



**NISGA'A SCHOOL DISTRICT NO. 92
BOARD OF EDUCATION
REGULAR MEETING
GITWINKSIHLKW ELEMENTARY SCHOOL
GITWINKSIHLKW, BC**

TUESDAY, OCTOBER 7, 2025 – 5:30 pm

A G E N D A

1. PROTOCOL			
2. CALL TO ORDER			
3. DECLARATION OF QUORUM			
4. Board Chair/Vice-Chair Election			
5. APPROVAL OF AGENDA FOR OCTOBER 7, 2025	Motion		
6. ADOPTION OF MINUTES OF PRIOR MEETING:			
6.1 Regular Meeting – September 10, 2025	Motion	Attachment	Page 1-6
6.2 Special Regular Meeting – September 23, 2025	Motion	Attachment	Page 7-11
7. BUSINESS ARISING FROM THE MINUTES:			
8. PRESENTATION:			
8.1 District Principal – Curriculum & Instruction - Numeracy	Information	Verbal	
9. EDUCATION:			
SUPERINTENDENT			
9.1 Director of Instruction – Learning & Innovation Update	Motion	Attachment	Page 12-14
9.2 Superintendent – Monthly Update	Motion	Attachment	Page 15-20
10. BUSINESS:			
SECRETARY-TREASURER			
10.1 Indigenous Education Committee	Motion	Attachment	Page 21
11. POLICY DEVELOPMENT:			
11.1 Policy Review and Revision Process	Information	Handout	
12. TRUSTEE REPORTS:			
12.1 Education Committee Update - Chair	Information	Verbal	
12.2 Board Chair Report	Information	Attachment	Page 22-23
13. CORRESPONDENCE RECEIVED:			
None			
14. PUBLIC QUESTION PERIOD:			
15. ADJOURNMENT:			



NISGA'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 6.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	October 7, 2025
Topic:	Minutes of the Regular Meeting of the Board – September 10, 2025		

Background/Discussion:

Minutes as attached.

Recommended Action:

THAT the Board of Education for the Nisga'a School District adopt the Minutes of the September 10, 2025 Regular/Public Board Meeting as circulated.

AND THAT any corrections or amendments noted be incorporated into the official record.

Moved by:

Seconded by:

Presented by: Board Chair

**NISGA'A SCHOOL DISTRICT NO. 92
BOARD OF EDUCATION
PUBLIC BOARD MEETING
SEPTEMBER 10, 2025 – 5:30 P.M.
ALVIN A. MCKAY ELEMENTARY SCHOOL
LAXGALTS'AP, BC**

In attendance:	George Nelson, Chair	Gingolx Trustee
	Winnie Morven-Hansen	Gitlaxt'aamiks Trustee
	Carl Azak	Gitwinksihlkw Trustee
	Danica Moore	Laxgalts'ap Trustee
	Gary Cox	Nass Camp Trustee

Also in attendance:	Robert Clifton	Superintendent of Schools
	Paul Mercer	Secretary-Treasurer
	Bryce Recsky	Director of Instruction
	Tanya Azak	Director of Instruction
	Sharlene Grandison	Executive Assistant –
	Recorder	

Absent:

1. PROTOCOL:

Acknowledgement to Wilps Gitxhoon on the passing of a family member. Prayers go out to the family.

2. CALL TO ORDER:

Board Chair Nelson called the meeting to order at 5:37 p.m.

3. DECLARATION OF QUORUM:

Board Chair Nelson declared quorum.

4. APPROVAL OF AGENDA:

R02-1646

That the Board of Education adopt the September 10, 2025, Agenda with item 10.1 Policy Review and Revision Process - tabled to the October Board Meeting.

Moved: Trustee Morven-Hansen

Seconded: Trustee Moore

Carried

5. ADOPTION OF MINUTES OF PRIOR MEETING:

5.1 Regular Meeting of June 3, 2025

R02-1647

That the Board of Education for Nisga'a School District adopt the Minutes of the June 3, 2025 Regular/Pubic Board Meeting as circulated.

AND THAT any corrections or amendments noted be incorporated into the official record.

Moved: Trustee Azak/Morven-Hansen

Seconded: Trustee Moore

Carried

6. NOMINATIONS:

6.1 Chair and Vice-Chair

Nominations for Board Chair:

- Trustee Cox nominated Trustee Morven-Hansen
- Trustee Moore nominated Trustee Nelson
- Voting resulted in a tie (2 votes each, 1 abstention) in both rounds
- Chair election deferred to the October meeting
- Vice-Chair also deferred

7. PRESENTATIONS:

7.1.1 Nisga'a Secondary School

Principal: Ms. Peal

- Focus on belonging, connection, and numeracy across the classrooms
- Emphasis on Nisga'a language and culture integration

7.1.2 Nisga'a Elementary School

Principal: Ms. Martha Swinn

Vice Principal Beverly Azak

- Focus on mindfulness, growth mindset, and spiritual connection
- Emphasis on rites of passage and cultural values.

7.1.3 Gitwinksihlkw Elementary School

Principal Nicole Seah

- Focus on meeting learners where they are
- Literacy and numeracy targets set
- Strong community engagement and cultural pride

7.1.4 Alvin A. McKay Elementary School

Principal Laura Ganyo

Vice Principal Sibo Nyathi

- Intensive interventions in literacy and numeracy
- Integration of Nisga'a Language and culture
- Community partnerships emphasized

7.1.5 Nathan Barton Elementary School

Principal: Rosetta Doolan

Vice Principal: Rachel Whitney

- Focus on co-creating learning with community
- Drumming and singing used to build literacy
- Vision to rename school to reflect cultural heritage

8. **EDUCATION:**

8.1 Strategic Plan

Superintendent Clifton presented the 2025-2026 Strategic Plan

- Plan grounded in Nisga'a values and co-created with partners
- Board unanimously approved the plan.

R02-1648

THAT the Board of Education for the Nisga'a School District 92 approve the Nisga'a School District Strategic Plan 2025-2030 as presented, recognizing it as the guiding framework for district priorities, resource allocation, and continuous improvement over the next five years.

FURTHER THAT the Board direct the Superintendent of Schools to implement the Strategic Plan in alignment with Ministry of Education and Child Care goals, and in collaboration with all stakeholder groups including students, families, staff, the Nisga'a Nation, and community Partners.

Moved by: Trustee Morven-Hansen

Seconded by: Trustee Azak

8.2 School Learning Improvement Plans

- Plans for all schools approved unanimously
- Recognized as foundational to continuous improvement

8.3 Superintendent's Update

Superintendent's Monthly Update – September 2025 presented.

- Strategic Plan and school plans to be launched at staff orientation
- Enhancing Student Learning Report due October 1.
- Leadership reorganization explained
- BCSSA Summer Leadership Gathering attended

8.4 Staffing Updates – Organization Chart

- Secretary-Treasurer Paul Mercer resigning effective September 30.
- Incoming Secretary-Treasurer: Ernie Gran (introduced virtually)
- Superintendent Clifton to serve as Acting Secretary-Treasurer and Director of HR in interim

8.5 Board Meeting Calendar

- Eight regular meetings approved for the year

- December and March reserved for as-needed meetings
- Day of week for meeting to be finalized later

8.6 Education Committee Update
Chair Trustee Morven-Hansen

- Committee to provide strategic guidance and monitor student performance
- First task: develop education calendar for next two years

8.7 District Logo and District Branding

- Logo refresh announced to mark 50 years of the district
- Call for submissions from local artists and students to be launched

R02-1649

THAT the Board of Education for Nisga’a School District 92 receive and file the Superintendent’s September 2025 Report.

Moved by: Trustee Cox

Seconded by: Trustee Azak

Carried

DIRECTOR OF INSTRUCTION

8.8 Indigenous Education & Early Learning Report
Tanya Azak

Highlights:

- Indigenous education team introduced
- Participation in Victoria Compassionate Systems Forum and global Indigenous language summit
- Language learning initiatives and educator training

R02-1650

THAT the Board of Education for Nisga’a School District 92 receive and file the Indigenous Education & Early Learning Report for September 2025.

Moved by: Trustee Morven-Hansen

Seconded by: Trustee Moore

Carried

9. **BUSINESS:**

9.1 Operations Renovations and Upgrades Update
Paul Mercer provided updates on:

- General installation (3-phase project)
- Geothermal heating at NESS (completion by March 2026)
- LED lighting upgrades
- Board Office renovations
- Breakfast program spaces at AAMES and Nathan Barton.
- Residential unit upgrades

10. **POLICY DEVELOPMENT:**

10.1 Policy Review and Revision Process
Tabled to the October 2025 Board Meeting

11. **TRUSTEE REPORTS:**

11.1 Board Chair Report
Chair Nelson reported on national Indigenous education initiatives and BCSTA involvement.

11.2 BCSTA Indigenous Education Committee Report
Trustee Morven-Hansen reported on Indigenous Education Advisory Council (IEAC) meeting in Mission BC
Emphasis on truth and reconciliation and inclusion of Indigenous history in curriculum

12. **CORRESPONDENCE RECEIVED:**

No correspondence received.

13. **PUBLIC QUESTION PERIOD:**

- NTU President acknowledge Secretary-Treasurer Mercer and raised concern about hearing project timeline
- Community members John Francis Lane asked about efforts to recruit and train local teachers.
- Superintendent Clifton responded with details on partnerships and grant-supported pathways

14. **ADJOURNMENT:**

The meeting adjourned at 8:15 p.m.

Moved by: Trustee Morven-Hansen

Seconded by: Trustee Azak

Carried

Certified correct
George Nelson
Board Chair

Certified correct
Paul Mercer
Secretary-Treasurer



NISGA'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 6.2

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	October 7, 2025
Topic:	Minutes of the Special Regular Meeting of the Board – September 23, 2025		
Background/Discussion:			
Minutes as attached.			
Recommended Action:			
THAT the Board of Education for the Nisga'a School District adopt the Minutes of the September 23, 2025 Regular/Public Board Meeting as circulated.			
AND THAT any corrections or amendments noted be incorporated into the official record.			
Moved by:			
Seconded by:			
Presented by: Board Chair			

**NISGA’A SCHOOL DISTRICT NO. 92
BOARD OF EDUCATION
SPECIAL PUBLIC BOARD MEETING
SEPTEMBER 23, 2025 – 5:30 P.M.
SCHOOL BOARD OFFICE**

In attendance:	George Nelson, Chair Winnie Morven-Hansen Carl Azak Gary Cox	Gingolx Trustee Gitlaxt’aamiks Trustee Gitwinksihlkw Trustee Nass Camp Trustee
Also in attendance:	Robert Clifton Paul Mercer Sharlene Grandison Recorder	Superintendent of Schools Secretary-Treasurer Executive Assistant –
Absent:	Danica Moore	Laxgalts’ap Trustee

1. PROTOCOL

2. CALL TO ORDER:

Board Chair Nelson called 5:00 pm

3. DECLARATION OF QUORUM:

Board Chair Nelson declared a quorum.

4. APPROVAL OF AGENDA:

R02-1651

THAT the Board of Education adopt the September 23, 2025, Agenda as presented.

Moved: Trustee Morven-Hansen

Seconded: Trustee Moore

Carried

5. EDUCATION:

5.1 Nisga’a Enhancing Student Learning Report

Superintendent Clifton presented the Nisga’a Enhancing Student Learning Report.

R02-1652

THAT the Board of Education for School District No. 92 (Nisga’a) approve the 2025 Enhancing Student Learning Report, as presented, and authorize its

submission to the Ministry of Education and Childcare in accordance with the Framework for Enhancing Student Learning Framework requirements.

Moved: Trustee Morven-Hansen

Seconded: Trustee Cox

Carried

6. **BUSINESS:**

6.1 Audited Financial Statements

The Board of Education of School District No. 92 (Nisga'a) is responsible for ensuring that management fulfills its responsibilities for financial reporting and internal controls and exercises these responsibilities through the Board.

MNP are the external auditors that conducted an independent examination, in accordance with Canadian generally accepted auditing standards, and express their opinion on the financial statements.

Auditor Alyssa Bjorgaard of MNP presented the 2024/2025 Audited Financial Statements.

R02-1653

THAT the Board of Education for School District No. 92 (Nisga'a) approve the 2024/2025 Audited Financial Statement as presented

WHEREAS the Board has a fiduciary responsibility to provide to the Ministry of Education and Childcare 2024/2025 Audited Financial Statements.

WHEREAS the Board has selected MNP to conduct the audit of the district's 2024-2025 Financial position at June 30, 2025.

WHEREAS MNP has completed the audit and presented the findings to the Board of September 23, 2025.

THEREFORE be it resolved that the Board of Education for School District No. 92 (Nisga'a) accept the audited 2024-2025 Financial Statements and submit to the Ministry of Education and Child Care.

Moved by: Trustee Azak

Seconded by: Trustee Cox

Carried

6.2 Financial Analysis Statement Disclosure

Secretary-Treasurer Mercer presented the Financial Analysis Statement Disclosure for information only.

6.3 2025-2026 Minor Capital Plan Submission

The School Act provides that the Minister of Education and Children requires a Board of Education to prepare and submit a Capital Plan for its school district to the Ministry.

Under this authority, the Ministry established that the Minor Capital plans be submitted annually for its review.

R02-1654

WHEREAS the Board is required to submit a Minor Capital Plan on an annual basis.

WHEREAS the Board has developed the Minor Capital Plan submission for projects to be undertaken in the district for the 2026/2027 school year.

THEREFORE be it resolved that the district submits the 2026/2027 Minor Capital Plan to the Ministry of Education and Children.

Moved by: Trustee Morven-Hansen

Seconded by: Trustee Azak

Carried

6.4 Executive Compensation Disclosure Report

The Board of Education encourages and adopts practices that enable the district to attract, retain, incent, and reward qualified, high-performing employees who are critical of the delivery of quality public education programs to students in School District No. 92 (Nisga'a).

The Board engages in consistent and ongoing administration of the compensation structure to ensure that reality matches philosophy and that equity is maintained. An ongoing system of compensation review conducted and managed through BCPSEA and the PSEC Secretariat ensures that the total compensation levels are benchmarked externally against the appropriate labour market and internally against appropriate job criteria.

The Board works with BCPSEA to obtain information and advice relating to the executive and exempt compensation structures and to ensure alignment with the compensation mandates/directions established for the provincial public sector by PSEC Secretariat.

1. The Board Chair to sign the Attestation Letter for BC Public School Employer's Association. (BCPSEA)
2. Post the 2024-2025 Executive Compensation Disclosure Report on the District's website.

R02-1655

WHEREAS the Board has a fiduciary responsibility to disclose the Executive Compensation for exempt staff of School District No. 92 (Nisga'a).

THEREFORE, be it resolved the Board of Education for School District No. 92 (Nisga'a) approves the Board Chair to sign the Attestation letter to be sent to BCPSEA and the Secretary-Treasurer to post the Executive Compensation Report to the district's website.

Moved by: Trustee Cox

Seconded by: Trustee Morven-Hansen

Carried

7. **ADJOURNMENT:**

The meeting adjourned at 6:39 pm.

Moved by: Trustee

Seconded by: Trustee

Carried

Certified correct
George Nelson
Board Chair

Certified correct
Paul Mercer
Secretary-Treasurer



NISGA' A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 9.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	October 7, 2025
Topic:	Director of Instruction – Learning & Innovation Update		
Background/Discussion:			
Director of Instruction – Learning & Innovation Update attached.			
Recommended Action:			
That the Board of Education receive and file the Director of Instruction – Learning & Innovation October 2025 report.			
Moved by: Seconded by:			
Presented by: Director of Instruction – Bryce Recsky			



It is a privilege to share this update with the Board of Education, Nisga'a School District. Over the past months, our team has focused on strengthening foundational systems and instructional practices to better support student success. This work aligns with our strategic goals of enhancing achievement, fostering belonging, and connecting learning to culture and purpose.

Student File Organization & Audit Preparation

Observations:

We have completed a comprehensive review and reorganization of all student files—both permanent student files (white files) and inclusive education files (red files). This work was guided by updated documentation protocols aligned with Ministry of Education and Child Care audit compliance standards.

Next Steps:

- ✓ **Audit-Ready Systems:** All files are now organized using updated protocols that meet ministry expectations and streamline access to supports for each learner.
- ✓ **Sustainable Practices:** These protocols will be embedded into ongoing practice to ensure consistency and accountability across schools.
- ✓ **Support Alignment:** Improved file systems will enhance collaboration between school-based teams and district staff, ensuring timely and effective interventions.

Individual Education Plans (IEPs) – Standardization & Impact

Observations:

We have initiated a district-wide review of Individual Education Plans (IEPs) to ensure consistency in how they are developed, documented, and implemented. This includes standardizing how IEPs are dated, how goals are written and tracked, and how progress is communicated to families.

Next Steps:

- 📄 **District-Wide Consistency:** A standardized IEP template and process will ensure clarity and continuity for students and caregivers, especially when students transition between schools.
- 🔄 **Goal Tracking & Implementation:** Clear protocols for monitoring and updating goals will improve accountability and support student growth.
- 💡 **Enhanced Funding Utilization:** Maintaining up-to-date IEPs and inclusive education files ensures we meet ministry compliance, allowing us to optimize funding opportunities. This enables us to expand staffing and resources, ensuring students receive the highest level of support possible.



Numeracy Framework Training



Observations:

On September 18–19, all K–9 teaching staff participated in Numeracy Framework training facilitated by Nikki Lineham (Educating Now – “The Art of Teaching Math”). This professional learning emphasized prioritizing numeracy interventions and connecting classroom instruction to hands-on and land-based learning.



Next Steps:

 District-Wide Numeracy Focus: Staff are now equipped with strategies to make math instruction more engaging, purposeful, and culturally relevant.

 Learning on the Land: Numeracy will be integrated with experiential learning to deepen understanding and connect math to real-world contexts.

 Intervention Planning: Schools will use this framework to identify and support students needing targeted numeracy interventions.

 Acknowledgements: Special thanks to Laura Ganyo, District Principal of Curriculum and Instruction (and current Principal at Alvin A. McKay Elementary School), for organizing this impactful training. Gratitude also goes to all Principals, Vice Principals, and Employees on call who covered classrooms to ensure teachers could attend. This collaborative effort reflects the deep commitment of Nisga’a School District staff to innovate and work together in support of each learner.

Literacy Assessment & Data-Informed Planning

Observations:

We are implementing the new Ministry of Education and Child Care Literacy Screener for Kindergarten students this year. In addition, all schools will collect literacy data using Fountas & Pinnell Reading Assessments (K–7) and will compare this with FSA results for Grades 4 and 7.

Next Steps:

Data Integration: All literacy data will be compiled in EdPlan Insight and Power BI to support district-wide analysis.

 Purposeful Interventions: Data will inform targeted literacy supports and innovative strategies to improve achievement.

Continuous Monitoring: Ongoing assessment will help us track progress and adjust interventions to meet evolving student needs.



NISGA' A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 9.2

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	October 7, 2025
Topic:	Superintendent's Monthly Update to the Board		
Background/Discussion:			
Superintendent's Monthly Update – October 2025 is attached.			
Recommended Action:			
THAT the Board of Education receive and file the Superintendent's October 2025 Monthly Update. Moved by: Seconded by:			
Presented by: Superintendent			

A Message from the Superintendent

I am pleased to begin this month's update by acknowledging the successful launch of the Nisga'a School District Strategic Plan at our District Orientation Day. This milestone marks a collective commitment to advancing student success, strengthening community partnerships, and fostering continuous organizational improvement. It was deeply affirming to witness the energy, engagement, and unity of purpose among staff, leadership, and community members as we embraced the plan's vision:

"To become a learning community where courage and collaboration empower everyone to thrive."

The Strategic Plan is grounded in our shared beliefs:

- That **every learner is capable, valued, and deserving of success.**
- That **learning is a shared journey**, shaped by students, families, educators, and communities.
- That **well-being and belonging are essential for achievement** and must be nurtured intentionally.
- That **leadership lives at all levels**, and each person can contribute to positive change.

These beliefs guide our daily decisions, relationships, and learning environments. They are reflected in the **2025–2026 Operational Plan**, which I have submitted for Board approval this month. This plan is a living document that translates our vision into action. It ensures that our resources, programs, services, budgets, instructional practices, and operational procedures are aligned to support:

- **Every learner**—so they thrive academically, socially, and emotionally.
- **Every educator and staff member**—so they are empowered through professional development and leadership opportunities.
- **Every system and structure**—so they are agile, transparent, and focused on outcomes.

As Superintendent, I remain committed to leading this work with integrity and purpose. I will continue to collaborate closely with our educational partners including Nisga'a Lisims Government, Village Governments, the Nisga'a Teachers Union, and CUPE to ensure that the Board's strategic goals are met collaboratively and sustainably.

Together, guided by our values of **connection, culture, curiosity, compassion, courage, and collaboration**, we are building a district where every learner grows in mind, heart and spirit.

T'ooyaksiy' niin!,



Robert Clifton
CEO & Superintendent of Schools
Acting Secretary-Treasurer
Acting Director of Human Resources



Strategic Plan: Launch & Orientation Day

On September 12, the Nisga'a School District officially launched its renewed Strategic Plan at our District Orientation Day, hosted at Gitwinkshlkw Elementary School. I had the privilege of leading this event, where district employees gathered to explore the plan's vision, mission, and strategic priorities. The launch was both ceremonial and practical grounding our work in Nisga'a values while setting the stage for implementation.

The sessions that connected each strategic priority to operational realities, emphasizing how our collective efforts will support:

- **Language and Culture:** Embedding Nisga'a language and cultural teachings into daily learning.
- **Empowered Learners:** Creating inclusive, responsive environments where students feel a sense of belonging and purpose.
- **Thriving Staff and Collaborative Leadership:** Building leadership capacity and fostering innovation.
- **Strengthening Foundations:** Ensuring sustainable systems and continuous improvement.

This launch marked the beginning of a new chapter in our district's journey toward excellence.

Operational Plan 2025–2026: Submission and Strategic Alignment

Following the Strategic Plan launch, Superintendent Clifton has been working on the **2025–2026 Operational Plan**, which translates our strategic vision into measurable actions. This work involved close collaboration with Directors of Instruction, who submitted detailed workplans aligned for each strategic priority.

Meetings focused on:

- Facilitating cross-departmental planning sessions to ensure coherence.
- Reviewing and refining workplans to ensure alignment with budget, staffing, and instructional goals.
- Leading the integration of data-informed decision-making into each area of the plan.

The Operational Plan ensures:

- **Resources and Budgets** are strategically allocated to support equity and innovation.
- **Programs and Services** are responsive to learner needs, particularly in inclusive education and Nisg'aa language and culture.
- **Instructional Practices** are grounded in evidence and supported through targeted professional learning.
- **Operational Procedures** are streamlined to improve efficiency and responsiveness.

This plan is a living document that will guide our work throughout the year, with regular monitoring and adjustments to ensure impact.



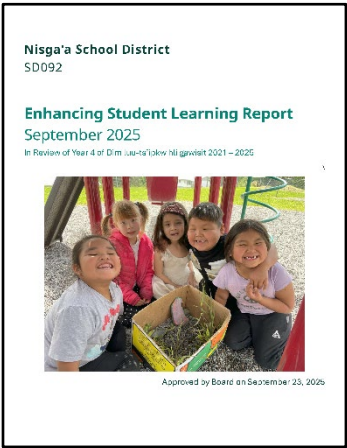
Enhancing Student Learning Report

The 2025 **Enhancing Student Learning Report** has been completed and approved for submission to the Ministry of Education and Child Care. This report reflects our commitment to continuous improvement and equity for all learners, aligned with the district’s **2025–2030 Strategic Plan** and the Ministry’s **Framework for Enhancing Student Learning**.

Key highlights include:

- **Improved participation** in literacy and numeracy assessments, now exceeding provincial averages in Grades 4 and 7.
- **Persistent achievement gaps** in literacy and numeracy, addressed through a **structured literacy framework** and a **system-wide numeracy strategy**.
- **Focus on well-being and belonging**, with initiatives to strengthen inclusive, trauma-informed practices.
- **Graduation rates improving**, though still below provincial norms, continued increased expected with targeted supports for priority learners.
- **Strategic priorities:** Language and Culture, Empowered and Inspired Learners, and Equity remain central to all actions.

The full report and supporting materials have been shared with Trustees and published on the District website and will guide our improvement efforts for the coming year.



Leadership Recruitment Updates

Director of Operations: Paul Mercer has formally resigned from his role as Secretary-Treasurer of the Nisga’a School District. We thank Paul for his dedicated service in this capacity and wish him well during this period of transition. We are pleased to share that Paul will be returning in November as Director of Operations, where his experience and knowledge of district systems will continue to support our strategic priorities and operational excellence.



Secretary-Treasurer: Superintendent Clifton is pleased to announce **Ernie Gran** as the incoming Secretary-Treasurer. Until his start date is confirmed, Superintendent Clifton will serve as **Acting Secretary-Treasurer** effective October 1. to ensure financial operations, budget planning, and reporting functions are actioned to ensure continuity and stability.

Director of Human Resources: The first round of interviews was completed on September 24. We are now coordinating the next phase of recruitment. Our focus is on selecting a candidate who embodies the values and beliefs that can lead strategic

HR initiatives and improvement in our systems and processes that align with our operational goals.

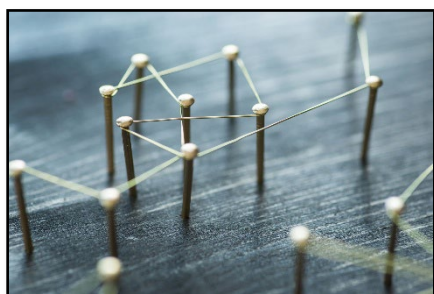
These leadership transitions are critical to **Strengthening Foundations** and ensuring that our organizational systems are resilient and future-ready.

Following Due Process: Concerns, Complaints and Appeals

The Nisga'a School District is committed to ensuring that all concerns are addressed through a fair, respectful, and transparent process. Our approach to resolving complaints is guided by the principles of **Sayt K'ilim Goot**: unity, collective purpose, and mutual respect and reflects our belief that **relationships are foundational** to strong schools and communities.

To ensure due process:

- **Concerns must follow the appropriate channels.** This begins at the classroom level, then moves to the school administrator, followed by district-level support through the Directors of Instruction. Only after these steps have been followed should a formal appeal be submitted to the Superintendent and Board of Education.
- **The Superintendent's role in appeals is structured and impartial.** To maintain fairness and confidentiality, the Superintendent cannot respond to complaints that bypass earlier steps. This allows for a thorough review of each case and ensures alignment with district procedures and collective agreements.
- **Trustees must remain impartial.** Trustees do not engage in operational matters or individual complaints. Their role is limited to formal appeal hearings, where they act as part of a structured review process.



By following this process, we uphold the integrity of our complaint and appeals procedures, reduce confusion, and ensure timely and respectful resolution of concerns. This system reflects our core values of **compassion, collaboration, and courage**, and supports a learning environment where every voice is heard and every learner is supported.

A memorandum was shared with staff and to our educational partners: parents and community members. A follow-up visual guide an updated operational procedure will follow.

School Support and Staff Development

Director Azak and Superintendent Clifton met with an external organization ICLD (Indigenous Community for Leadership & Development) who have asked for the district's continued support to provide pathways for Education Assistant certification. In the past year, six Nisga'a citizens have graduated from the training ICLD provided and we wish to continue this strategic partnership so we:

- Build local capacity to support inclusive education.
- Create career pathways for community members.
- Ensure that our support staff are well-trained and aligned with our goals to support learners.



BCPSEA Training: Investigations and Grievance Resolution

On September 25 and 26, District and School leadership two days of training. The sessions focused on two essential areas of human resource practice in a unionized environment: **grievance resolution** and **workplace investigations**.. The training provided participants with practical tools to interpret collective agreement language and navigate the grievance process. Emphasis was placed on resolving disputes in a timely and productive manner that brings clarity and closure to issues arising from the administration and application of collective agreements.



In addition, participants explored how to conduct fair and thorough investigations into allegations of employee misconduct. While most employees carry out their duties with professionalism, the training acknowledged that there are occasions when corrective action may be necessary. Participants worked through case scenarios to build confidence in managing these situations with integrity and procedural fairness.

We appreciate the partnership and support of our district BCPSEA liason, Stephanie Low in travelling to the Nass Valley to deliver this learning opportunity in-person.

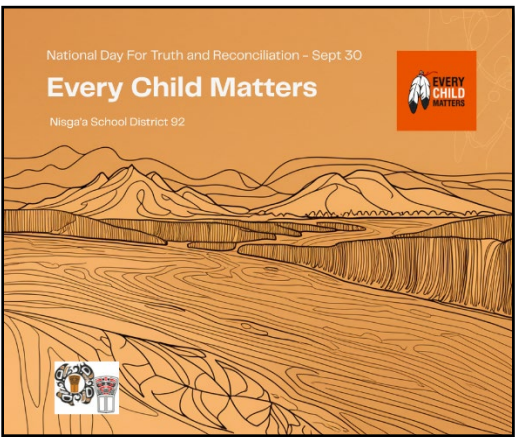
This professional learning supports the Strategic Plan’s priority of **Thriving Staff and Collaborative Leadership**, by strengthening our district’s capacity to lead with clarity, consistency, and respect in all workplace matters.

National Day for Truth and Reconciliation

On **September 30**, the Nisga’a School District observed the **National Day for Truth and Reconciliation** to honour the survivors of residential schools and day schools, their families, and the children who never returned home.

This day is one of remembrance, reflection, and an ongoing commitment to ensure that through education, we can look back to move forward. As educators and leaders, we recognize our responsibility to foster understanding, compassion, and meaningful action.

Every day is Orange Shirt Day. We reaffirm our dedication to creating safe, inclusive, and culturally responsive learning environments for all Nisga’a and Indigenous learners.



 	Upcoming Dates 2025-26 Sept 30 – National Day for Truth and Reconciliation (Schools Closed) Oct 7 – In-Camera & Public Board Meeting - NBES Oct 13 – Thanksgiving – Holiday (Schools Closed) Oct 14 – Education Advisory Committee Oct 24 – Provincial Professional Development Day
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NISGA'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 10.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	October 7, 2025
Topic:	Indigenous Education Committee		

Background/Discussion:

Appointment of Members and Alternates to the Indigenous Education Committee.

Recommended Action:

"That the Board of Education for Nisga'a School District No. 92 appoint the following individuals as members and alternates to the Indigenous Education Council for the 2025–2026 school year, in accordance with Ministerial Order No. M217 issued by the Minister of Education and Child Care, and in alignment with the Board's commitment to Indigenous education and community engagement:"

Appointed Members:

- Taron Scott – Representative for Nisga'a Village of Gitlaxt'aamiks
- Sheena Johansen – Representative for Nisga'a Village of Gitwinksihlkw
- Peter Leeson – Representative for Nisga'a Village of Laxgalts'ap
- Mary-Lee Watts – Representative for Nisga'a Village of Gingolx

Appointed Alternates:

- Vacant – Representative for Nisga'a Village of Gitlaxt'aamiks
- Rochelle Moore – Representative for Nisga'a Village of Gitwinksihlkw
- Phyllis Clark – Representative for Nisga'a Village of Laxgalts'ap
- Rene Clayton – Representative for Nisga'a Village of Gingolx

Moved by:

Seconded by:

Presented by: Acting Secretary-Treasurer



NISGA'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 12.2

Action:		Information:	X
Meeting:	Regular	Meeting Date:	October 7, 2025
Topic:	Board Chair’s Report – October 2025		
Background/Discussion:			
Board Chair’s Report – October 2025 attached.			
Recommended Action:			
For information only.			
Presented by: Board Chair Nelson			

**Nisga'a School District No. 92
Board of Education Meeting
October 7, 2025
Board Chair's Report**

First some updates from the BCSTA Board of Directors.

Board of Directors have been quite busy since the start of this new school year meeting with FNEESC, BCPSEA Boards as well as attending the UBCM. With the upcoming Advocacy Days we also look forward to the Provincial Council, November Academy, our AGM and the CSBA Gathering.

Board Chair calls have been quite informative and as an assurance given social media and news coming from out east, BC is not contemplating changes to Boards. BCSTA hold the importance of local autonomy and elected trustees. In November funding for school food programs will roll out.

With only one meeting since the start of the school year, this report will be a light one.

(The rest will be verbal.)

Trustee George Nelson
Board Chair