



**NISGA'A SCHOOL DISTRICT NO. 92  
BOARD OF EDUCATION  
REGULAR MEETING - VIRTUAL**

**TUESDAY, JANUARY 6, 2026 – 5:30 pm**

**A G E N D A**

1. <b>PROTOCOL</b>			
2. <b>CALL TO ORDER</b>			
3. <b>DECLARATION OF QUORUM</b>			
4. <b>APPROVAL OF AGENDA FOR JANUARY 6, 2026</b>	Motion		
5. <b>ADOPTION OF MINUTES OF PRIOR MEETING:</b>			
5.1 Regular Meeting – November 4, 2025	Motion	Attachment	Page 1-5
5.2 Special Regular Meeting – December 11, 2025			
6. <b>BUSINESS ARISING FROM THE MINUTES:</b>			
6.1 Board Participation CSBA Conference in Whistler	Motion	Attachment	Page 6-10
7. <b>PRESENTATION:</b>			
7.1 Nisga'a Secondary School – Principal Peal	Information	Verbal	
8. <b>EDUCATION:</b>			
SUPERINTENDENT			
8.1 Director of Instruction – Learning & Innovation Update	Information	Attachment	Page 12-14
8.2 Superintendent – Monthly Update	Information	Attachment	Page 15-20
8.3 Parental Concerns – Director Recsky	Information	Verbal	
9. <b>BUSINESS:</b>			
SECRETARY-TREASURER			
9.1 OP 335 Health Emergency Response	Information	Attachment	Page 21-24
9.2 Director of Operations Report	Information	Attachment	Page 25-27
10. <b>POLICY DEVELOPMENT:</b>			
11. <b>TRUSTEE REPORTS:</b>			
11.1 BCSTA Summary Report	Information	Attachment	Page 28-33
12. <b>CORRESPONDENCE RECEIVED:</b>			
13. <b>PUBLIC QUESTION PERIOD:</b>			
14. <b>ADJOURNMENT:</b>			



## NISGA'A SCHOOL DISTRICT NO. 92

### MEETING AGENDA ITEM 5.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	January 6, 2026
Topic:	Minutes of the Regular Meeting of the Board – November 4, 2025		
Background/Discussion:			
Minutes as attached.			
Recommended Action:			
THAT the Board of Education for the Nisga'a School District adopt the Minutes of the November 4, 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  
REGULAR MEETING  
SCHOOL BOARD OFFICE  
GITLAXT'AAMIKS, BC**

**NOVEMBER 4, 2025 – 5:30 PM**

<b>Trustees:</b>	George Nelson Winnie Morven-Hansen, Chair Carl Azak Gary Cox	Gingolx Trustee Gitlaxt'aamiks Trustee Gitwinksihlkw Trustee Nass Camp & Surrounding Area Trustee
<b>District:</b>	Robert Clifton Ernie Gran Tanya Azak Sharlene Grandison	Superintendent of Schools Secretary-Treasurer Director of Instruction Recorder
<b>Regrets:</b>	Danica Moore Bryce Recsky	Laxgalts'ap Trustee Director of Instruction

**1. PROTOCOL**

**2. CALL TO ORDER:**

The meeting was called to order at 5:32 p.m.

**3. DECLARATION OF QUORUM:**

Board Chair declared a quorum.

**4. BOARD CHAIR/VICE-CHAIR ELECTION**

Secretary-Treasurer presided over the election of Board Chair and Vice-Chair.

Trustee Morven-Hansen, Trustee Nelson and Trustee Azak all accepted nominations and provided a one-minute leadership statement. After questions about procedure due to a split vote, a ballot was taken: Morven-Hansen received two votes, Nelson and Azak 1 each. Per process, the lowest vote nominees are dropped for subsequent rounds if required. Trustee Morven-Hansen was declared elected as Chair.

Vice-Chair, only Trustee Azak was nominated and was acclaimed by affirmation .

5. **APPROVAL OF AGENDA FOR NOVEMBER 4, 2025:**

**R02-1662**

That the Board of Education approved the November 4, 2025 Agenda with the addition under 12. Trustee Reports: 12.5 BCSTA Board of Director Report on Advocacy Days.

Moved by: Trustee Azak

Seconded by: Trustee Nelson

Carried

6. **ADOPTION OF MINUTES OF PRIOR MEETING:**

4.1 Regular Meeting – October 7, 2025

**R02-1663**

**THAT** the Board of Education for Nisga'a School District adopt the Minutes of the October 7, 2025 Regular Meeting as circulated.

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

Moved by: Trustee Azak

Seconded by: Trustee Cox

Carried

7 **BUSINESS ARISING FROM THE MINUTES:**

IEC Committee at Regular Meeting

Clarification provided on the role of the Indigenous Education Council (IEC) in regular meetings; the council is independent but provides recommendations to the Board.

8. **PRESENTATION:**

8.1 Director PSO – Services Delivery Update – Vince White

Vince White, Director outlined how the program is supporting rural/remote districts, specifically School District 92, with specialist services, regular in-person and virtual engagement, and culturally responsive support. Board Members praised the wraparound support and whole-child approach.

9. **EDUCATION:**

9.1 Director of Instruction – Indigenous Education & Early Learning Report

- Integration of Nisga'a language and culture
- Monthly coaching and co-development lesson plans
- Cultural sharing days and IEC onboarding
- Culturally grounded classroom management

9.2 Superintendent Monthly Update

- Leadership renewal and strategic plan implementation

- Insights from an education law conference (trustee conduct, inclusive education, privacy, family law, accommodations)

10. **BUSINESS:**

10.1 Operations Implementation Plan 2025-26 -Goal 4

- Transparent budgeting and stakeholder engagement
- Financial variance analysis and proactive management
- Modernized financial systems will consider other software to support financial and human resources needs.

11. **POLICY DEVELOPMENT:**

No Policy Development.

12. **TRUSTEE REPORTS:**

12.1 Education Committee Update – Chair Winnie Morven-Hansen

- Student trip proposal to Japan for senior students approved in principle
- Reviewed Terms of Reference
- Focus on inclusive supports for education assistants
- Strategies for improving attending (currently an area of concern, especially in winter and among grade 12s)
- Review of numeracy and literacy frameworks

12.2 BCSTA – IEAC Knowledge Series

Trustee Winnie Morven-Hansen reported on her attendance at the Indigenous Education Advisory Committee Meeting held on October 22, 2025.

- Coverage of BCA Board of Directors updates
- New data tools for tracking student attendance
- Support for indigenous student leadership and mental health
- Concerns around absenteeism, and ongoing development of parent toolkits for attendance improvement
- Need to request for a parent tool kit, implementation guide and the attendance tool kit

12.3 Rural and Remote

Trustee Winnie Morven-Hansen report on the Rural and Remote Report from the October 15, 2025 meeting.

- Focussed on teacher recruitment/retention, mentorship, broadband issues, and support for diverse needs.

12.4 BCSTA – Provincial Council Update

Trustee Carl Azak presented a verbal update for the Provincial Council Meeting.

- Covered AGM time management, national initiatives (e.g., cell phone bans), and concerns about board dissolutions in Ontario

12.5 BCSTA – Board of Director Report – Advocacy Days

Trustee Nelson presented his Board of Director's Report on Advocacy Days.

- Advocacy meetings with Ministers on education policy and infrastructure

13. **CORRESPONDENCE:**

No correspondence.

14. **PUBLIC QUESTION PERIOD:**

No public in attendance.

15. **ADJOURNMENT:**

The meeting adjourned at 7:41 p.m.

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Certified correct,  
Winnie Morven-Hansen,  
Board Chair

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Certified correct,  
Ernie Gran,  
Secretary Treasurer



# NISGA'A SCHOOL DISTRICT NO. 92

## MEETING AGENDA ITEM 5.2

<b>Action:</b>	X	<b>Information:</b>	
<b>Meeting:</b>	Regular	<b>Meeting Date:</b>	January 6, 2026
<b>Topic:</b>	Minutes of the Special Regular Meeting of the Board – December 11, 2025		
<b>Background/Discussion:</b>			
Minutes as attached.			
<b>Recommended Action:</b>			
<b>THAT</b> the Board of Education for the Nisga'a School District adopt the Minutes of the Special December 11, 2025 Regular/Public Board Meeting as circulated.			
<b>AND THAT</b> 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 REGULAR BOARD MEETING  
SCHOOL BOARD OFFICE  
GITLAXT'AAMIKS, BC**

**DECEMBER 11, 2025 – 12:43 P.M.**

<b>In attendance:</b>	Winnie Morven-Hansen, Chair Carl Azak George Nelson Gary Cox	Gitlaxt'aamiks Trustee Gitwinksihlkw Trustee Gingolx Trustee Nass Camp Trustee
<b>Also in attendance:</b>	Robert Clifton Ernie Gran Sharlene Grandison	Superintendent of School Secretary-Treasurer Executive Assistant – Recorder
<b>Absent:</b>	Danica Moore	Laxgalts'ap Trustee

1. **PROTOCOL:**  
Nisga'a School District extends heartfelt condolences on the passing of a loved one in the house of Wilps Duuk.
2. **CALL TO ORDER:**  
  
Board Chair Nelson called the meeting to order at
3. **DECLARATION OF QUORUM:**  
  
Board Chair Nelson declared quorum.
4. **APPROVAL OF AGENDA:**  
  
**R02-1664**  
That the Board of Education adopt the December 11, 2025, Agenda as presented.  
  
Moved: Trustee  
Seconded: Trustee  

Carried
5. **ADOPTION OF MINUTES OF PRIOR MEETING:**  
No minutes for adoption.
6. **PRESENTATIONS:**  
No presentations.



7. **EDUCATION:**

8.1 No report.

8. **BUSINESS:**

9.1 Statement of Financial Information (SOFI)

2024/2025 Statement of Financial Information presented for approval by the Board of Education.

Under the Financial Information Act (FIA), School District No. 92 (Nisga'a) is required to prepare and publicly release a complete **Statement of Financial Information (SOFI)** each year. The SOFI package provides transparency and accountability in financial reporting and includes:

- The **audited financial statements** for the fiscal year ended June 30 2025, including the Statement of Financial Position. Statement of Operations, Statement of Changes in Net Debt and Cash Flows.
- The required **Management Report**, signed by the Superintendent and Secretary-Treasurer.
- The **submission Checklist** detailing compliance with all FIA disclosure requirements.
- The Schedule of Remuneration and Expenses, listing:
  - Trustees
  - Employees earning over \$75,000
  - Consolidated totals for employees under \$75,000
- The Schedule of Payments for Goods and Service over \$25,000.
- The Statement of Severance Agreements, confirmed as nil for 2024/25.
- The Schedule of Debt (nil).
- The Schedule of Guarantee & Indemnity Agreements (nil).

All of SOFI components have been assembled and reviewed, and the package is ready for Board approval and submission to the Ministry in accordance with the December 31 deadline.

**R02-1665**

That the Board approve the 2025/2025 Statement of Financial Information (SOFI) for School District No. 92 (Nisga'a). Specifically, that the Board authorize:

1. The Board Chair to sign the Approval of Statement of Financial Information, as required under the Financial Information Act.
2. The Secretary-Treasurer to submit the signed SOFI package to the BC Public School Employers' Association (BCPSEA) and the Ministry, as required.

**Motion:**

**WHEREAS** the Board of Education has a fiduciary responsibility to ensure public accountability and transparency, and to disclose the required financial information under the Financial Information Act;

**Be it resolved** that the Board of Education of School District No. 92 (Nisga'a) approve the 2024/2025 Statement of Financial Information (SOFI) and authorize:

- The Board Chair to sign the SOFI Approval Page:
- The Secretary-Treasurer to submit the SOFI package to BCPSEA and the Ministry; and
- The posting of the SOFI Report on the District's website.

Moved by: Trustee George Nelson

Seconded by: Trustee Gary Cox

Carried

**9.1 Board Office Christmas Closure**

The Secretary-Treasurer informed the Board that School District No. 92 (Nisga'a) Board Office will be closed from Wednesday, December 24, 2025 to Friday, January 2, 2026, inclusive.

This period includes statutory holidays of December 25, December 26, and January 1, when the office would be normally closed. The remaining days occur during the Christmas break when district activity is minimal and administrative demands are significantly reduced.

Therefore, closing the board office is the most efficient use of resources. Staff will use regular vacation, banked time, or other approved leave in accordance with their respective collective agreements or employment contracts. Essential services such as emergency facility support, payroll readiness, and IT monitoring will be maintained as required.

The Board Office will reopen with regular operations on Monday, January 5, 2026.

**9. BUSINESS:**

No business report.

**10. CORRESPONDENCE RECEIVED:**

No correspondence received.

**11. PUBLIC QUESTION PERIOD:**

No public questions.

12. **ADJOURNMENT:**

The meeting adjourned at 12:49 pm.

Moved by: Trustee Carl Azak

Seconded by: Trustee Gary Cox

Carried

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Certified correct  
Winnie Morven-Hansen  
Board Chair

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Certified correct  
Ernie Gran  
Secretary-Treasurer



# NISGA' A SCHOOL DISTRICT NO. 92

## MEETING AGENDA ITEM 6.1

<b>Action:</b>	X	<b>Information:</b>	
<b>Meeting:</b>	Regular	<b>Meeting Date:</b>	January 6, 2026
<b>Topic:</b>	Board Participation in CSBA Conference in Whistler		
<b>Background/Discussion:</b>			
Board Participation CSBA Conference in Whistler.			
<b>Recommended Action:</b>			
That the Board of Education of School District No. 92 authorize trustee attendance at the Canadian School Boards Association 2026 Trustee Gathering on Education, Innovation and Reconciliation in Whistler, BC from July 5 to 8, 2026. That registration, travel, accommodation, and per diem expenses be funded from the Trustee Professional Development and Governance budgets, in accordance with district travel and expense policies. That the Board Chair and Executive Assistant to the Superintendent coordinate registrations and travel arrangements, and that each attending trustees provide a written and verbal learning report at the first regular Board meeting following the event.			
Moved by: Seconded by:			
Presented by: Board Chair			



# NISGA' A SCHOOL DISTRICT NO. 92

## MEETING AGENDA ITEM 8.1

<b>Action:</b>	X	<b>Information:</b>	
<b>Meeting:</b>	Regular	<b>Meeting Date:</b>	January 6, 2026
<b>Topic:</b>	Director of Instruction – Learning & Innovation Update		
<b>Background/Discussion:</b>			
Director of Instruction – Learning & Innovation January 2026 Update attached.			
<b>Recommended Action:</b>			
That the Board of Education receive and file the Director of Instruction – Learning & Innovation January 2026 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. As Director of Instruction – Learning and Innovation, my role is to lead strategic initiatives that strengthen curriculum, instruction, and assessment while fostering innovation and collaboration across all schools. This work ensures that Nisga’a learners receive culturally grounded, future-ready education supported by strong systems and partnerships. Each action reflects our commitment to holistic success—mind, heart, body, and spirit—aligned with the district’s strategic priorities.

## **Teacher Evaluation Handbook – Updated for Clarity and Collaboration**

Strategic Priority: Thriving Staff and Collaborative Leadership

### Observations:

As a follow up to my report in Miso’o, the Teacher Evaluation Handbook has been revised to ensure plain language, clarity on process, and inclusion of updated documents that guide evaluations in the spirit of collaboration and lifelong learning. These changes reflect our commitment to supporting professional growth and align with the goals outlined in the Nisga’a School District Strategic Plan.

### Looking forward:

- Clear and Accessible: The handbook now provides straightforward guidance for teachers and administrators.
- Collaborative Process: Emphasis on growth-oriented evaluation that fosters trust and continuous improvement.
- Strategic Alignment: Updates ensure consistency with district priorities and Ministry expectations.
- Upcoming Cycle: The teacher evaluation process for this school year will begin in K’aliyee (January) with all teachers who are new to the district and a number of teachers who have been teaching for three or more years.



## **Literacy, Numeracy, and Online Learning – Strengthening Foundations**

Strategic Priority: Empowered and Inspired Learners

### Observations:

We have signed contracts with WCLN (course database), the Ministry of Education and Child Care, and Brightspace D2L to provide a robust online learning platform. This initiative supports students who cannot access school in person and gives teachers access to high-quality course content. At the same time, we are working with literacy and numeracy providers to secure programs that will strengthen foundational skills both at school and at home.

### Why this matters:

-  **Recruitment & Retention:** Online learning options will help attract and retain educators by reducing workload and ensuring continuity.
- Consistent Learning:** Students will have uninterrupted access to courses, even during educator turnover.
-  **Literacy & Numeracy Focus:** Evidence-based programs will support skill development and complement classroom instruction.
- Home-School Connection:** Families will have tools to reinforce learning beyond the classroom.
- Data-Informed Planning:** Outcomes from these programs will inform district-wide assessment and intervention strategies.



## 👁 Health Partnerships – Supporting Learners and Families

Strategic Priority: Strengthening Foundations

Observations:

From November 24–28, in collaboration with NVHA and BC Children’s Hospital, we welcomed an optometrist, a pediatrician, and a resident doctor to all five schools. These professionals provided eye checks and medical assessments that help us better understand each learner’s profile, increasing their chances of success.

Benefits for families and learners:

- Reduced Stress: Families accessed essential services without travel or cost.
- Direct Support: Glasses, eye checks, and medical checks were provided at no cost.
- Holistic Understanding: Health data informs educational planning and supports student well-being.
- Ongoing Collaboration: We have now planned regular meetings between Nisga’a School District and Nisga’a Valley Health to build a true wrap-around support network for learners and families.

Acknowledgements:

Thank you to our partners at NVHA and BCCH for their collaboration, and to all district staff who supported these initiatives. Together, we continue to innovate and work in the spirit of Sayt K’il’im Goot.

## Academic Assessments – Understanding Learner Profiles

Strategic Priority: Empowered and Inspired Learners

Observations:

Through partnerships with the Provincial School Outreach Program (PSO) and contracted School Psychologists, we have identified a number of learners who would benefit from comprehensive assessments to better understand their learning profiles.

Our commitment:

- Continued Assessments: In K’aliyee (January), we will continue assessments for targeted learners in Grades 3–12.
- ✅ Family Engagement: School staff meet with families before and after each assessment to ensure transparency, collaboration, and shared understanding. These conversations provide space for questions, clarify the process, and build trust so that families feel supported throughout.
- Actionable Insights: Parent/guardian consent is always required, results are shared with families and learners (when appropriate), and copies are placed in student files for educators to review and implement strategies suggested by specialists.



# NISGA' A SCHOOL DISTRICT NO. 92

## MEETING AGENDA ITEM 8.2

<b>Action:</b>	X	<b>Information:</b>	
<b>Meeting:</b>	Regular	<b>Meeting Date:</b>	January 6, 2026
<b>Topic:</b>	Superintendent Monthly Update		
<b>Background/Discussion:</b>			
Superintendent's Monthly Update - January 2026 attached.			
<b>Recommended Action:</b>			
That the Board of Education receive and file the Superintendent's Monthly Update for January 2026.			
Moved by:			
Seconded by:			
Presented by: Superintendent			



# Superintendent's Monthly Update

K'aliyee (January 2026)



## A Message from the Superintendent

**Happy New Year!** As we step into 2026, I am pleased to share this month's update, which reflects our ongoing commitment to the Nisga'a School District Strategic Plan and Operational Plan. Guided by our shared vision: **"To become a learning community where courage and collaboration empower everyone to thrive"**- we continue to advance student success, strengthen partnerships, and foster organizational excellence.

The start of a new year is a time for reflection and renewal. It invites us to celebrate the progress we have made together and to reaffirm our dedication to the work ahead. In 2025, we launched a bold Strategic Plan that is deeply rooted in Nisga'a values and responsive to the needs of our learners, families, and communities. This plan is not just a document; it is a living commitment to equity, inclusion, and innovation. Every decision we make, every program we design, and every relationship we nurture is guided by this shared purpose.

Our work remains grounded in the values of **connection, culture, curiosity, compassion, courage, and collaboration**. These principles are more than words; they are the heartbeat of our district. They remind us that learning is relational, that culture is foundational, and that curiosity drives growth. They call us to lead with compassion and courage, even when challenges arise, and to collaborate in ways that honor the strengths of every person in our learning community.

As we move forward, we will continue to focus on four strategic priorities: revitalizing Nisga'a language and culture, empowering learners through inclusive and engaging classrooms, supporting thriving staff and collaborative leadership, and strengthening the systems that sustain our work. Each of these priorities reflects our belief that **every learner is capable, valued, and deserving of success**; and that success is best achieved when we work together with unity of purpose.

I am deeply grateful for the dedication of our educators, support staff, leaders, trustees, and community partners. Your commitment ensures that our schools are places where students feel safe, inspired, and connected. Together, we are building a future where every learner grows in mind, heart, and spirit.

T'ooyak̓siy̓ ṇiin!,

A handwritten signature in black ink, appearing to read 'Robert Clifton', is positioned below the greeting.

Robert Clifton  
CEO & Superintendent of Schools

# Superintendent's Monthly Update

K'aliyee (January 2026)



## Strategic Plan Progress

Here are highlights of focused action and implementation for each of the board's strategic priorities:

### Goal 1: Language & Culture

- **Curriculum Mapping Underway:** Initiated collaborative work with educators and leadership teams to identify where Nisga'a language and culture are embedded across subjects. A district-wide survey and preliminary mapping report will guide deeper integration and highlight areas for growth.
- **Strengthening Language and Cultural Support:** Implementing targeted recruitment and mentorship to expand Nisga'a language educators and culturally grounded student success staff. New roles, including Language Education Assistants and In-Reach Workers, will enhance classroom support and foster culturally responsive learning environments.

### Goal 2: Empowered Learners

- **Enhanced Data-Informed Instruction:** Schools are implementing comprehensive assessment strategies, including School-Wide Writes, Fountas & Pinnell Reading Assessments, SNAP Math Assessments, and the Foundation Skills Assessment (FSA). These tools provide valuable data to track student progress, identify learning trends, and inform next steps in instruction to ensure every learner receives targeted support.
- **Inclusive Education Practices:** Educators are exploring innovative approaches to ensure all learners can actively participate in classroom activities and access the curriculum in personalized ways. This work emphasizes collaboration among classroom teachers, learning support teachers, school counsellors, Education Assistants, Nisga'a Language Teachers, and administrators. Together, these teams are designing flexible learning environments, differentiated instruction, and integrating assistive technologies to create equitable opportunities for success.

### Goal 3: Thriving Staff & Collaborative Leadership

- **Redesigning Professional Growth Plans:** A comprehensive revision of growth plans for district and school leaders is underway. This initiative is being led by Superintendent Clifton as part of their Compassionate Systems Master Practitioner project, ensuring alignment with compassionate systems-thinking principles.
- **Leadership Coaching & Reflective Practice:** Bi-weekly coaching and mentorship sessions for both Directors of Instruction are focused on building capacity in key growth areas and setting monthly goals. Leaders submit weekly reflections through Microsoft Teams "Updates," identifying priorities and tracking progress to strengthen accountability and collaboration.

# Superintendent's Monthly Update

K'aliyee (January 2026)



## Goal 4: Strengthening Foundations

- **Updating Operational Procedures:** The Superintendent, Secretary-Treasurer, and Directors have begun revising the Operational Procedures Handbook. A multi-year plan is being developed to review all procedures, update where necessary, and create new ones to ensure clarity and consistency.
- **Governance Policy Renewal:** The Business Committee will begin its work to update governance policies at the January 13 meeting, ensuring alignment with best practices and district priorities.
- **Establishing a Long-Term Framework:** Work is underway to create a structured timeline for policy and procedure reviews, embedding continuous improvement into district operations and strengthening organizational foundations.

## Leadership Implementation Meetings - Alignment and Action

Starting in January, district leadership will hold monthly implementation meetings to monitor and assess progress on the Operational Plan. These sessions are critical for tracking system improvements and reporting progress to the Board.

### Our January meeting priorities include:

- Budget planning for 2026–27
- Recalibration of district priorities and enhanced student supports
- Updating district policies and procedures

### Key Actions for Leadership:

- Engage all district leaders in strategic planning to align budgets, staffing, and resources for maximum impact.
- Embed data-informed decision-making into every component of the Operational Plan.

The **Operational Plan** ensures:

- **Strategic Resource Allocation:** Budgets and resources support equity, innovation, and sustainability.
- **Responsive Programs and Services:** Meeting learner needs with a focus on inclusive education and Nisga'a language and culture.
- **Evidence-Based Instructional Practices:** Strengthened through targeted professional learning.

# Superintendent's Monthly Update

K'aliyee (January 2026)



- **Streamlined Operational Procedures:** Improving efficiency and responsiveness across the district.

## Sharing School Learning Impact Through Stories - School Learning Improvement Plans

Starting this month and every public board meeting thereafter, schools will use a structured framework to present evidence of impact from their School Learning Improvement Plans (SLIPs). Each presentation begins by linking SLIP goals to district strategic priorities such as student success, language revitalization, and well-being. Schools will highlight key improvement goals, provide baseline context, and then share two to three compelling stories that illustrate changes in student learning and teacher practice. These narratives will be supported by visuals, quotes, and a brief data snapshot to demonstrate both quantitative and qualitative progress. Presentations conclude with reflections on lessons learned and next steps for continued improvement.

School principals are preparing learners and educators to share their stories of impact and growth, highlighting the incredible dedication and effort that school communities are making to ensure students are successful.

We thank Nisga'a Secondary School for volunteering to be the first school to present to the board at the January meeting.

## School and Community Engagement Update

The Nisga'a School District Board of Education is committed to strengthening relationships with schools and communities through meaningful engagement. Beginning in January, trustees will join district leadership in visiting each school to observe the implementation of School Learning Improvement Plans (SLIPs) in action. These visits provide an opportunity to see firsthand how strategic priorities; such as language revitalization, student success, and well-being are being translated into classroom practice.

In addition to school visits, the Board will host community engagement gatherings in each Nisga'a community. These sessions will serve as open forums where trustees share highlights of the Board's work, listen to community perspectives, and celebrate progress toward improved outcomes for Nisga'a learners. The gatherings will include:

- **Updates on Strategic Plan implementation**, including language and culture initiatives, student achievement trends, and staff wellness efforts.
- **Opportunities for dialogue**, allowing parents, Elders, and community members to provide feedback and ask questions about district priorities.

# Superintendent's Monthly Update

K'aliyee (January 2026)



- **Showcasing student learning**, with examples of classroom projects and stories that reflect growth and innovation.

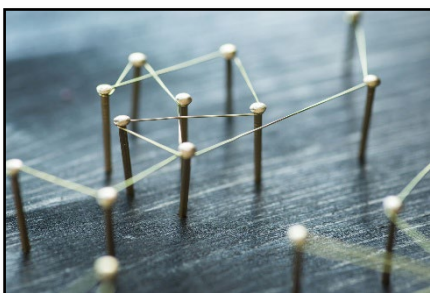
Dates and times for these gatherings will be posted on the district website and shared through social media channels once finalized. By engaging directly with schools and communities, the Board reinforces its commitment to transparency, collaboration, and culturally grounded education. These efforts reflect the guiding principle of **Sayt K'ilim Goot** ensuring that decisions are informed by collective wisdom and shared responsibility for student success.

## 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 Secretary-Treasurer for Superintendent and Board of Education review.
- **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 in September. To ensure communication is going out through several channels, we will be also posting this on our district Facebook page.



# NISGA'A SCHOOL DISTRICT NO. 92

## MEETING AGENDA ITEM 9.1

<b>Action:</b>		<b>Information:</b>	X
<b>Meeting:</b>	Regular	<b>Meeting Date:</b>	January 6, 2026
<b>Topic:</b>	OP335 – Health Emergency Response		
<b>Background/Discussion:</b>			
OP335 – Health Emergency Response attached.			
<b>Recommended Action:</b>			
<b>Moved by:</b> <b>Seconded by:</b>			
Presented by: Secretary-Treasurer			



## HEALTH EMERGENCY RESPONSE

### Background

In accordance with Ministerial Order M198/2025 issued under the School Act, all boards of education in British Columbia are required to establish and maintain a policy that ensures the availability of automated external defibrillators (AEDs) and naloxone in each school. This operational procedure outlines the Nisga'a School District's response to this requirement, ensuring readiness for unexpected health emergencies and alignment with Sayt K'il'im Goot principles of collective responsibility.

### Purpose

To ensure a timely and effective response to unexpected health emergencies before emergency responders arrive, by making life-saving tools (AEDs and naloxone) readily accessible, maintained, and used in ways that uphold safety, dignity, and community wellbeing consistent with Nisga'a cultural values.

### Definitions

- **Automated External Defibrillator (AED):** Portable electronic device that diagnoses and treats life-threatening cardiac arrhythmias through defibrillation.
- **Naloxone:** Medication that rapidly reverses opioid overdose by restoring respiration (intranasal or injectable).
- **Unexpected Health Emergency:** Sudden medical event requiring immediate intervention before EMS arrival.
- **Responder:** Staff member trained to provide emergency assistance.

### Roles and Responsibilities

- **District Office:** Ensure implementation, budget, acquisition, compliance, and review.
- **Operations/Facilities:** Maintain AEDs per manufacturer instructions; replenish naloxone kits.
- **District Health & Safety Committee:** Ensure WorkSafeBC compliance; review inspection logs annually; coordinate debriefs.
- **School Administrators:** Oversee the installation of equipment, ensure barrier-free access/signage; coordinate training and documentation.
- **OH&S Committees:** Conduct monthly inspections; verify training records.
- **All Staff:** Know the locations of emergency health equipment (AED and naloxone); follow training and site procedures.



## **Procedures**

### **1. AED and Naloxone Placement**

- 1.1 Kits must be placed in barrier-free, non-restricted areas with standardized signage and included on site maps/floor plans available to staff and in the main office.
- 1.2 Each school site shall maintain at least one AED and at least two naloxone kits in a publicly accessible and clearly marked location (e.g., near main office, gymnasium, or staff room).

### **2. Maintenance and Inspection**

- 2.1 AEDs and naloxone kits shall be inspected monthly by designated staff; expiry dates and battery levels monitored and recorded; logs retained for five years and reviewed annually.
- 2.2 Replacement supplies shall be ordered proactively to ensure uninterrupted availability.

### **3. Training and Awareness**

- 3.1 Training complies with WorkSafeBC requirements (AED model orientation; safe naloxone administration; needle-stick hazard protocols when injectable kits are stocked).
- 3.2 AEDs are first aid equipment under OHS Regulation 296/97, and voluntary responders are protected under the Good Samaritan Act.
- 3.3 All staff shall receive annual training on the use of AEDs and naloxone, including refresher modules.
- 3.4 Signage and informational posters shall be displayed near emergency health equipment.
- 3.5 Training shall be culturally responsive and incorporate Nisga'a values of respect, responsibility, and community care.

### **4. Emergency Response Protocol**

- 4.1 In the event of a suspected cardiac arrest or opioid overdose:
  - 4.1.1 Call 911 immediately.
  - 4.1.2 Deploy AED or administer naloxone as trained.
  - 4.1.3 Notify school administration and follow critical incident reporting procedures.

### **5. Integration with Emergency Plans and Drills**

- 5.1 Schools include AED/naloxone response procedures in Emergency Preparedness Plans, first-aid plans, and annual drills/orientation.

### **6. Privacy and FOIPPA**

- 6.1 Personal information is handled under FOIPPA and Nisga'a School District Privacy Policy; only necessary details are shared with those who need to know.
- 6.2 Dignity and privacy are respected at all times.

### **7. Documentation and Reporting**



7.1 All incidents involving AED or naloxone use shall be documented using the district's Critical Incident Report Form and submitted to the Secretary Treasurer within 24 hours.

7.2 Post-incident debriefs and access to EAP/critical incident supports will be coordinated by the principal.

## **8. Public Accessibility**

8.1 This procedure shall be posted on the district website and made available to families and community partners.

Reference: Ministerial Order M198/2025  
School Act Regulation 168/2  
Say't K'il'im Goot: One Heart, One Path, One Nation

Adopted: December 2025



## NISGA'S SCHOOL DISTRICT NO. 92

### MEETING AGENDA ITEM 9.2

<b>Action:</b>		<b>Information:</b>	X
<b>Meeting:</b>	Regular	<b>Meeting Date:</b>	January 6, 2026
<b>Topic:</b>	Transportation Report – January 2026		
<b>Background/Discussion:</b>			
Transportation Report for January 2026 attached.			
<b>Recommended Action:</b>			
For Information only.			
Presented by: Secretary-Treasurer			

## Transportation Report

As at January 6, 2025

### Personal:

- 5 drivers
- 4 with class 2, 1 with class one

### Assets:

Unit	Year	Make	Kilometers
A4920	2015	Freightliner	25344
16920	2017	Freightliner	76650
22920	2023	Freightliner	137606
26920	2026	Collins	14127
17920	2017	Chevrolet (18 pass)	61152

### Routes:

- Gingolx
- Laxgaltzap
- Gitwinksihlkw
- Intermittently
  - o After school activities
  - o Field Trips
  - o Weekend Trips (basketball)

### Budget:

	Budget	Allocated	Balance	%
Wages and Benefits	208,200	108,115	100,085	52%
Bus Maintenance	85,000	37,483	47,517	44%
Bus Fuel	32,500	16,397	16,103	50%
Insurance	25,000	23,786	1,214	95%

### Verbal:

#### Strategy for wages and benefits:

- Increase wages and benefits budget by \$60K, by reducing other line items during the annual budget amendment process.
- Weekday and weekend trips anticipated to decrease after mid-January when basketball season ends

After school activity:

- Homework club Tuesday and Wednesday
- Monday to Thursday basketball practice for four different teams
- Adding a mid-day bus Monday and Friday:
  - o Requested by NESS

Incident:

- Previously reported when occurred, involved a low-bed tractor trailer, passing closely to district parked bus on the west side of Black Point. As it passed the last part of the bus it rubbed the rear of the bus.

Other:

- DOO and Manager of Buses attended NLG annual pre-winter meeting November 20, 2025
- Attendance:
  - o NLG: Andy R, D.Cassidy, Kristopher Stewart, Aiden Clayton, Ben Munroe, K Mcdonald, Brittany Stephens, Allan Lambright
  - o Ministry of Highways (Terrace): Nathan Voogd, Lauren Bell, Brian Lomas
  - o Emilanderson: Tyler Noble, Vince Robinson,
  - o New Aiyansh Village Govt: earl Monroe, Susan Guno, James Wright
  - o SD 92: Paul M, Earl S

Items discussed ranged from updating contact lists, sharing of concerns about state of the highway 113, seeking update from Ministry of their plans for repairs of the section between Laxgalts'ap and Gingolx.

SD 92 supported the concern portion of the conversation due to the extra time of 10 minutes being added to the Gingolx route, causing the students to leave Gingolx at 7:05am instead of 7:25am. Then shared the concern for large semi's being on that section of the road between Lax'galtsap and Gingolx during the morning and afternoon bus runs. Primarily due to not enough pull large pull outs for the bus to be out of the way when a wide load is enroute to Gingolx. Especially with LNG potentially ramping up over the next few years.

Prepared by:

Paul Mercer, MBA  
Director of Operations SD 92



## NISGA' A SCHOOL DISTRICT NO. 92

### MEETING AGENDA ITEM 11.1

<b>Action:</b>		<b>Information:</b>	X
<b>Meeting:</b>	Regular	<b>Meeting Date:</b>	January 6, 2026
<b>Topic:</b>	BCSTA Trustee Academy Summary Report		
<b>Background/Discussion:</b>			
BCSTA Trustees Academy: Key Learning Highlights and Recommended Action attached.			
<b>Recommended Action:</b>			
Presented by: Board Chair			

# Board Chair Report

Submitted by Winnie Morven-Hansen

## BCSTA Trustee Academy: Key Learning Highlights and Recommended Actions

### Purpose

To present the major themes, learnings, and practical actions emerging from the BCSTA Trustee Academy keynotes and workshops, and to propose next steps that strengthen governance, ethics, community engagement, and evidence informed decision making in Nisga'a School District.

### Executive Summary

- Good governance is leadership, stewardship, and oversight with the clear purpose of improving student achievement.
- Trustee roles include visionary direction setting, advocacy for the whole community, strategic planning, and fiduciary duties such as care, compliance with law, loyalty, confidentiality, and appropriate conduct.
- Clarify confidentiality and in camera practice through policy. Define when information is reported to the public.
- Policy and regulation are distinct. Bylaws answer who and what. Policies answer where, when, and why. Staff practices answer how.
- Committees advise and the Board decides. Delegated authority flows from the School Act. Administrative and operational matters are led by staff.
- Minister's priorities emphasized literacy, child care on school grounds, safety and governance modernization, recruitment and retention, Indigenous education and reconciliation, and inclusion.
- Workshops focused on building effective motions, governing in the public interest, quality thinking and decision making, ethics, conflicts of interest, and difficult conversations.
- Engagement goals. Inform, Consult, Involve, Collaborate, Empower. Use the level that matches the problem and remain consistent and transparent.
- Governance tools hierarchy. Bylaws answer who and what. Policies answer where, when, and why. Staff practices answer the how.

- Quality thinking framework. Grow Communities. Use Guidance. Design Opportunities. Strengthen Competencies. Use an ecosystem metaphor and Thought Book for reflection.

## Highlights by Session

### Defining Good Governance

- Governance as leadership, stewardship, and oversight. Aim is student achievement.
- Values include trust, transparency, accountability, inclusiveness, effectiveness, efficiency, respect for roles, collegial teamwork with administration, open communication, and commitment to democratic decisions.
- Trustee roles: visionary direction setting, community advocacy, strategy development, fiduciary duties.
- Confidentiality and in camera practice need clear policy and reporting out expectations.
- Policy vs regulations. Bylaws are the skeleton. Policies are the flesh. Staff practices are the clothes.
- Committees advise. The Board makes decisions. Administrative and operational matters are carried out by staff.

### Minister of Education and Child Care: Priorities and Initiatives

- Literacy improvement with mandatory screening in kindergarten and expansion to grade three. Continued recovery from COVID impacts.
- Child care on school grounds with supports for sustainability and licensing consistency. Schools as community hubs.
- Safety and governance modernization with practical tools, updated policies, and supports. Many boards strengthened codes to align with provincial standards.
- Recruitment and retention using certification flexibility for rural, remote, and Indigenous teachers and practicums in home communities with conflict management.
- Indigenous education advances continue with local Indigenous Education Councils and mandatory credits. Addressing hate and ensuring inclusion in schools.

### Building a Good Motion

- Motions align with district goals and strategic plans and remain student centered.
- Consult senior staff for feasibility and resources. Structure includes a clear action and a well researched rationale.
- Check BCSTA motions database and prior Board actions. Clarify differences from earlier motions and ministry responses.

- AGM extraordinary motions require written notice at least seventy days before the AGM and two thirds to pass. Amendments to extraordinary motions also require two thirds.

### **Governing in the Public Interest: Working with People**

- Trustee conduct values include trustworthiness, transparency, engagement, active listening, responsibility, and accountability using a calling in approach.
- Engagement goals include Inform, Consult, Involve, Collaborate, Empower. Select the level that fits the problem. Maintain consistent language and transparent communication.
- Reach underrepresented groups and ensure that loud voices do not dominate. Use DEI resources and guides.

### **Governance: Quality Thinking and Decision Making**

- Pressures on school boards call for clarity on quality thinking. Use a Thought Book to support reflection and flexible thinking.
- Decision traps include false consensus effect, framing effect, and salience bias. Use compassionate reflection on how decisions are made.
- Ecosystem metaphor helps understand interdependencies. Framework includes Grow Communities, Use Guidance, Design Opportunities, Strengthen Competencies.

### **Putting the Trust in Trustees: Ethics and Conflicts of Interest**

- Ethical conduct keeps the organization on mission and protects psychological safety and public trust.
- Codes of conduct need clear complaint processes aligned with legislation and provincial standards.
- Conflicts of interest require nuanced judgment. Use a matrix approach that weighs benefit and connection. Disclose and recuse when appropriate.
- Difficult conversations require preparedness, self awareness, empathy, equal opportunity to speak, and separating people from the problem.



## Implications for Nisga'a School District

- Clarify roles and strengthen team governance. Trustees focus on strategic level. Staff lead at operational level.
- Confirm in camera and reporting out protocols through a confidentiality policy to improve transparency and public understanding.
- Align engagement practices to the five levels. Ensure intentional outreach to underrepresented voices and consistency in messaging.
- Prepare motions using a standard checklist. Require alignment to strategic goals, student impact, resource feasibility, and database scan for prior motions.
- Embed quality thinking routines. Learning sessions could be offered to trustees on how to overcome decision traps and framing.
- Review and update the Trustee Code of Conduct and complaint process to align with provincial standards.
- Integrate Ministry priorities into the Board's strategic oversight with early literacy screening, child care readiness, and inclusive education.

## Recommended Actions and Timeline

Timeframe	Actions
<b>Immediate to next two months</b>	Establish a governance calendar with AGM extraordinary motion notice and internal deadlines. Initiate confidentiality policy review and define reporting out categories. Adopt a Motion Development Checklist and require use for new motions.
<b>Three to six months</b>	Refresh the Trustee Code of Conduct and complaint process to align with provincial standards. Run a Governance and Decision Quality workshop with trustees and senior leaders. Approve an Engagement and Communications Protocol with outreach to underrepresented groups.
<b>Ongoing</b>	Monitor Ministry initiatives for early literacy and childcare on school grounds. Receive quarterly updates from staff. Use committee structures for in-depth analysis and advisory summaries while keeping decisions at the Board table.

## Board Chair Checklist

- ☐ Confirm governance calendar entries for AGM extraordinary motion notice and internal drafting milestones.

- ☐ Schedule policy review meeting for confidentiality and reporting out.
- ☐ Approve a standard Motion Development Checklist and require use for all new motions.
- ☐ Initiate Code of Conduct and complaint process refresh.
- ☐ Plan trustee learning on governing in the public interest, engagement levels, ADEI practice, and decision quality.
- ☐ Request quarterly updates on literacy screening implementation and child care feasibility on school grounds.