**SCHOOL DISTRICT NO. 92 (NISGA'A)**

**Policy Subject:** HOW TO DEVELOP AN ACTION PLAN

**Date Passed**: November 19, 2013

**Date Amended:**

**Description**:
HOW TO DEVELOP AN ACTION PLAN

**Policy No. 104-P**

Preamble
Nisga'a Vision for Education, as explained in policy No. 100–P, puts a large emphasis on the concept of working together, with respect:

Nisga'a education is a way to learn and live the principles of life, which entails the ayuukhl Nisga'a, sayt k'ilim goot, and the yuuhlimk'askw system. Living sayt k'ilim goot creates a secure foundation that respects a balance between Nisga'a language and wisdom rooted in the land, and the languages and wisdom of all other peoples. Education is the way to learn and live the Ayuukhl Nisga'a. The yuuhlimk'askw system guides how to live.

Glossary: Sayt k'ilim goot – one heart, one path, one nation

Therefore it is expected that when embracing an action plan, be it for Literacy, Numeracy or other Educational endeavor, School District No, 92: 1) Follow a thorough consultation process; 2) be as inclusive as possible; 3) Strive to reach consensus.

If a consensus cannot be reached, School District will respect a majority decision as per the following regulations.

REGULATIONS

1.      Setting up a Committee

1.1     When setting up a committee, with the specific purpose to review and/or develop an action plan, the Central office will approach the Nisga'a Teachers Union and ask for representation.
1.2     There can be up to one delegate per school, NESS counting as two, for a total of five.
1.3     The choice of the delegates belongs to the Union membership. The central office may request representation from someone experienced in a specific area like English Literature for Literacy, or at a specific level like the elementary.

1.4    No candidacy will be rejected without justification.
1.5    The Village Councils will be approached and offered to send a representative.
1.6    There will be up to one representative per village.
1.7    The Central office may be represented by up to two officials, delegated by the Superintendent.
1.8    If the Local Union President is not an active participant, s/he is welcomed to attend as an observer, without voting powers.
1.9    If the Superintendent is not an active participant, s/he too is welcomed to attend as an observer, without voting powers.

2. Selecting resources

2.1    When the issues, challenges have been discussed thoroughly, and when the time has come to select resources, every Educator is welcomed to make proposals.
2.2    The Village representatives are welcomed to participate to the debate, however they do not have a vote on the selection, nor can they propose resources.
2.3    Before the selection of resources: There must be a period of at least two months for people to review the resources at hand.
2.4    Resources must be made available to all participants.
2.5    If no resource is deemed satisfactory, the timeframe must be extended until appropriate materials are found.
2.6    No party can reject a legitimate resource that has been accepted by the province, for reasons other than educational.
2.7    A resource must receive a majority of at least 6 votes out of 7 (out of a total of 5 teachers and 2 central office persons) to be accepted.  If the Parties (Union and central office) delegate fewer representatives than mentioned in 1.2 and 1.7, an agreement must be reached at the very beginning of the process as to what will be considered a majority vote, but no resource can be approved without support of both parties.

3.    Implementing a new resource

3.1    The Committee may choose to implement it in one school for a year, for a tryout.
3.1.1  If the resources are unknown to the Committee, it MUST be piloted one year before full-scale implementation.
3.2    The new resources can be implemented in all the schools at once if there is consensus.
3.3    Once the Committee confirms the choice of the resource, it becomes an intrinsic part of the Vision/Action plan that will be presented to the Board for approval. It will then become a prescribed curriculum in the district.