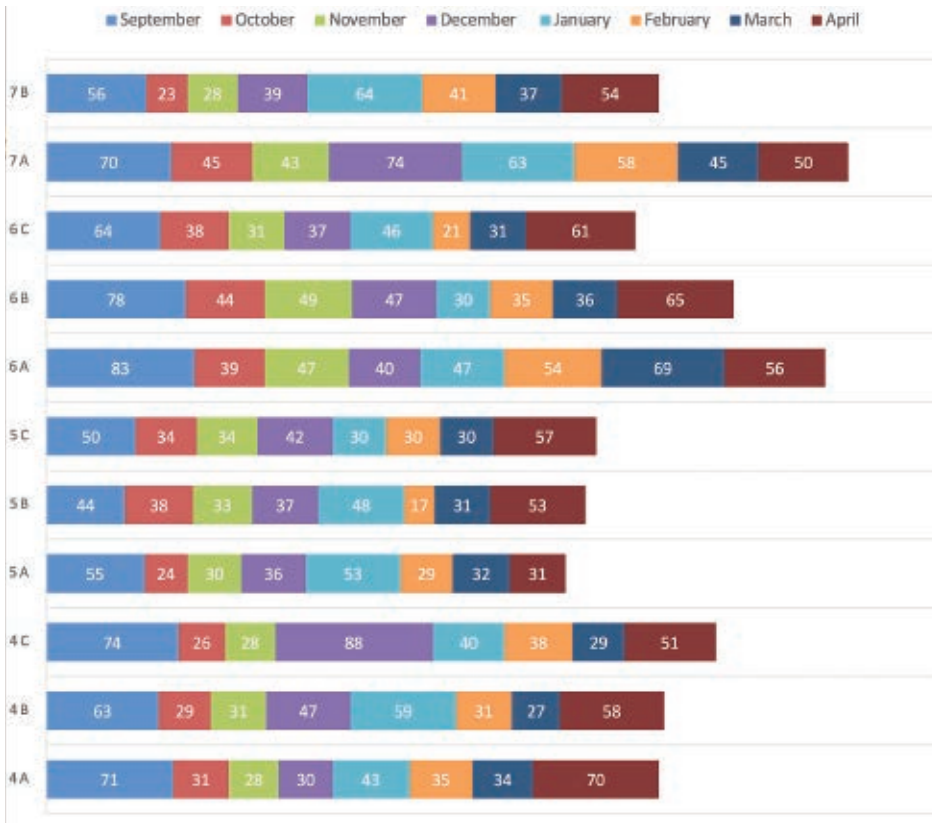
pandemic which has resulted in many unforeseen repercussions such as frequent school closures due to active COVID cases in our community

- ◆ A major impact has been on an alarming decline in our attendance as demonstrated in the following tables:

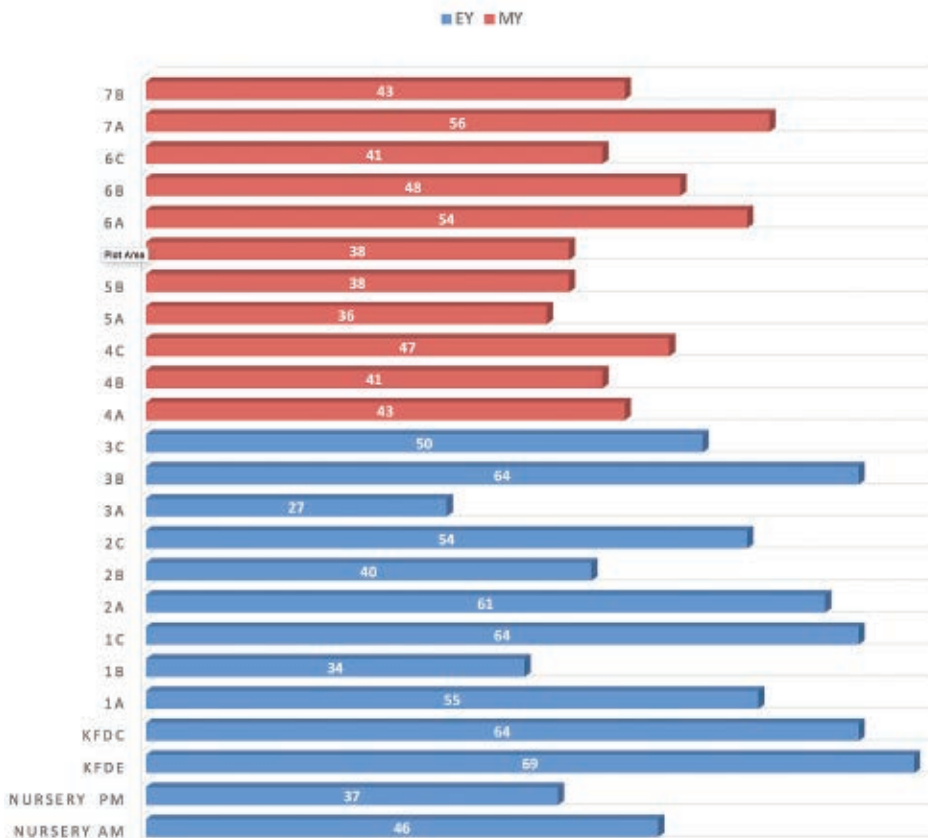
Early Years Attendance



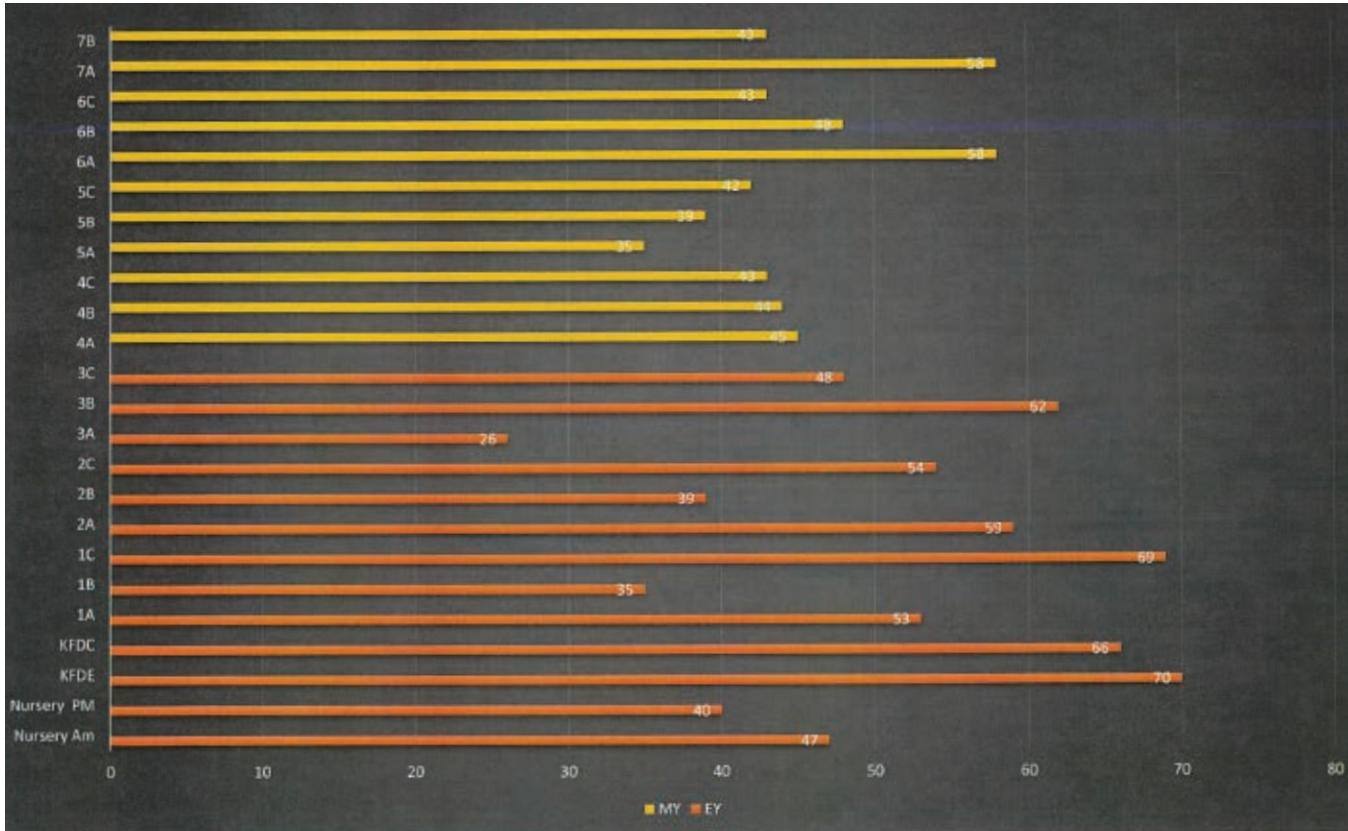
Middle Years Attendance



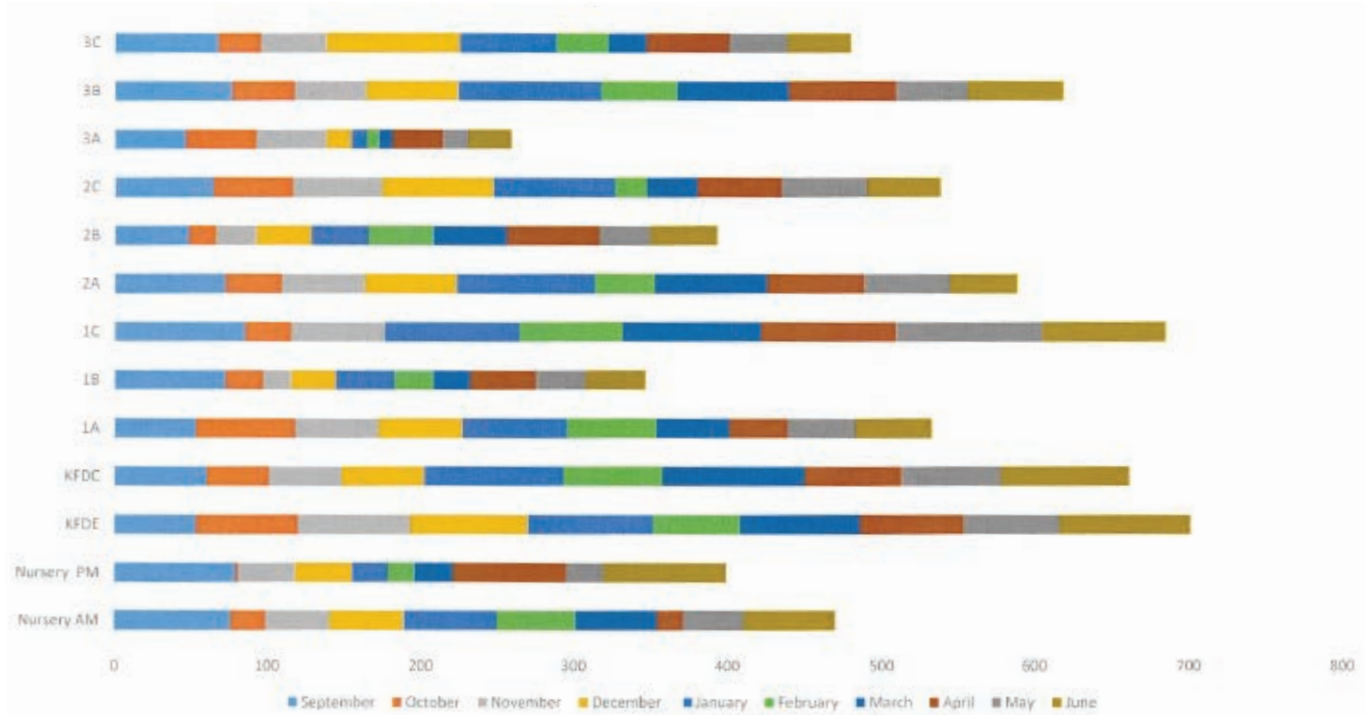
Comparison – Early and Middle Years



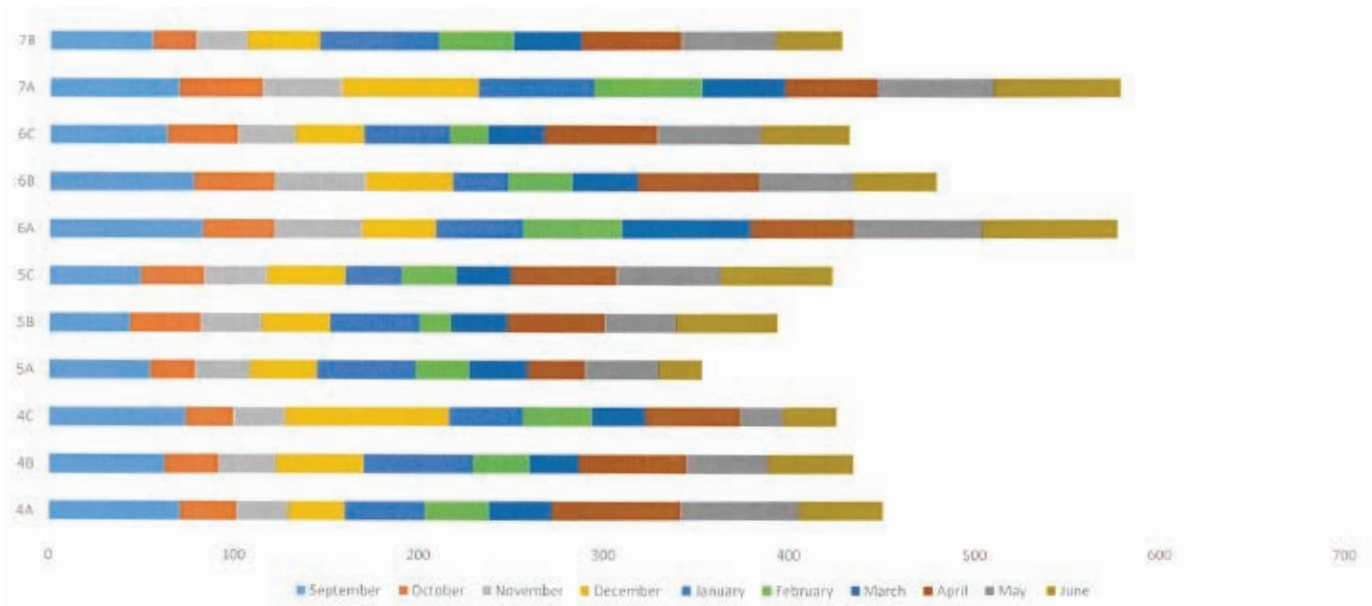
September to April Comparison Early Years and Middle Years



Nursery – Grade 3C Register Data



Grade 4 – 7 Register Data



CHALLENGES

- ◆ Excessively high and frequent absences of support staff such as educational assistants has made it difficult to maintain resource programs and ensure classroom coverage for the safety of all students
- ◆ The same situation occurred with our maintenance and custodial staff failing to report to work daily therefore creating a challenge to maintain a sanitized school building to deter the transmission of the COVID-19 virus
- ◆ Due to the pandemic, staff were often required to self-isolate in their homes and not able to report to work for 14 days putting an additional strain on not having enough staff to safely operate the school in all departments
- ◆ An unusually high number of staff injuries placed employees unable to work for several months at a time as was the case with teachers, educational assistants, and maintenance/custodial personnel
- ◆ One student became an active COVID case in our school causing our school to close for three weeks in order to conduct contact tracing in the community
- ◆ Attempts to implement remote learning had limited success due to very limited numbers of families having access to home computers and tablets in their homes
- ◆ Poor internet connectivity in most

areas of the community is also an issue not making it possible for students to access online programs in their homes

- ◆ Homework packages were sent to homes during community lockdowns but few completed packages were returned to teachers once classes resumed after several community lockdowns that lasted 1 to 3 weeks in duration making the task of assessing student progress for teachers difficult
- ◆ Structural damages to the school roof continues to cause extensive water damage in classrooms and all areas of the school
- ◆ Water damage has created mould issues in different areas of the school and in classrooms
- ◆ Insect infestations have plagued the school throughout the year resulting in calls to exterminators to resolve the ongoing issue
- ◆ The tragic passing of a Grade Seven prior to the Spring Break was also devastating to her family, classmates, and staff
- ◆ The unexpected passing of a dearly beloved teacher Ross Francois during the Spring Break was devastating to his Grade Four students and our school family

NEXT STEPS

- ◆ We will become a Nursery to Grade Six school when classes resume in September

- ◆ Phase Two of the KCDyslexic Learning Centre Literacy Project in partnership with Jordan's Principle will continue over the summer months and when classes resume in September
- ◆ Year Two of the Indigo Literacy Grant will be in place in September
- ◆ A teacher on staff has accepted a newly created position to be a Fine Arts/Literacy Coach to support classroom teachers in the 2021-2022 school year
- ◆ PAX program will be implemented school-wide and training will be provided in the first week of September to all teachers and support staff
- ◆ We will continue to be a trauma-informed school
- ◆ Hopefully our Cultural Camp will be operational early in the fall to permit our students opportunities to experience land-based activities using traditional Cree teachings by our Elders
- ◆ All students have the opportunity to access the highly successful Granny/Grandpa program located in traditional cabins behind our school building
- ◆ Continued efforts during the summer months to have the roof repairs completed to permanently stop the roof leakages into all areas of the building

Congratulations to the 2020-2021 Kindergarten Full Day English Graduation Class Teacher – Mrs. Susan Francois-Moore

Briley Bittern

Calin Bonner-Hart

Julianne Bonner

Harlow Brightnose

Lynnia Dumas-Mc Donald

Bonnierose Dysart-Hart

Matilda Flett

Drea Hart

Existence Hart

Karly Hart

Scarlett Hartie

Andy Hunter Jr.

Kazelyn Levasseur

Delia Linklater

Dreystin Linklater

Horace Linklater

Horace Linklater

Joylin Linklater

Kacie Linklater

Dean Moody

Marcus Moose

Aris Spence

Chace Spence

Leonray Spence

Alena Spence

Sandra Spence

Thomas Spence

Justin Spence-Bonner

Naylia Spence-Moody

Delphine Tait

Hendrix Tait-Spence

Zander Towers-Hartie

Des Whiskey

Jenna Linklater

Congratulations to the 2020-2021 Kindergarten Full Day Cree Graduation Class

Teacher – Miss Josephine Baker

Gwyneth Donkey	Brad Linklater	Russell Sinclair
Ruby Dumas	Trishtain Linklater	Jolana Spence
Paul Dysart	Tyrone Linklater	Khloe Spence
Harmony Francois	Victoria Linklater	Matilda Spence
Sterling Francois	Joshua Mc Donald	Jersey Spence-Hunter
Tyler Francois	Roman Mc Donald	Louis Spence-Morris
Miles Hart	Reece Mc Kay	Rhianna Spence-Swanson
Orion Hunter	Everett Moore	Katalaya Appleton-Moose
Andy Leonard	Kristianna Sinclair	

Congratulations and Farewell to the 2020-2021 Grade 7A Class

Teacher – Miss Margaret Bird

Richard Baker	Kingsley Hart	Daniel Spence
Julia Bunn	Vivian Hunter-Wastesicoot	Jaeny Spence
Kingsley Ducharme	Andre Leonard	Jerome Spence
Gage Dumas	David Linklater	Kashtin Spence
Isaiah Francois	John Linklater	Shai Spence
Luke Francois	Cloe Linklater	Shauntae Spence
Andrew Gamblin	Lainey Linklater	Bryanna Linklater
Sienna Harper	Savannah Linklater	Nellie Tait-Hart
Coral Hart	Esther Moody	Ruth Young
Erin Hart	Raydon Parisien	

Congratulations and Farewell to the 2020-2021 Grade 7B Class

Teacher – Ms. Jamila Butt

Karissa Bear	Latrisha McDonald	Beau Spence
Jordan Campbell	Jan McKay	Colton Spence
Brooklyn Francois	Colette Moody	Dereon Spence
Kashaye Francois	Charity Moore	Hailey Spence
Phoenix Hart	Nala Moore	Larissa Spence
Sherray Hart	Taya Moore	DejuanSpence-Flett
Nya Hartie	Rosalind Moose	Elijah Wood
Tito Howard	Valenteen Peterson	Lilly Wood
David Linklater	Adam Spence	
Riah Linklater	Barnes Spence	

EARLY YEARS AT OTAYITISKIWIN SCHOOL

As prepared by Loretta Francois

STRENGTHS

- ◆ At the beginning of the year updating of the Emergency Response Handbook began. COVID protocols and procedures were included with more detail and information.
- ◆ All schedules and timetables were ready for the teachers.
- ◆ Classroom lists were ready for the teachers and there were hardly any conflicts.
- ◆ Each teacher was provided binders with important information for the school year.
- ◆ All positions were filled by the beginning of the year. Some teachers were isolating before they could come to work.



- ◆ Professional Learning Community meetings for teachers in the same grade replaced the monthly staff meetings. The administrators filled in the teachers with important events and information during these meetings. Teachers were able to meet twice during the six-day cycle. During these meetings they were also able to express any questions or concerns to the administrator or the resource teachers.
- ◆ Staff culture camp was a success once again with many interesting

topics that were facilitated by the Elders and culture and language coordinator. This took place at Mile 35 camp. A new culture camp for the staff and students is being established and built by the junction area.

- ◆ Teachers made a switch from Manitoba Blue Cross to Canada Life, with Michelle Urbanowski presenting and guiding the teachers and Educational Assistants through the transition process.
- ◆ Liaison Committee resumed for the year between the School Board Chair, NNCEA Senior Administration, and NHTA Representatives. This established good relations between the two parties.
- ◆ Literacy Committee was established for the school year and had strong committee membership.
- ◆ The school data base also made the switch from Maplewood to Dadavan.
- ◆ Room 206 was established as the Teacher relaxation room where teachers could go work in a more comforting environment. Many resources were at their fingertips to be signed out and used.
- ◆ Room 210 was designated as the Jordan's Principle room to receive students until their workers arrived to accompany them to class. This room remained empty most of the year and the sensory room educational assistants were re-assigned to this room to make it into a calm down room.
- ◆ Dyslexia Program was established and maintained throughout the year.
- ◆ All areas in the school were made more accessible to staff and students with physical disabilities.
- ◆ PAX behaviour system was implemented again this year, but



should be consistently practiced with all teachers.

- ◆ Susan Kobliski was hired to help the students with guidance.
- ◆ Elders returned to the school to help in the classrooms. They had an established elder room in Theresa Hartley's old office.
- ◆ School supplies were always on hand and were in stock during the whole school year.

CHALLENGES

- ◆ The challenges were getting the whole student population to come to school. Student attendance truancy and tardiness were still a challenge this year.
- ◆ Getting input and cooperation from the parents of the community.
- ◆ Networking with other organizations around the community such as Family and Community Wellness Centre, Gilbert McDonald Arena, and NCN Multiplex.
- ◆ Supporting breakfast and lunch programs.
- ◆ School Staff attendance.

- ◆ Special events committee resumed once again to take on the school events for the year. This proved to be challenging due to COVID Precautions and restrictions.
- ◆ Challenge to maintain and input the school data base information from Maplewood to Dadavan. Most demographic information was not up to date, and transferring the data was difficult.
- ◆ School assemblies, concerts, science fairs, dances, fundraising bake sales, student awards, bazaars, and parent teacher conferences were nonexistent due to COVID precautions.
- ◆ School moral was also down.
- ◆ Resource Administrator/Coordinator, Theresa Hartley departed from Otetiskiwin School and it was a hard transition not having her in the school for the rest of the school year. She was an incredible asset to the staff.
- ◆ Sirppa Sterling, the school Psychologist, was not able to make it to the community this year to do much needed assessments for the new student support referrals.
- ◆ Jordan's Principle staff workers were diminished, and the students did not have enough coverage.
- ◆ Virtual Professional Development was the main way of accessing new information for the teachers. PLC meetings was another way teachers shared information and resources.
- ◆ Extra-curricular programs had a hard time gathering because of COVID restrictions.
- ◆ Bus drivers and buses had a hard time maintaining consistency throughout the year.
- ◆ Finding a reliable school driver was hard.
- ◆ Fire Drills were a challenge this year. Teachers were not taking all required items out with them. Students were not wearing their indoor shoes. All

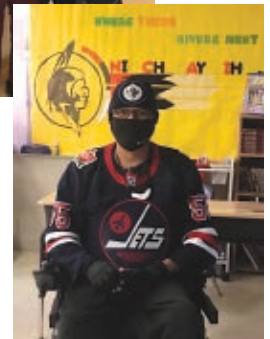
monthly fire drills were accounted for this year.

- ◆ First and second lunch duties were hard to find coverage for because some of the Educational Assistants' absenteeism. This took away from Resource Student Support programing was also affected because of teacher absenteeism.
- ◆ Print shop fulfilling proper printing orders was also a challenge this year.
- ◆ We lost a beloved veteran teacher, Mr. Ross Francois. Staff, and students were affected from his passing. School morale was at an all time low.

NEXT STEPS

- ◆ Compiling a newsletter from the school. This would give most of the community members more information on school events and happenings.
- ◆ Setting up a School website with information from the school to the parents and community. The community members with Internet access can access info this way.
- ◆ Setting up appointments for the parents to bring their children to school for baseline data on reading skills and math skill levels during the two weeks prior to school start in September.
- ◆ Parents would be required to give pertinent demographic updated information. (medical information, transportation information, sibling names and grades, lunch plans for the year, etc.)
- ◆ Set up incentives for the students and teachers to maintain good attendance during the school year.
- ◆ Possibly hiring a Wellness Coordinator to assist parents in areas of providing ideas and suggestions for eating healthy, getting enough sleep, managing stressful situations, avoiding depression, setting goals, time management, hygiene, social skills, and establishing homework and study skills.

- ◆ Continue with the Dyslexia Program and expand to the High School.
- ◆ Find a way for all house holds in the reserve to have Internet access for school purposes.
- ◆ NNCEA might have to take over the bus contract to ensure that no more challenges are present.



ENGINEERS MAKE BRIDGES.
ARTISTS MAKE PAINTINGS.
SCIENTISTS MAKE ROCKETS.

BUT TEACHERS
MAKE THEM ALL.



YEAR IN REVIEW – SIGNIFICANT ACCOMPLISHMENTS AND CHALLENGES – GRADES 4-7

As prepared by Margaret Monias

ACCOMPLISHMENTS 2020-2021

REDUCTION IN INFRACTIONS

There has been another significant

reduction in incident reports for the grades 4-7 students. The infraction data from February 2019-2020 had a total of 255 incidents with 81 considered severe. 2020-2021 stats

reveal that our total behavioural infractions have reduced to 27 incidents as of February 2021 with 15 severe incidents. The severe infraction rate or suspensions decreased by 33%.

INCIDENT REPORTS 2018-2019

Behavioural Infractions	Sept. 2018	Oct. 2018	Nov. 2018	Dec. 2018	Jan. 2019	Feb. 2019	Total
Mild	2	0	2	1	0	0	5
Moderate	1	5	0	0	1	0	7
Severe	9	1	3	1	1	0	15
TOTAL	12	6	5	2	2	0	27

An analysis of this data could attribute to:

- ◆ Our school has a leader with focused expectations. Otetiskiwin Kiskinowmatwekamik is a trauma informed school which meant that kindness to our students was inevitable. Students were provided with the opportunity to self evaluate any situation and come up with a solution.
- ◆ The PAX Program was presented to all staff in 2019-2020. This program teaches students autonomous self-control and self-management through collaborating with others for peace, productivity, health and happiness. The PAX Program reduces bullying and negative behaviours. More focus was placed on the positive behaviours which were rewarded. The use of the PAX harmonica was a calm and soothing tool which many educators and students found effective. The OK staff will be trained in September 2021 as we do have new teachers at our school.

- ◆ Student/Teacher relationships were developed early in the year. Many teachers greeted their students daily and inquired about their lives. The personal conversations with students built a strong, positive relationship which is the foundation for learning success. The students were aware of the trust and care of their teacher thus resulting in respect.
- ◆ Teachers were cognizant of the delayed levels of learning and provided academic assignments accordingly. They also provided various types of fun filled learning so that all students were successful. Students were not stressed about learning delays.
- ◆ Daily classroom visits by administration was also a very important contributing factor to the infraction rate. The administrative teams ensured that all students were provided with a well round education through observing lesson plans, daily activities, observing test scores and self-monitoring of all students.

PROFESSIONAL LEARNING COMMUNITIES (PLC)

Instilling Professional Learning Communities in our daily schedules was a huge success. All teachers from Nursery to grade seven met twice in a six-day week. These meetings provided our team to collaborate and provide opportunities to learn from one another. It definitely improved students learning through the expertise exchange and professional dialogue.

Professional learning communities also provided educators to bond and form a collegial team. Many problems were solved during our Professional Learning Communities as we worked toward our common goal.

FORMATION OF THE LITERACY TEAM

The formation of the literacy team was very inspiring and effective as one knows that successful school are places where people work together. Our team met regularly to discuss and resolve literacy issues. Our main goal was to assess the school's needs, establish

goals and priorities for literacy and develop professional learning goals.

During the year, there were many reading and writing challenges proposed by our literacy team. Many of our students participated at various levels and enjoyed the challenges.

We ordered a book vending machine which is the first in Manitoba. It is a



Staff relaxation room amenities

coin operated book machine which students may buy books at a very low cost. The students will have the opportunity to read leisurely in the comfort of their homes.

STAFF RELAXATION ROOM

Creating a staff relaxation room was a powerful idea. In this room, one can



relax on the chair massagers or sit by the fireplace. There is also opportunity for teachers to work with available resources in comfort and style. This room has many resources from levelled reading books to hands on materials. It has been noted that healthy teachers will lead to healthy, inspired students.



GUIDED READING

One of our school goals was to promote balanced literacy. We focussed on daily guided reading and writing which has proven to be very effective. Students who attended school regularly and read at their own instructional level were developing higher reading skills. Teachers were initially provided with guided reading instruction and strategies. There was always a literacy coach to assist with additional support. The students were content with the guided reading instruction as they were reading and decoding at their reading instructional levels.



EARTH DAY PROJECT

As part of our Earth Day Project, all students from Nursery to grade seven will be planting and caring for Morden Centennial Shrub Rose and perennials in the courtyard. The students will have the opportunity to provide sustenance for Mother Earth.



CHALLENGES 2020-2021

NON ATTENDERS – COVID

Due to COVID closures, the attendance rate has declined dramatically. Teachers were unable

to focus on classroom instruction and follow their programming. It was disheartening to know that our students did not receive the education

that they required.

For this year to April 2020-2021 the attendance rate is 43%

Classes	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	Total
4A	71%	31%	28%	30%	43%	35%	34%	70%	43%
4B	63%	29%	31%	47%	59%	31%	27%	58%	41%
4C	74%	26%	28%	88%	40%	38%	29%	51%	47%
5A	55%	24%	30%	36%	53%	29%	32%	31%	36%
5B	44%	38%	33%	37%	48%	17%	31%	53%	38%
5C	50%	34%	34%	42%	30%	30%	30%	57%	38%
6A	83%	39%	47%	40%	47%	54%	69%	56%	54%
6B	78%	44%	49%	47%	30%	35%	36%	65%	48%
6C	64%	38%	31%	37%	46%	21%	31%	61%	41%
7A	70%	45%	43%	74%	63%	58%	45%	50%	56%
7B	56%	23%	28%	39%	64%	41%	37%	54%	43%
TOTAL	64%	34%	35%	47%	48%	35%	36%	55%	44%

LOW ACADEMIC LEVELS

♦ To date, our educators have assessed the reading and writing levels of our students and concluded that 176/193 or 91% are functioning below grade level. The low academic levels of our students is alarming. It is very stressful for our students causing low self-esteem and other undesirable behaviors. We are requesting the support of parents and caregivers to provide opportunity for all students to read daily.

SCHOOL GOALS FOR 2021-2022

- ♦ Increase student attendance by 50% through monthly awards
- ♦ Improve the reading skills of all students by 5 levels through balanced literacy
- ♦ To increase parental support by 10%

HIGHLIGHTS OF MAJOR EVENTS WORKED ON THIS YEAR

2020-2021 YEAR END REVIEW

by Natalie Tays
Literacy Specialist
Vice Principal

LIBRARY SUPPORT GRANT

Through the generosity of Indigo, its customers, and its employees, the Foundation grants \$1.5 million in library support to high-needs schools across the country each year. Since 2004, 305 high-needs elementary schools have received a Literacy Fund grant. These Literacy Fund grant recipient schools receive funding over a three-year period. For each of the three years, the grant recipient school receives 10% of the grant in the form of cash to spend on special projects that they believe will further promote literacy at their school, such as visits by special guest speakers and other literacy-related events. The grant recipient school receives the remaining 90% of the grant in the form of an Indigo corporate account for the purchase of new books at Indigo, Chapters, and Coles, which are provided at a 30% discount.

Our School was awarded to a \$80,000 book grant over three years by Indigo. Huge Shout out to Ashely Boutin who played a major part in writing the grant.



How we promote our new books.

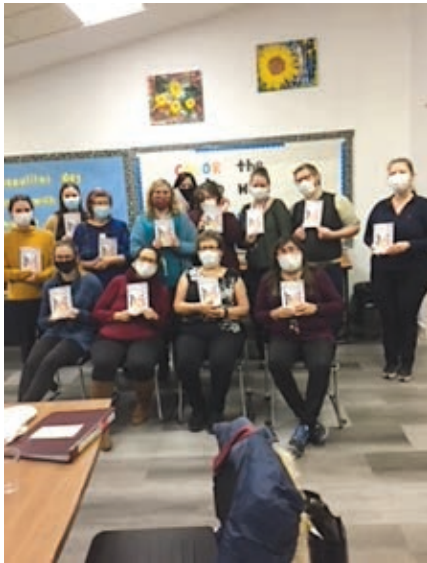
Table of Spending

Material	Program	Number of Books
Mental Health Books	Kindergarten to grade 7	863
Library Books	Library	9
Journals for grades 3 to 7	Classroom Material	200
Books for vending machine	Vending Machine	911
Student Contests	Students	16
Classroom Library Contests	Classrooms	122
\$15,680.23 spend		2031 Books purchased

Staff Book Club

This year our staff got together to pick and discuss books, this school year due to covid-19 closures we only managed to read two books:

- 1) Grey Eyes by Frank Busch
- 2) No Crying at Bingo by Dawn Dumont



Readopoly

Readopoly was a school wide game implemented to encourage reading among students in all grades. It was paired with a list of challenges to be met by the readers to earn points to travel around the game board that was placed in the main lobby. These



challenges encouraged the kids to read and examine different types of books to broaden their literary choices. This game was met with great enthusiasm by the students and teachers. As more and more classes joined the game, students crowded around the board to count their Readopoly points and watch their classes take the lead. As an incentive for participation in this reading challenge, the winning classrooms for lower grades (N-3) and higher grades (4-7) were able to purchase a small classroom library on Indigo.ca and won a pizza party. Readopoly opened the door to a fun way for students to challenge each other and think about the types of books they were reading. By harnessing our class' competitive nature, Readopoly propelled them to seek out new adventures in reading and helped build a positive experience with the written word.

BookFlix

As an effort to encourage students to try new books in my class, and in others, I decided to post a BookFlix in the hallway outside my classroom. It encompasses book most recently



read, new to the classroom, coming soon, most popular, and teacher recommendations. I observed the most frequent choices on the shelf and decided to make a small project for my students. I made a list of books that would be added to BookFlix and had my students write short blurbs or find intriguing phrases that would make someone want to read that book. I

then printed images of all these books and paired them with the summaries/ phrases my student wrote and posted them on the bulletin board in the same format as NetFlix. I was approached with questions by passing students that warmed my heart and reassured that this bulletin idea was good. Some of these questions were: "have you read all these books?," "is this supposed to look like NetFlix?," and my personal favorite "can I read that book?"

Planned a Remembrance Day writing Contest with two categories:

For the grade 8 to 10 students: Write a Poem

- A) About the importance of Remembrance Day
- B) Importance of remembering Soldiers and their contributions
- C) Reflect on those we've lost and those who are living?

Write a Short Story

- A) Write an open letter to a Canadian Veteran
- B) Research and write about a Canadian Veteran Minimum 500 words

Results

Grade 11-12: 5 entries

1st place: Margaret Hart

2nd place: Quaid Hill

3rd place: Demi Linklater and Kayda Ryan-Hill

Grade 9-10: 12 entries

1st place – Anderson Dumas

2nd place – Sharla McDonald

3rd place – Dylan Spence

Helped start a graffiti word wall at the high school where we encourage students and staff to contribute their thoughts and feelings. Here are our questions:

1. What are you most grateful for?
2. What important thing did you learn this year?
3. What is your wish for the New Year?



Many ways we promoted reading in our school reading challenge, hallway bulletin displays, hallway word wall.



Book Vending Machine in our school!

Our school through the grant we received is trying to help build home libraries where students can purchase books that are affordable in hopes that more reading happens at home.

Otetiskiw School would like to Thank the following organizations for their donation toward helping us purchase the vending machine.

We appreciate their generous donations.

- ♦ Donation of \$1000 from Jordan Principle Coordinator Eleanor Erickson
- ♦ Donation of \$1000 from NCN Wellness Centre.
- ♦ Donation of \$1000 from NCN Parks and Recreation.

The NNCEA will cover the cost for the remaining amount, a generous contribution. The books we receive from the grant will ensure that the

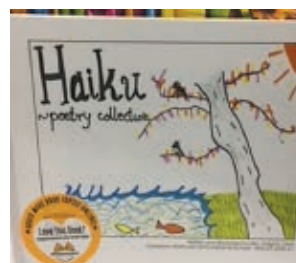


vending machine is filled with books. The vending machine is on order as well as the books.

Our school has two classrooms who are published authors. BIG SHOUT OUT to Grade 5B Ms. Beatrix Volgyyi and Grade 6B Ms. Ashley Buck for their books.



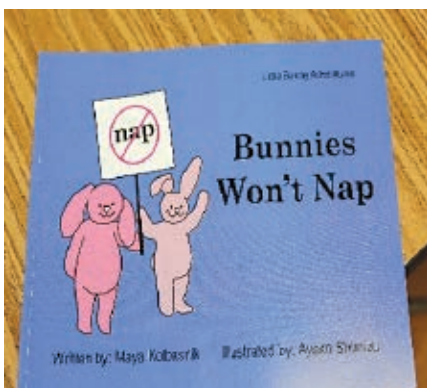
The Apihci-Chef with Misaw Flavour by Ms. Ashley Buck (6B)



Haiku Poetry Book by Ms. Beatrix Volgyyi (5B)



Dress your best day at school



Young Author Maya Kolbasnik who has written 5 books. Maya and her family have generously donated winter gear and a copy of her latest book to our library. We would like to extend heartfelt a Thank You to Maya and her family for keeping our students warm this season. They promise to continue to support our school throughout the year.

STUDENT SERVICES – INCLUSIVE SCHOOLING ANNUAL REPORT 2020-2021

By Theresa Hartley
Resource Program Administrator

HIGHLIGHTS/SUCSESSES: COLLABORATION, CONSULTATION AND COMMUNICATION MODE OF DELIVERY:

- ◆ Secondary Level Services transition from MFNERC to our local control under NNCEA was operational by July 1, 2020. We retained the Speech and Language, Occupational and Physical Therapy, and Student Support Facilitator services which were financed by Jordan's Principle. We added a Literacy Coach and continue paying for Ed. Psych services and an additional guidance and social worker were included.
- ◆ Two new resource teachers from Nelson House were added to our support staff. Mrs. Loretta Francois and Mrs. Frederica Prince who graduated from the RISE program in May 2021. Congratulation ladies! We are extremely excited to have them part of our team in building capacity.
- ◆ Resource support staff 2020-21: Patrick Miller-Guidance Counsellor at OK School; resource teachers: Tammy Long, Frederica Prince, and Loretta Francois. Susan Kobliski-Cultural Guidance and Helen Hart-Social Worker at OK School. At NNOC: Samantha Pike-Guidance Counsellor, resource teachers: April Buck and Angela Levasseur.
 - Appreciation goes out to a job well done to the support staff mentioned above! Congratulations! Your hard work, professionalism and diligence are cherished.
 - EA Specialists: OT/PT: Joslyn Ryan and Gavin Hughes; SLP: Debbie Muskego and Tia Spence; Barton Student Training: Ronel Spence. A

BIG THANK YOU! Your hard work is appreciated!

PROGRAMS:

- ◆ Delivery of support services and appropriate programming for students with complex needs was dispensed to 254 students. Numerous students with high cost needs also received Jordan's Principle workers for 1-1 support and interventions.
- ◆ The Dyslexia Project continued with 10 students identified for the Orton-Gillingham method-Barton delivered by KC Dyslexia Learning Centre via Zoom. Each student received 3 hours tutoring 1-1 each week with a trained educational assistant providing support. Room 205 was set up with laptops, schedules, rewards, equipment. Bi-weekly meetings reviewed progress and attendance with Mrs. Hartley, Mrs. Gibb, and KC Dyslexic Learning Centre.
- ◆ Zones of Regulation: posters and program books given to resource teachers and guidance counsellors. An introduction was delivered on self-regulation biological domain this reflects.
- ◆ Literacy Coaches: Margaret Monias and Natalie Tays implemented literacy programs, assessments via Fountas and Pinnell and supported students and teachers in various ways. A Literacy Committee also came to fruition with ample projects such as contests, additional supplies, materials, a book vending machine and much more. CONGRATULATIONS on a job well done!
- ◆ Programming for Individual Needs handbook to utilize in individual education plans (IEPS)
- ◆ Functional Programming for students

with Autism-ASD. Electronic copy sent as well.

- ◆ Mindfulness Curriculum for students from Nursery to grade 8 provided to resource staff.
- ◆ The RTI (Response to Intervention) model was implemented in the second term of 2020 to place more emphasis on the resource teachers input within the classroom and pull-outs for 1-1 or small group sessions with students. This process continued in 2020-21.
- ◆ Clinical services such as speech and language, occupational/physical therapy and deaf and hard of hearing were imparted to students who were screened for services via MFNERC. Specialist educational assistants delivered these programs under the guidance of resource teachers. MFNERC clinicians provided Zoom conferencing, student packages and equipment to supplement their visitations as travel restrictions were implemented.
- ◆ Assistive technology: The IXL Reading/Math online site license was renewed up to January 2022. This was introduced in early October 2019 and maintained throughout the 2020-21 school year. Use-names and passwords were distributed. In February 2021, NNOC reported over 5000 questions answered by their students using IXL Reading and Math. Special certificates were issued to the students.

PROFESSIONAL DEVELOPMENT:

- ◆ In-servicing through webinars, zoom meetings and in-person workshops for educational assistants, resource teachers, guidance counsellors and administration were executed throughout the year:

- ♦ October 13, 2020" Autism "presented by Mrs. Hartley (in-person event)
- ♦ October 19, 2020" Orton Gillingham Method Barton training-book 1 – hosted by Cheryl Hoffman from KC Dyslexia Learning Centre in Winnipeg. (Zoom event)
- ♦ October 21, 2020" ADD/ADHD – Attention Deficit Disorder – presented by Mrs. Hartley
- ♦ (in-person event)
- ♦ November 27, 2020 "Trauma-Informed Classrooms. Hosted by Teach for Canada-Emily Blackmoon. (Zoom event)
- ♦ February 10, 2021 FASD-Fetal Alcohol Syndrome Disorder – Hosted by Teach for Canada (Zoom event)
- ♦ February 23-25, 2021 "Clinical Services" conference hosted by MFNERC (Zoom event)
- ♦ March 3, 2021 "repeated webinar on "Trauma-Informed Classrooms "hosted by Teach for Canada. (Zoom event)
- ♦ April 7, 2021 "Using IEPs for Assisting Students in the Classroom." Hosted by Teach for Canada. (Zoom event)
- ♦ May 13, 2021" Trauma-Sensitive Education" hosted by Kim Barthel. (Zoom event with recording)
- ♦ May 17-19th. CPR/First Aid Certification for designated EAs and resource teachers.
- ♦ Resource teachers and guidance counsellors were given the following research literature/resources:
 1. **Zones of Regulation** book and posters (Power Point included)
 2. **"Fostering Resilient Learners: Strategies for Creating a Trauma-Sensitive Classroom "**by Kristen Souers and Pete Hall
 3. **"Calm, Alert, and Learning"** by Stewart Shanker (5 Domains of Self-regulation)
 4. **"One without the Other: Stories**

of Unity Through Diversity and Inclusion" by Shelley Moore (Shelley is a PHD student-Inclusive Education in Vancouver – Great speaker)

5. **"Pre-referral Intervention Manual – 3rd edition"** revised and updated by Stephen McCarney.
6. **MindUp Curriculum** for K-grade 8. (Power Point included)
7. **Informal Reading Inventory** – Pre primer to grade 12 – by Burns and Roe (informal reading assessment)

ADMINISTRATION: PREPARATION OF SPECIAL EDUCATION REPORTS/ DOCUMENTS:

- ♦ Special Education Budget Workplan for 2021-22 completed on April 8, 2021 for ISC and in February 2021 for AMEC.
- ♦ Special Education Report for ISC on Budget for 20120-21 completed on May 18, 2021.
- ♦ Revised Special Ed. Policy and Roles and Responsibilities of Literacy Coach with resource staff.
- ♦ Revised Job description and Performance Appraisal for Resource Program Administrator
- ♦ Performance Appraisal completed by Mrs. Gibb for Mrs. Hartley's position in November 2020.
- ♦ Performance Appraisals completed on all support staff: resource teachers and guidance counsellors at OK and NNOC Schools in November 2020.
- ♦ Monthly reports sent to Director of Education, Gail Gossfeld McDonald
- ♦ Collection of monthly reports from support staff: resource teachers, guidance counsellors, and literacy coaches. Suggestions and mentoring were provided.
- ♦ Student Support Plan or SSP document created for NNOC who revised it for their purposes. (one page action plan for a student who do not require an IEP)

- ♦ 1 Special Education financial spreadsheet reviewed and monitored with Human Resources each term.
- ♦ Educational Assistant attendance spreadsheet was reviewed frequently, and warning letters were issued for those who had chronic absenteeism.

ADDITIONAL RESPONSIBILITIES:

- ♦ Purchasing and ordering of resource materials and supplies. Two major orders were bought: "Stationary bikes, and Leaps and Bounds math remediation books." Literacy supplies and classroom manipulatives for hands-on learning were acquired. Additional furniture and equipment designed for the new 400 wing resource room was purchased.
- ♦ Supporting the administration in school-wide initiatives such as PAX delivery, new dismissal procedures, weekly supervision duties, clinical services, and reading recovery initiatives with the Literacy team.
- ♦ Weekly planning with the Dyslexia team ongoing tutoring for students who were identified for OG method – dyslexia training in room 205
- ♦ Ongoing meetings with support services such as Jordan's Principle Coordinator, Eleanor Erickson, to review issues and concerns in meeting the needs of the students in collaboration with the resource team. Resource and administrative meetings were ongoing on a frequent basis.
- ♦ Supporting other administrators in interviewing and hiring educational assistants and resource staff for 2021-22 school year

CHALLENGES:

- ♦ Recruiting qualified resource teachers for 2021-22 school year: One for NNOC, and OK School.

- ◆ Attendance of Educational Assistants is sometimes an issue and warning letters sent out. A few EAs were unable to return to work in September due to restrictions.
- ◆ Internet connectivity is poor at times for the resource teachers in the 400 wing.
- ◆ Consistency of programming when school was closed due to the COVID-19 restrictions on and off throughout the school year. This also affected those who were provided Barton training at the school with no internet at home for most children to continue their tutoring.
- ◆ When teachers were absent, EAs had to be reassigned in their places. Due to lack of availability of substitute teachers, this was the only solution. A shortage of EAs caused frustration for administration who were trying to cover classes as well.
- ◆ The HCSE template for reporting on funds used for 2020-21, was inadequate and was constantly slowing down when more than 20 students' data was entered. I had to

complete 4 templates due to this problem. It was reported to Don Scott who stated other large schools had the same issue and that he will report it to headquarters.

NEXT STEPS:

- ◆ Future educational planning regarding remote online learning and providing professional development in this area through webinars, conferencing in Zoom meeting rooms, google classrooms will be a priority to support 21st century best practices. This is a learning curve for all educators as in-person teaching has been past practices.
- ◆ Dyslexia project for assessment, diagnosis and programming with KC Dyslexic Learning Centre was conducted though out the year and will resume in the fall.
- ◆ Mentoring and training the new Resource Program Administrator

In conclusion, I will be retiring in June 2021 as the Resource Program

Administrator. I will be mentoring and training my replacement so that a smooth transition is expended.

My main goal would be to advise on the job requirements in overseeing the programming for students with special needs, their support personnel, materials, and resources to complement their learning styles and adjust comfortably with the new challenges ahead.

I am leaving Nelson House with a deep appreciation for teamwork and team leaders such as our senior administrators. Through collaboration, communication and consultation, my work has been driven by a passion for educating youth and their successes in the process.

Thank you for giving me the opportunity to service your schools, community, and most of all the students who have given me a great sense of accomplishment. These memories will be treasured forever.

God Bless and take care,
Theresa



Retiring Resource Program Administrator Theresa Hartley receives a certificate of appreciation for her many years of dedication to the NNCEA.

NISICAWAYASIIHK NEYO OHTINWAK COLLEGIATE (NNOC)

Principal: Mr. Nic Campbell
2020-2021 Teachers



STAFF	POSITION
Ms. S Pike	Guidance Counsellor
Ms. S Yetman	Cree Language/Family Studies
Mr. D Thomas	Social Studies and Mathematics
Mrs. R Lambert	Visual Arts
Mrs. A Levasseur	Resource Teacher
Mr. D Bailey	Science and Digital Media
Ms. A Maunula	Mathematics
Mr. J Rupert	Physical Education /Cultural Exploration
Ms. C Pitchenese	English Language Arts
Mr. H Tait	Industrial Arts and Power Mechanics
Mr. N Szabunio	Social Studies and Physical Education
Mr. D Bernard	Foods and Mathematics
Ms. A Buck	Resource Teacher
Ms. A Sinclair	Grade 8 English/Social Studies
Mr. N Rothwell	Grade 8 Math/Science
Mr. N Campbell	Principal
Ms. B Wrightson	Administrative Assistant
Mr. F Francois	Custodial
Mr. B Spence	Custodial
Mr. R Hunter	Hallway Supervisor
Mr. M Hart	Educational Assistant
Mr. D Spence	Educational Assistant
Ms. C Hunter	Educational Assistant
Ms. A McDonald	Educational Assistant
Mr. R Tait	Educational Assistant
Mr. J Young	Educational Assistant
Ms. B Tays	Educational Assistant
Ms. K Dumas	Educational Assistant
Ms. J Linklater	Educational Assistant
Mr. D Linklater	Educational Assistant

POTENTIAL GRADUATES FOR 2020-2021 SCHOOL YEAR (GRADE 12)

- Baker, Isaiah
- Blacksmith, Connor
- Dumas, Seth
- Hart, Anton
- Hart, Jenine
- Hill, Qadim
- Hill, Quaid
- Linklater, Bernadette
- Linklater, Brendan
- Linklater, Daniel
- Linklater, Delana
- Linklater, Demi
- Linklater, Stewart
- Moody, Felix
- Moody-Hart, Fern
- Moore, Bailey
- Moore, Dawson
- Peterson, Lori
- Spence, Caden
- Spence, Carter
- Spence, Denisha
- Spence, Melvin
- Tait, Nathaniel
- Tait, Shane
- Turner, Dredan
- Wood, Lydianna

NNOC was named by Mr. Andrew Wood "Four Directions Collegiate"

NNOC Logo design by Tyson Linklater "Tree of Knowledge"

Motto: Together We Learn, Together We Grow



ONLINE LEARNING

NNCEA has purchased annual licensing for the software Desire 2 Learn through Brightspace. NNOC staff have been utilizing this platform as needed during remote learning as well during regular in classroom instruction. NNOC staff will continue to utilize this platform to better prepare our students for digital learning and Post-Secondary School

GRANTS

NNOC received funding for several grants this year which we are very thankful for!

TrueNorthAid – \$10,000 for a new school boat!

- ◆ 10 Ski-Doo helmets valued at \$3,000
- ◆ Outdoor Education Gear valued at \$5,000
- ◆ Winter clothing

Taking it global

- ◆ 15 ipads and Bluetooth cases valued at \$10,000

Show Kids you Care – \$1700 for our breakfast program

Presidents Choice Breakfast Program – \$4500

MusicCount BandAid Program – \$6,000

CAP/CIP Funding

- ◆ Breakfast/Lunch Program \$8,000
- ◆ Everyones Art – \$5,600

ACHIEVEMENTS THIS SCHOOL YEAR

- 1) Cultural integration into classrooms – this year we had a 2 period Cultural Exploration course where students were able to trap and fish on the land. These students also received their Hunter Safety Certificate and Trappers Conservation Certificate
- 2) Hands on learning – we have integrated a variety of opportunities such as visual arts (painting, molding, and more), sewing and crafting, foods/cooking class, and resources such as dissection kits
- 3) Technology – NNOC continues to offer ICT (Information Communication Technology) courses for all students. We also offer digital picture making and digital video making. We have received ipads for our English program and also have ipads for our Science and Mathematics classes
- 4) Student attendance – we have seen improvement within our different grades and courses. We are very pleased that NNOC has 26 graduates this year! Having a school guidance counsellor has benefited the success of our students
- 5) Nutrition – NNOC received various grants for our breakfast and lunch program. We believe that nutrition is a crucial aspect to the lives and

- 6) Staying safe – NNOC staff and students have done a great job with ensuring the safety of our staff and students through social distancing, PPE, and being smart about COVID-19.

NEXT STEPS

Attendance – this is an ongoing issue that we need to improve upon. We started our VIP party's for perfect attenders and recognizing our perfect attenders which we will continue to do next year. We anticipate that the new programs at our Grade 7-12 school will enhance attendance and meet the needs of our students.

Retention – We need to continue to improve upon our student retention especially for grade 9's. With the addition of a Guidance Counsellor we will be able to better support our teachers. We also have 2 Resource Teachers within our school and 9 Educational Assistants.

Parent/Community communication – We hope to involve the community and parents more into our schooling and extracurricular moving forward. NNOC plans to hold a monthly open house for parents and guardians to meet staff this upcoming year.

Land-Based Education: NNOC will continually seek to integrate hands on learning and land based education for our students. NNOC experienced

great success through our cultural exploration program, Jack Moore program, and the assistance of the Country Foods program.

SCHOOL SUCCESS

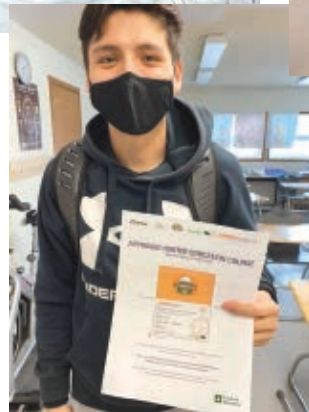
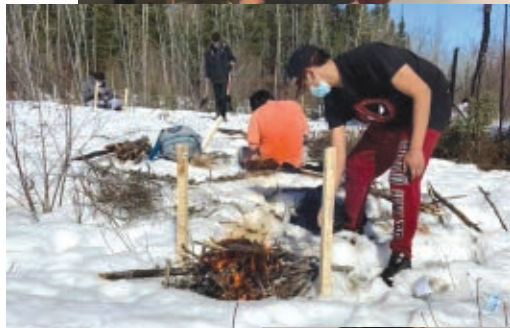
The following actions must be followed consistently in order to enhance the success of our school:

- ◆ Students must attend class daily and be on time.
- ◆ Students must complete all assigned classwork and homework

- ◆ Students who are absent from class are required to complete missed assignments
- ◆ School work must take priority over all other activities
- ◆ Administration, teachers, support staff, and students must work together as a team to achieve goals and objectives
- ◆ School staff must model the practices and characteristics that they would like their students to exhibit.

- ◆ Willingness to learn about and implement First Nations perspectives into teachings

Courses – at our new Grade 7-12 school we will offer a variety of different courses such as cosmetology, auto mechanics, wood working, and more. With these new courses we hope to meet the needs of all students in regard to their interests. We will also be integrating visual arts and Cree into everyday classroom programming for grades 7 and 8!



MONTH	EVENT
September 2020	<ul style="list-style-type: none"> ◆ School begins at full capacity ◆ COVID-19 protocols and procedures put in place ◆ Pie the Staff member event ◆ Lifetouch comes for Picture Day ◆ Industrial Arts builds bridges for Hillside ◆ Duct Tape Mr. Rupert!
October 2020	<ul style="list-style-type: none"> ◆ Flex week break and school closure due to COVID-19 ◆ Alternate days begin for students (last names A-L and M-Z)
November 2020	<ul style="list-style-type: none"> ◆ Remembrance Day Writing Competitions ◆ VIP Party for students with perfect attendance ◆ Desire 2 Learn training and implementation ◆ Air purifiers purchased and placed in all classrooms ◆ RCMP Ski-doo presentation with students
December 2020	<ul style="list-style-type: none"> ◆ Door decorating competition ◆ Spirit week (sports day, Christmas day) ◆ Christmas Break
January 2021	<ul style="list-style-type: none"> ◆ Extended school closure due to COVID-19 (2 weeks) ◆ Remote Learning period ◆ Breakfast/snack bags provided to all students ◆ Winter clothing give away sponsored by TrueNorthAid ◆ Vocal Lessons begin at NNOC!
February 2021	<ul style="list-style-type: none"> ◆ NNOC E-Sports and NHL league begins ◆ Semester 1 exams and Semester 2 begins ◆ Culture class begins preparing for outdoor education/land based learning ◆ Chief and Council presentation to all students about OIC's and more! ◆ NNOC staff meets with Number10 Architecture on new school design ◆ Teacher Appreciation February 12!
March 2021	<ul style="list-style-type: none"> ◆ Cabin creation for new school begins ◆ Elders in the classroom resumes ◆ Spring Break/Flex Week
April 2021	<ul style="list-style-type: none"> ◆ Full time schooling resumes ◆ School closure April 30
May 2021	<ul style="list-style-type: none"> ◆ 36 staff members take CPR FIRST AID training ◆ In class learning suspended for 3 weeks ◆ Full time schooling resumes May 25
June 2021	<ul style="list-style-type: none"> ◆ Grade 8 graduation June 21, 2021 ◆ Grade 12 graduation June 22, 2021 ◆ End of school year June 23, 2021

TRANSPORTATION:

NNCEA will be overseeing the operations of our transportation system beginning August 2021. The following positions will be created for this aspect of our system:

- ♦ Bus Supervisor
- ♦ Bus Mechanic
- ♦ Full Time Drivers (5)

NNCEA is also seeking to build a new bus garage at the new school location. For the 2020-21 School Year Taymeryn Transportation was the successful contractor to oversee NNCEA school buses. NNCEA would like to thank all previous bus contractors for their services and contributions to our system

Teacherages – NNCEA incorporated several upgrades to our teacherages. All teacherages received new hot water tanks, 28 teacherages had their furnaces cleaned, 5 furnaces changed, 11 units are having 150 AMP service upgraded to 200 AMP, new garbage bins were acquired, and general maintenance occurred. Currently NNCEA has 37 teacherages in total (10-1 bedroom, 14-2 bedrooms, and 13-3-bedroom units).

- ♦ At our new school location, we will have five 2-bedroom teacherages which will be fully furnished and complete by August 2021.

OK SCHOOL

- ♦ Our elementary school received many updates throughout the year to sustain our building. New LED lights were put in to replace our tube lights. A new school roof as well eavestroughs were also put in place. New hot water tanks were put into the school as well new sinks

and toilets where needed. The first floor of OK school is now wheelchair accessible with automatic door operators on each door. During the summer of 2020 we painted several classrooms and are seeking to paint more this summer.

- ♦ We added a new playground to the courtyard and a new playground as well basketball net to the front yard of our school.
- ♦ Our schools were both re-wired with CAT-6 cables and new switches to support Fibre Optic internet.
- ♦ We are currently working on plans for additional improvements to our school over the summer such as concrete pads, painting, and air quality.

MAINTENANCE:

- ♦ Tyson Muskego – Supervisor
- ♦ Graham Dysart – Assistant
- ♦ Michael Wood – Assistant

-Our maintenance team has a variety of different tasks that involve daily operations and emergencies. Our maintenance team has worked towards installing new smoke detectors in all teacherages, painting units, assembling and repairing equipment within the schools and much more!

Custodial – For the 20-21 school year we hired additional staff for our schools to meet the demands of COVID-19. We are thankful for our custodial staff and everyone who has contributed!

PPE – NNCEA would like to recognize Exchange PPE for being our main supplier for PPE throughout this school year

Contractors: We would like to thank the following contractors for their

contributions throughout the school year

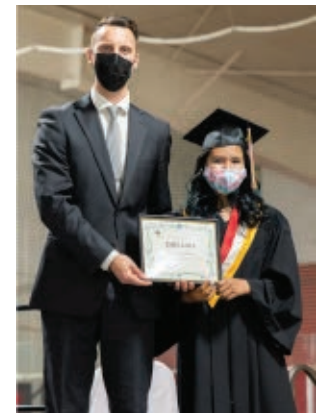
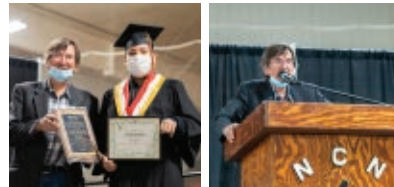
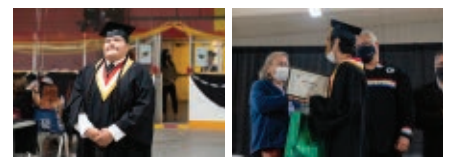
- ♦ Paul's Plumbing
- ♦ A B Builders
- ♦ Heads Up roofing
- ♦ Dr. Electric
- ♦ 4 Directions Construction
- ♦ GA Cabling
- ♦ NCLP (Forest Industries)
- ♦ NCN Public Works
- ♦ Penn Co
- ♦ PM and Associates
- ♦ Number 10 Architecture
- ♦ Highway Brothers Construction

New School – The new school being built will be home to grades 7-12 and Mature Student Diploma Program. The new school is set to be completed on August 30, 2021; the new school year will begin September 13, 2021. The new school is being built by Penn-Co Construction, project managed by PM and Associates, and designed by Number10 in consultation with Stantec. NNCEA would like to thank all parties involved in the creation of our new facility!

Alice More Education Center – Throughout the 20-21 school year some renovations occurred at the Alice Moore Education Center. The previous board room was expanded to be an open concept setting. New flooring was put into this room as well some painting and window handles. A new board room table was purchased to ensure social distancing within the room. A new furnace was also put into this building and some tube lights were switched to LED. Other general maintenance occurred daily and weekly on this building.



N N O C
Grade 8
CLASS OF 2021
June 21, 2021





N N O C
Grade 12
CLASS OF 2021
June 22, 2021



NISICHAWAYASI NEHETHO CULTURE AND EDUCATION AUTHORITY POST-SECONDARY PROGRAM OVERVIEW FOR THE 2020-2021 ACADEMIC YEAR

Nisichawayasi Nehetho Culture and Education Authority is responsible for administering the NNCEA Post-secondary Program which funds NCN citizens pursuing a post-secondary education. As has been stated in previous reports and it has not changed, contrary to popular belief, under the Federal gov't interpretation, First Nation citizens are not entitled to unlimited funding for post-secondary education. Through contribution agreements, the Federal Gov't provides fixed annual budgets which are usually not enough to meet the demand by its citizens. The NNCEA post-secondary annual budget, except for the cost of living increase, has remained around 1.9 million per fiscal year for the past year. With the cost of living increase, in the past three years, in the annual budget, student allowances have been increased by one hundred dollars bi-weekly per category. In addition to sponsoring students, the annual fixed budget must support other post-secondary initiatives and all the administration costs.

SIGNIFICANT ACHIEVEMENTS

To maximize the effective use of and to efficiently administer the fixed budget, the NNCEA PS program utilizes a committee of community members to screen and approve applications for sponsorships within an established process. The main screening and approval of the applicants is done in early June. In addition, the post-secondary committee functions as clearing house on information, academics, referrals, networking and self-development. There has been a five year education evaluation completed and several of the first year recommendations have been implemented and others are in progress. There is a new office in Winnipeg where Craig Linklater is the new post-secondary counsellor. Applicants who receive full sponsorships will receive a living allowance, program costs and seasonal travel if relocating for their education. CAP/CIP annual grant supplements the students' bi-weekly allowance by \$50. Please see the following for committee and student information. For the 2020-2021 academic year, there are 16 potential graduates as per following list.



Bill Gamblin, Post-Secondary Counsellor, Brandon, MB

NNCEA POST-SECONDARY COMMITTEE MEMBERS

- Councillor – NCN Band Council Education Portfolio Holder – Ron Spence
- Board member – NNCEA – Llewellynne Moodie
- Director – NNCEA – Gail Gossfeld McDonald (Chairperson)
- Director – Human Resource Development Authority – Leonard Linklater
- Director – Atoskiwin Training & Employment Centre – Jim Moore
- Manager – NCN Trust Office – Joyce Yetman
- NNCEA Finance – Shirley Primrose
- NNCEA Post-secondary Counsellor – Bill Gamblin
- NNCEA Post-secondary Counsellor – Craig Linklater
- NNOC Principal/Assistant Director – Nic Campbell (Co-chairperson)

2020-2021 POTENTIAL GRADUATES

Student	Degree/Diploma	School	Location
Brandi Cable	Bachelor of Arts	University of Manitoba	Winnipeg MB
Molly Earnshaw	Bachelor of Arts	Queens University	Toronto ON
Allyson Fournier	Bachelor of Nursing	University of St. Boniface	Winnipeg MB
Hillary Gal	Bachelor of Arts	Douglas College	New Westminister B.C.
Rikki Linklater	Bachelor of Nursing	UCN/UM	Thompson, MB
Roger McDonald	Bachelor of Administration	University of Winnipeg	Winnipeg MB

Pamela Moore	Masters of Social Work	Dalhousie University	Halifax NS
Gayle Parisien	Bachelor of Social Work	University of Manitoba	Winnipeg MB
Robert Ross	Massage Diploma	Robertson College	Winnipeg MB
Robyn Soulier-Richot	C.D. Diploma	Red River C.C.	Winnipeg MB
Chastity Spade	Bachelor of Arts	University of Manitoba	Winnipeg MB
Gordon Spence	Justice Certificate	Mckay Career Training	Saskatoon SK
Jonathan Spence	B.C.S.	Mt. Royal University	Calgary AB
Kelly Spence	Bachelor of Administration	Univ. Coll. of the North	Thompson MB
Brittany Wood	Bachelor of Administration	Univ. Coll. of the North	Thompson MB
Kaitland Yetman	Bachelor of Administration	Univ. Coll. of the North	Thompson MB

Year	Total Applications	Total Approved	Total Redir.	Total Univ	Total Coll	No. of Males	No. of Females	New	DNG	VW	Actual St.
2020-2021	105	81	13	66	15	15	66	23	8		73



as many students as possible on a fixed annual budget while trying to provide an adequate living subsidy. Other revenue such as the CAP/ CIP subsidy are essential for students to help them meet their living expenses. Due to the current health crisis, there is no clear picture of how the

environment which requires a mental adjustment, different life skills, different study skills, new learning skills and different self-management skills which are necessary to function successfully in an urban, digital, academic environment. In addition, members have to be able to budget their allowances which are just not enough to support essential living expenses as stated in the government student loan statistics. On top of other challenges, students have to learn to function successfully in programs which are delivered for the most part through distance education.

CHALLENGES FACING NNCEA POST-SECONDARY PROGRAM

The perpetual challenge is to effectively and efficiently manage an annual fixed budget which impacts all aspects of post-secondary education especially during this Covid-19 crisis. At this time, the projected increase in tuition and other fees at the post-secondary institutions seems to be a six percent average for the 2021 – 2022 academic year. Each different expenditure requires the redistribution of the budget. Without new revenue, if you increase the allowances then you have to decrease the number of students or to support a new initiative or anything new requires the reallocation of limited resources. The struggle continues to support

Covid-19 academic world will look like or how it will function until there is enough vaccination to provide herd immunity. The province provided Covid-19 support to students which provided a laptop, PPE plus a five hundred dollar lump sum to assist with Covid-19 costs. The Assembly of Manitoba Chiefs provided a Covid-19 supplement to students which was distributed bi-weekly in seventy-five payments from December 2020 to March 19, 2021 to help with internet and other Covid-19 costs.

The students are still faced with transition issues in their physical and mental relocation to their post-secondary institute for their programs. In addition to dealing with living in an urban environment, the students must adjust to a new urban academic



Congratulations to Loretta Francois and Frederica Prince who received Resource Teacher accreditation through the RISE cohort through the MFNERC and the U of M on June 17th, 2021!!

Nisichawayasi Nehetho Culture and Education Authority Inc.
Statement of Operations and Accumulated Surplus

*For the year ended March 31, 2020
(Unaudited - see Notice to Reader)*

	<i>Schedules</i>	2020	2019
Revenue			
Transfers from Nisichawayasihk Cree Nation:			
Indigenous Services Canada:			
Fixed contribution funding		1,852,642	3,789,754
Block funding		15,822,240	10,336,106
Other revenue		267,706	212,800
Rental income		230,728	227,094
Frontier School Division tuition		486,031	604,024
Manitoba First Nations Education Resource Centre		101,517	-
Transfer from Taskinigahp Trust Office		80,448	90,525
Grant from Nisichawayasihk Cree Nation		582,227	-
Transfer from Nisichawayasihk Trust Office		74,000	12,900
		19,497,539	15,273,203
Program expenses			
Band Operated School	4	11,854,743	10,060,472
Post Secondary	5	1,574,375	1,309,305
Operations and Maintenance - Teacherages	6	747,235	356,280
Special Education	7	2,909,560	2,228,085
Community Approval Process	8	78,252	71,420
		17,164,165	14,025,562
Annual surplus		2,333,374	1,247,641
Accumulated surplus, beginning of year		4,365,659	3,118,018
		6,699,033	4,365,659
Accumulated surplus, end of year		6,699,033	4,365,659

Copies of the full financial statements are available upon request.

YEARS OF CONTINUOUS SERVICE AWARDS FOR NNCEA



JUNE 23, 2021

Since 2019, NNCEA revived employment appreciation program and is continuing to do so. A token of appreciation will be provided before/by June 23rd, 2021. THANK YOU TO THOSE WITH VARIOUS YEARS OF SERVICE AND CONTINUOUS SERVICE! If errors exist, it was not intentional and will be adjusted! A bonus of \$40. each has been provided for this year only to celebrate and honour 40 Years of First Nations Control (FNC) of Education at Nisichawayasihk!! You have all been part of this wondrous time! Kinanaskomitin!

Staff with Under 5 Years of Service, (63 @ \$90.)

- ◆ Josephine Baker (4)
- ◆ Dylan Bailey (2)
- ◆ Andrew Beardy
- ◆ Bria Beardy (Oct. 21, 2019)
- ◆ Ivy Bonner Patterson (3)
- ◆ Lorette Bonner (2)
- ◆ Ashley Boutin (Nov. 4, 2019)
- ◆ Fiona Brown-Harmer (1)
- ◆ April Buck (1)
- ◆ Ashley Buck (2)
- ◆ Jamila Butt (1)
- ◆ Eric Champagne-Bisson (3)
- ◆ Sukhbir Dherdi (2)
- ◆ Larson Dumas (Sept. 16, 2019)
- ◆ Graham Dysart (Nov. 29, 2019)
- ◆ Juliette Flett (1)
- ◆ Summer Flett (Sept. 30, 2019)
- ◆ Mathew Garrick (2)
- ◆ Matilda Gibb (4)
- ◆ Priscilla Ruth Gibeault (1)
- ◆ Cheryl Gossfeld (March 10, 2020)
- ◆ Brian Hart
- ◆ Caroline Hart (3)
- ◆ Lorna Hart (June 10, 2019)
- ◆ Marissa Hart (Aug. 29, 2017)
- ◆ Theresa Hart (Aug. 28, 2019)
- ◆ Theresa M. Hartley (2)
- ◆ Gavin Hughes (Aug. 28, 2019)
- ◆ Chelsea Hunter
- ◆ Joshua Ben Kobliski
- ◆ Susan Kobliski (March 2, 2021)
- ◆ Craig Linklater (Nov. 12, 2019)
- ◆ Debra Linklater (Aug. 31, 2017, nearly 4 years)
- ◆ Edward Linklater (Feb. 27, 2017)
- ◆ Willy Linklater (Sept. 16, 2019)
- ◆ Pierre Lirette (Nov. 4, 2019)
- ◆ Tracey Livesey (2)
- ◆ Alyssa Maunula (1)
- ◆ Ardelle McDonald (Sept. 16, 2019)
- ◆ Sage McKay (1)
- ◆ Margaret Monias (2)
- ◆ Patrick Miller (1)
- ◆ Brian Moose
- ◆ Tyson Muskego (Aug. 24, 2020)
- ◆ David O'Hanley (Dec. 5, 2018)
- ◆ Deborah Onagorawa (1)
- ◆ Carli Pitchenese (1)
- ◆ Sukpreet Kaur Rattan (2)
- ◆ Norman Sam Rothwell (1)
- ◆ Albertine Sinclair (1)
- ◆ Aiden Spence (Aug. 18, 2020, .5 year)
- ◆ Bradley Spence (Sept. 8, 2019)
- ◆ Christa Spence
- ◆ Durmond Spence (Sept. 5, 2019)
- ◆ Francine Spence (Sept. 19, 2019)
- ◆ Louis George Spence (Oct. 18, 2018)
- ◆ Rena Spence (Sept. 3, 2019)
- ◆ Troy Spence (May 7, 2019)
- ◆ Nick Szabunio (1)
- ◆ Richard Tait (Aug. 30, 2018)
- ◆ Beatrix Volgyi (1)
- ◆ Jack Young (Aug. 19, 2017, 4 years)
- ◆ M. Victoria Young (Nov. 9, 2021)

Language and Culture Elders/ Knowledge Keepers/Team (25 @ \$90.):

- ◆ Lamont Bonner, Thelma Bonner, William Dumas, Lena Dysart, Sam Dysart, Joseph Flett, Leroy Francois, Rena Gossfeld, Clara Hart, Clifford Hart, George Linklater, Jeromia McDonald, Mona McKay, Darryl Moore, Carol Prince, Alma Spence, Christie Spence, Harry Spence, Hilda Spence, Hughie Tait, Larry Tait, Henry Wood, Joyce Wood, Andrew Wood, Matthew Wood

5 Years of Continuous Service with NNCEA, (24 @ \$140.)

- ◆ Kayla Brightnose (Sept. 26, 2016, 5 years)
- ◆ Nicholas Campbell (Aug. 1, 2015, 6 years)
- ◆ Gail Gossfeld-McDonald (Sept. 6, 2016, 5 years)
- ◆ Marshall Hart (Sept. 26, 2016, 5 years)
- ◆ Randy Hunter (5 years)
- ◆ Rose-Anne Lambert (5 years)
- ◆ Angela Levasseur (Jan. 24, 2013, 8 years)
- ◆ Dennis Linklater (5 years)
- ◆ Lynette Moore (Sept. 1, 2016, 5 years)
- ◆ Tammy Nozicka-Spence (Oct. 3, 2015, 6 years)
- ◆ Samantha Pike (5 years)
- ◆ Fred Prince (Apr. 42 2012, 9 years)
- ◆ Joslyn Ryan (7 years)

- ◆ Justin Rupert (5 years)
- ◆ Brenda Spence (Apr. 2, 2012, 9 years)
- ◆ Chantelle Spence (April 4, 2016, 5 years)
- ◆ Rhonda Spence (7 years)
- ◆ Ronel Spence (6 years)
- ◆ Tia Spence (Sept. 4, 2012, 9 years)
- ◆ Shirley Swanson (Sept. 8, 2014, 7 years)
- ◆ Howard Tait (5 years)
- ◆ Bailey Tays (5 years)
- ◆ Wm. Elvis Thomas (5 years)
- ◆ Tara Vansegbrook (5 years)
- ◆ Shannon Yetman (Nov. 24, 2014, 6.5 yrs)

10 Years of Continuous Service with NNCEA, (10 @ \$190.)

- ◆ Margaret Bird (13 years)
- ◆ Debra Duvall (10 years)
- ◆ Loretta Francois (11 years)
- ◆ Susan Francois-Moore (11 years)
- ◆ Angeline Linklater (13 years)

- ◆ Anna May Linklater (Sept. 21, 2009, 12 yrs)
- ◆ Tammy Long (Jan. 18, 2011, 10 years)
- ◆ Frederica Prince (11 years)
- ◆ Arnold Spence (Sept., 2008, 13 years)
- ◆ Rhonda Spence (Nov. 24, 2007, 14 years)

15 Years of Continuous Service with NNCEA (3 @ \$240.)

- ◆ Rosie Moore (19 years)
- ◆ Bernice Wrightson (Sept. 3, 2003, 18 years)
- ◆ Keith Linklater (Jan. 4, 2004, 17 years)

20 Years of Continuous Service (4 @ \$290.)

- ◆ Fay Flett (July 26, 1999, 22 yrs)
- ◆ Bill Gamblin (Nov. 1, 1997, 24 years)
- ◆ Carol Linklater (Mar. 19, 2001, 20 yrs)
- ◆ Linda Linklater (Aug. 8, 2000, 21 years)

25 Years of Continuous Service (1 @ \$340.)

- ◆ Natalie Tays (Aug. 8, 1996, 25 years)

30 Years of Continuous Service (3 @ \$390.)

- ◆ Sharon Linklater (June 5, 1987, 34 years)
- ◆ Debbie Muskego (Apr. 1, 1986, 31 years)
- ◆ Donald Thomas (Aug. 29, 1989, 32 years)
- ◆ Honourable Mention to Ross Francois (Feb. 1, 1983, 31 years) & Paul Bonner (31 years as of June 2018)

35 Years of Continuous Service (2 @ \$440.)

- ◆ Sally Gamblin (Feb. 1, 1983, 38 years)
- ◆ Shirley Spence (Apr. 1, 1986, 35 years)
- ◆ Honourable Mention to William Alex Spence (39 years as of June 2020)

40 Years of Continuous Service (1 @ \$490.)

- ◆ Phyllis Hart (Aug. 26, 1981, 40 years)

NNCEA FAREWELL AND YEARS OF SERVICE AWARDS

JUNE 23, 2021



40 Years



35 Years



25 Years



20 Years



15 Years



10 Years



5 Years



Under 5 Years



Celebrating

THE RETIREMENT OF



William A. Spence

In recognition of 39 years of service at OK School
1981-2020



June 10, 2021 hosted by the Special Events Committee



2021-2022 SCHOOL YEAR CALENDAR



Month	Sun	Mon	Tue	Wed	Thu	Fri	Sat
Aug 2021	29	30	31	1	2	3	4
Sep 2021	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
	26	27	28	29	30	1	2
Oct 2021	3	4	5	6	7	8	9
	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
Nov 2021	24	25	26	27	28	29	30
	31	1	2	3	4	5	6
	7	8	9	10	11	12	13
Dec 2021	14	15	16	17	18	19	20
	21	22	23	24	25	26	27
	28	29	30	1	2	3	4
	5	6	7	8	9	10	11
Jan 2022	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
	26	27	28	29	30	31	1
	2	3	4	5	6	7	8
Feb 2022	9	10	11	12	13	14	15
	16	17	18	19	20	21	22
	23	24	25	26	27	28	29
Mar 2022	30	31	1	2	3	4	5
	6	7	8	9	10	11	12
	13	14	15	16	17	18	19
	20	21	22	23	24	25	26
Apr 2022	27	28	29	30	31	1	2
	3	4	5	6	7	8	9
	10	11	12	13	14	15	16
	17	18	19	20	21	22	23
May 2022	24	25	26	27	28	29	30
	1	2	3	4	5	6	7
	8	9	10	11	12	13	14
Jun 2022	15	16	17	18	19	20	21
	22	23	24	25	26	27	28
	29	30	31	1	2	3	4
	5	6	7	8	9	10	11
	12	13	14	15	16	17	18
	19	20	21	22	23	24	25
26	27	28	29	30	1	2	

DATE	SCHOOL CLOSURE
September 1-3, 2021	New Teacher Orientation
September 6, 2021	Labour Day Holiday
September 7-10, 2021	PD Days for all staff (4)
September 13, 2021	First Day of School
October 11, 2021	Thanksgiving Holiday
October 12-15, 2021	Flex Days (4)
November 11, 2021	Remembrance Day
November 12, 2021	Flex Day (1)
December 20, 2021	First Day of Christmas Break
December 31, 2021	Last Day of Christmas Break
January 3-4, 2022	Flex Days (2)
February 21, 2022	Louis Riel Holiday
March 21-25, 2022	Flex Days (5)
March 28-1, 2022	Spring Break
April 15, 2022	Good Friday Holiday
April 18, 2022	Flex Day (1)
May 20, 2022	Flex Day (1)
May 23, 2022	Victoria Day Holiday
June 29, 2022	Last Day of School
OK School Term Dates	
Term 1	September 7, 2021 – December 10, 2021
Term 2	December 13, 2021 – March 18, 2022
Term 3	April 4, 2022 – June 29, 2022
OK School Report Card Night	
Term 1	December 8, 2021
Term 2	March 16, 2022
Term 3	June 8, 2022
OK School Report Card Writing Day	
1	November 19, 2021
2	March 4, 2022
3	June 3, 2022
NNOC Report Card Writing Day	
1	November 19, 2021
2	April 14, 2022
NNOC Term Dates	
Term 1	September 7, 2021 – February 4, 2022
Term 2	February 7, 2022 – June 29, 2022
NNOC Report Card Night	
Term 1 – Part 1	November 25, 2021
Term 1 – Part 2	February 15, 2022
Term 2 – Part 1	April 21, 2022
Term 2 – Part 2	June 29, 2022
Kindergarten Graduation	June 24, 2022
Grade 6 Farewell	June 27, 2022
Grade 12 Graduation	June 28, 2022


193 days x 5.5 hours = 63,690 minutes
 178 days x 6 hours = 64,080 minutes
 NNCEA School Board Motion #2021-04-20-11
 Note: Students will not be marked absent for spring hunting and cultural activities.

*“Celebrating
 40 Years of First
 Nations Control of
 Education”*



COVID-19 VACCINE


Current Eligibility Criteria

manitoba.ca/vaccine 







When you're eligible, book your appointment at ProtectMB.ca 


COVID-19 NOVEL CORONAVIRUS

Manitoba 

What does social (physical) distancing look like?



 Safe to do	 Use Caution and Consider the Situation	 Avoid
<ul style="list-style-type: none"> Spending time with household members (so long as they are not sick or have not returned to Manitoba in the past 14 days when they should be self-isolating) Outdoor physical activity (e.g. walking, running, biking, hiking) on your own or with your household members Gardening, yard work and general household maintenance Play in your yard Get groceries and other goods delivered Use technology to chat with family and friends Play games (e.g., board games, video games) at home Listen to music, read a book Cook a meal 	<ul style="list-style-type: none"> Visiting grocery stores (Where possible, shop for groceries once a week and have one household member do the shopping) Picking up medication Getting take-out 	<ul style="list-style-type: none"> Play dates Sleepovers Group gatherings, outings or events (e.g., birthday and dinner parties, celebrations, weddings, funerals, religious services, team sports) Visiting crowded stores or outdoor spaces Having visitors in your home Having non-essential workers in your home Driving with friends in a car Peak transit times



REDUCE THE SPREAD OF COVID-19. WASH YOUR HANDS.

-  **1**
Wet hands with warm water
-  **2**
Apply soap
-  **3**
For at least 20 seconds, make sure to wash:
-  **4**
Rinse well
-  **5**
Dry hands well with paper towel
-  **6**
Turn off tap using paper towel

 palm and back of each hand

 between fingers

 under nails

 thumbs

 1-833-784-4397
  canada.ca/coronavirus
  phac.info.aspc@canada.ca



Public Health Agency of Canada Agence de la santé publique du Canada



**GET YOUR FIRST
AND SECOND DOSES**



EVERYONE
let's get vaccinated!

#PROTECT MB

ProtectMB.ca



IN HONOUR OF
RESIDENTIAL SCHOOL
Survivors
*And in Memory of
Those That Did Not.*



Orange Shirt Day is an event, created in 2013, designed to educate people and promote awareness in Canada about the Indian residential school system and the impact it has had on Indigenous communities for over a century – an impact recognized as a cultural genocide, and an impact that continues today.



Next Year's Theme for the AGA could be:

*“The Next 40 Years of
First Nations Control at
Nisichawayasihk Cree Nation,
2021-2061.”*

