



**NISGA'A SCHOOL DISTRICT NO. 92
BOARD OF EDUCATION
REGULAR MEETING
ALVIN A. MCKAY ELEMENTARY SCHOOL
LAXGALTS'AP, BC**

WEDNESDAY, SEPTEMBER 10, 2025 – 5:30 pm

A G E N D A

1. PROTOCOL			
2. CALL TO ORDER			
3. DECLARATION OF QUORUM			
4. APPROVAL OF AGENDA FOR SEPTEMBER 10, 2025	Motion		
5. ADOPTION OF MINUTES OF PRIOR MEETING:			
5.1 Regular Meeting – June 3, 2025	Motion	Attachment	Page 1-6
6. NOMINATIONS:			
6.1 Chair/Vice Chair			
7. PRESENTATION:			
7.1 Principal - School Impact Plan:	Information	Handout	
7.1.1 NESS Secondary School	Information		
7.1.2 NESS Elementary School	Information		
7.1.3 Gitwinksihlkw Elementary School	Information		
7.1.4 Alvin A. McKay Elementary School	Information		
7.1.5 Nathan Barton Elementary School	Information		
8. EDUCATION:			
SUPERINTENDENT			
8.1 Strategic Plan	Motion	Attachment	Page 7-15
8.2 School Learning Impact Plans	Motion	Handout	
8.3 Superintendent's Monthly Update	Information	Attachment	Page 16-20
8.4 Staffing Overview – Organization Chart	Information	Attachment	Page 21-22
8.5 Board Meeting Calendar	Motion	Attachment	Page 23-33
8.6 Education Committee Update	Information	Verbal	
8.7 District Logo and District Branding	Information	Verbal	
DIRECTOR OF INSTRUCTION			
8.8 Indigenous Education & Early Learning Report	Information	Attachment	Page 34-39
9. BUSINESS:			
SECRETARY-TREASURER			
9.1 Operations Renovations and Upgrades Update	Information	Verbal	
10. POLICY DEVELOPMENT:			
10.1 Policy Review and Revision Process	Information	Verbal	
11. TRUSTEE REPORTS:			
11.1 Board Chair Report	Information	Verbal	
11.2 BCSTA IEC Report	Information	Verbal	
12. CORRESPONDENCE RECEIVED:			
12.1			
13. PUBLIC QUESTION PERIOD:			
14. ADJOURNMENT:			



NISGA'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 5.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	September 10, 2025
Topic:	Minutes of the Regular Meeting of the Board – June 3, 2025		
Background/Discussion:			
Minutes as attached.			
Recommended Action:			
THAT the Board of Education for the Nisga'a School District adopt the Minutes of the June 3, 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
JUNE 3, 2025 – 5:30 P.M.
NISGA’A ELEMENTARY SECONDARY SCHOOL**

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

1. PROTOCOL:

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

2. CALL TO ORDER:

Vice-Chair Morven-Hansen called the Meeting to order at 5:39 p.m.

3. DECLARATION OF QUORUM:

Vice-Chair Morven-Hansen declared quorum.

4. APPROVAL OF AGENDA:

R02-1640

That the Board of Education approve the May 6, 2025, Agenda with one addition under 11. Trustee Reports – Trustee Morven-Hansen.

Moved: Trustee Moore

Seconded: Trustee Azak

Carried

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

5.1 Regular Meeting of May 6, 2025

R02-1641

That the Minutes of Regular Meeting of the Board held on May 6, 2025 be approved.

Moved: Trustee Azak

Seconded: Trustee Moore

Carried

6. **BUSINESS ARISING FROM THE MINUTES:**

No business arising from the May 6, 2025, minutes.

7. **PRESENTATIONS:**

No presentations.

8. **EDUCATION:**

8.1 Director of Instruction Tanya Azak – Indigenous Education and Early Learning

- Recognition of June as National Indigenous Month and Pride Month.
- Celebration of the Indigenous Education team's work, including mentorship, co-planning, and cultural integration across all schools.
- Strong collaboration with community partners such as Nisga'a Valley Health Authority and Nisga'a Lisims Government.
- Progress in early learning despite staffing challenges in StrongStart programs.
- Ongoing development of the Indigenous Education Council (IEC), with increasing community participation.
- Monthly professional development for Nisga'a language teachers, including immersive language lessons and curriculum alignment.
- Successful hosting of the Compassionate Systems Foundations 2 workshop in Gitwinksihlkw, attended by youth, staff, elders, and knowledge keepers.
- Trustees expressed deep appreciation for the cultural richness and community engagement fostered through these initiatives.

8.2 Director of Instruction Bryce Recsky's Update – Learning and Innovation

- Reflection on two months in the role, emphasizing relationship building and cultural sensitivity.
- Teacher and administrator evaluations revealed high levels of professionalism, passion and commitment to student success.
- Training completed on critical incident response planning through Safe Schools, with plans to implement trauma-informed policies.

8.3 Superintendent's Update

- Strengthened partnerships with local governments and agencies to support holistic student well-being.
- Recognition of successful events such as science fairs, learning feasts, and cultural celebrations.
- Personal reflections on leadership, community engagement, and the importance of joy and compassion in education.
- emphasis on aligning school goals with district strategic plan to reduce redundancy and increase purpose.
- Introduction of EdPlan Insight to track student progress and inform decision-making.

9. **BUSINESS:**

9.1 2025/2026 Annual Budget

Secretary-Treasurer Mercer presented the 2025/2026 Annual Budget Bylaw totaling \$15,722,089.

Emphasized transparency and collaboration with village governments. Bylaw read three times as required by the School Act.

Annual Budget Bylaw

A Bylaw of the BOARD OF EDUCATION OF SCHOOL DISTRICT NO. 92 (NISGA'A)

(called the "Board") to adopt the Annual Budget of the Board for the fiscal year 2025/2026 pursuant to section 113 of the *School Act*, R.S.B.C., 1996, c 412 as amended from time to time (called the "Act").

1. The Board of Education has complied with the provisions of the Act, Ministerial Orders, and Ministry of Education and Child Care Policies respecting the Annual Budget adopted by this bylaw.
2. This bylaw may be cited as School District No. 92 (Nisga'a) Annual Budget Bylaw for fiscal year 2025/2026.
3. The attached Statement 2 showing the estimated revenue and expense for the 2025/2026 fiscal year and the total budget bylaw amount of \$15, 722,089 for the 2025/2026 fiscal year was prepared in accordance with the Act.
4. Statement 2, 4 and Schedules 2 to 4 are adopted as the Annual Budget of the Board for the fiscal year 2025/2026.

R02-1642

READ A FIRST TIME THE 3RD DAY OF JUNE, 2025;

Moved: Trustee Azak

Seconded: Trustee Moore

Carried

R02-1643

READ A SECOND TIME THE 3RD DAY OF JUNE, 2025;

Moved: Trustee Azak
Seconded: Trustee Moore

Carried

R02-1644

READ A THIRD TIME, PASSED AND ADOPTED THE 3RD DAY OF JUNE, 2025.

Moved: Trustee Azak
Seconded: Trustee Moore

Carried

10. POLICY DEVELOPMENT:

10.1 Policy 210: Field Trips

Superintendent Clifton presented Policy 210 – Field Trips for 2nd and 3rd readings.

- Policy supports experiential, culturally respectful, and safe learning opportunities.
- Public feedback – 20+ responses was reviewed, with most respondents being parents and community members.
- Clarification provided on the distinction between policy and procedure.
- Policy will link to the forthcoming student conduct policy.

R02-1645

That the Board of Education for Nisga'a School District No. 92 approve 2nd and 3rd reading for Policy – 210 – Field Trips.

Moved: Trustee Azak
Seconded: Trustee Moore

Carried

11. TRUSTEE REPORTS:

12. CORRESPONDENCE RECEIVED:

No correspondence received.

13. PUBLIC QUESTION PERIOD:

A member of the public raised questions regarding:

- Potential staffing reductions (CUPE and administrative).
- Budget allocations and their impact on student learning.
- Senior leadership staffing levels.

Response:

- Superintendent Clifton clarified that there are no anticipated cuts to NTU members.

- Operational questions were redirected to private meetings with the appropriate staff.
- Emphasis was placed on the unique context of the Nisga'a School District and the importance of investing in leadership to support student success.

14. **ADJOURNMENT:**

Trustees expressed:

- Gratitude for the Superintendent's leadership and vision.
- Appreciation for the cultural integration and community partnerships.
- Support for continued collaboration and transparency.

The meeting adjourned at 6:33 p.m.

Certified correct
Winnie Morven-Hansen
Vice-Chair

Certified correct
Paul Mercer
Secretary-Treasurer



NISGA'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 8.1

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	September 10, 2025
Topic:	Strategic Plan Approval		
Background/Discussion:			
Nisga’a School District Strategic Plan 2025-2030 attached.			
Recommended Action:			
THAT the Board of Education for the Nisga'a School District 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:			
Seconded by			
CARRIED/DEFEATED			
Presented by: Superintendent of Schools			



Rooted in Culture.
Grounded In Community.
Growing Every Learner.

Dim luu-ts'ipkw hli gawisit.

Nisga'a School District Strategic Plan

2025-2030



Strategic Plan Contents

Board Introduction	_____	01
Nisga'a Vision For Learning	_____	02
Executive Summary	_____	02
Vision & Mission	_____	03
Core Values	_____	04
Beliefs	_____	05
Strategic Priorities	_____	06





Board of Education – Introduction

The Nisga'a Board of Education is honoured to present this strategic plan. It reflects our shared commitment to educational excellence rooted in the language, culture, and values of the Nisga'a peoples. This plan affirms our belief that every learner deserves a high-quality education that honours identity and opens doors to opportunity, choice, and lifelong success. It is the result of deep listening, collaboration, and reflection with one another.

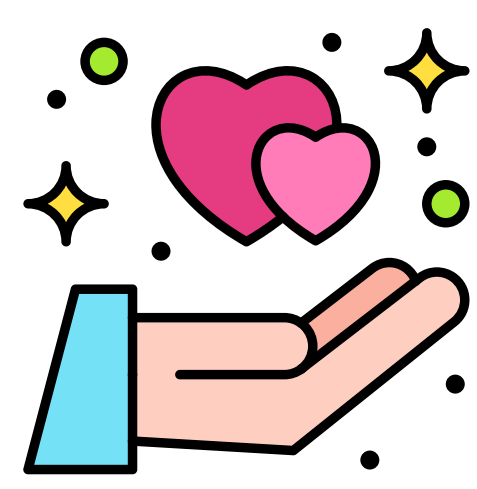
Grounded in the vision for education that was brought forward over fifty years ago, this plan looks ahead with purpose. It embraces innovation while remaining true to our roots. Through these strategic priorities, we commit to creating inclusive and culturally grounded learning environments where students and staff thrive. By empowering learners, supporting educators, and strengthening the systems that sustain our schools, we are building a resilient, responsive, and future-ready district that reflects the heart of who we are as Nisga'a.

Nisga'a Education

A Vision For Learning

Hlaxwhl hli ganwilaak'ilshl Nisga'a, gan wilhl daxgat wil dip hooxhl Sayt-K'ilim-Goot, Yuuhlimk'askw, Ayuukhl Nisga'a ganhl Hawahlkws; nihl haniihitkwhl Nisga'a tgun ahl ts'im ganwilaak'is, ganwilxo'oskw ganhl kwhlixoosa'anskw sit'aatkwsit wil sgathl hlgutk'ihlkw.

Motion to accept: Verna Williams (Ts'aagabin) Seconded by: Alice Azak (K'iigapks) Question: Herb Morven (K'eexkw)
Adopted at Fluent Speakers meeting – June 23, 2010



Nisga'a Education is a way to learn and live the principles of life which entails Sayt-K'ilim-Goot, Nisga'a Ayuuk 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 other peoples. Education is a way to learn and live Nisga'a Ayuuk. The Yuuhlimk'askw system guides how to live. Nisga'a Education begins at birth.

Executive Summary

Rooted In Culture. Grounded In Community. Growing Every Learner.

The Nisga'a School District's Strategic Plan is a forward-looking roadmap and collective commitment to nurturing the whole learner – mind, heart, body, and spirit; while building a resilient, inclusive, and innovative educational system. Developed through meaningful engagement this plan outlines four strategic priorities that will guide our work over the next five years.

These priorities include:

- (1) embedding Nisga'a language and culture throughout all learning environments;
- (2) empowering learners through culturally affirming, future-ready education so they have the essential skills to thrive in our communities and beyond;
- (3) fostering a thriving professional culture rooted in collaboration and growth; and
- (4) strengthening district systems to ensure sustainability, responsiveness, and continuous improvement.

Together, these goals position the district to honour Nisga'a cultural ways of knowing and being while preparing learners and staff for success in a rapidly changing world.

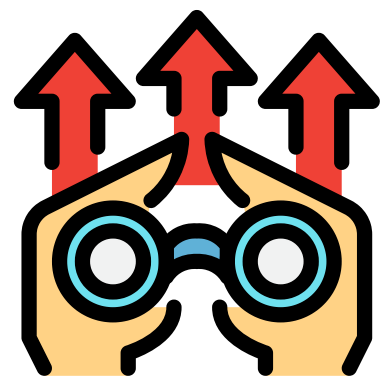




Vision & Mission

Every Action, Every Day
Builds a Stronger Future Together.

The Nisga'a School District's vision and mission serve as the compass for all operational planning and daily decision-making. Our vision sets a bold, aspirational direction for what we strive to become. Our mission grounds that aspiration in daily practice, ensuring that every action reflects our core values and community commitments. Together, they guide how we design learning experiences, build relationships, and lead with purpose. By aligning our strategic goals with this shared vision and mission, we create a coherent and values-driven path toward meaningful, sustainable impact for all learners and communities.



Vision

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

This vision unites the district around a shared aspiration for educational excellence rooted in cultural integrity and community engagement. It reflects the community's desire to honour Nisga'a identity while preparing students to thrive in broader, global contexts. The value of **collaboration** embodies *Sayt K'ilim Goot*—the principle of unity and collective purpose; underscoring the importance of inclusive, community-centred education. The emphasis on **courage** speaks to the district's commitment to innovation, bold leadership, and readiness to meet the challenges of a rapidly changing world. Together, these elements guide our transformation into a learning community where every individual is empowered to thrive.



Mission

We grow minds, hearts, and spirits through culture, compassion and connection.

This mission reflects the district's daily commitment to holistic, culturally grounded education that nurtures lifelong learning and well-being. It builds on the foundation laid in the previous strategic plan and aligns with global priorities by emphasizing the growth of minds, hearts, and spirits of all learners. Through **culture, compassion, and connection**, the mission guides how we fulfill our vision; ensuring that every learner is supported emotionally, culturally, and relationally. It also resonates with global Indigenous learning frameworks, which prioritize identity, community, and wellness as essential elements of student success. By living this mission each day, we create the conditions for meaningful learning and lasting impact.

Core Values

One Heart, Many Strengths, Learning Together.

Guided by Sayt K'ilim Goot, our values express who we are, how we learn, and how we walk together. They shape the heart of our district grounding every relationship, decision, and learning experience in cultural integrity, compassion, and collective purpose. These values are not just ideals; they are lived practices that connect generations, strengthen communities, and inspire lifelong growth.

- ★ **Connection**
We honour relationships—with self, others, land, language, and spirit.
- ★ **Culture**
We uplift Nisga'a ways of knowing, being, and doing.
- ★ **Curiosity**
We nurture wonder, exploration, and a love of lifelong learning.
- ★ **Compassion**
We care deeply for one another, acting with kindness, empathy, and respect.
- ★ **Courage**
We face challenges with strength, resilience, and pride in who we are.
- ★ **Collaboration**
We work together in unified in purpose. Sayt K'ilim Goot, for the greater good of all.

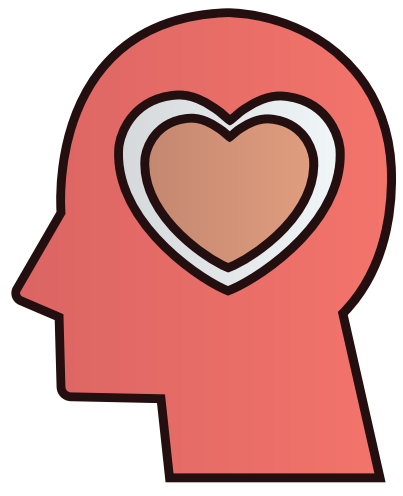


When core values are deeply embedded in daily practice, they become more than ideals—they shape the very fabric of how individuals and communities learn, lead, and live.

Values like connection, culture, curiosity, compassion, courage, and collaboration guide decisions, relationships, and learning environments, creating spaces where people feel seen, supported, and inspired. When these values inform our ways of knowing, being, and doing, they foster trust, belonging, and purpose; laying the foundation for transformative impact across generations.

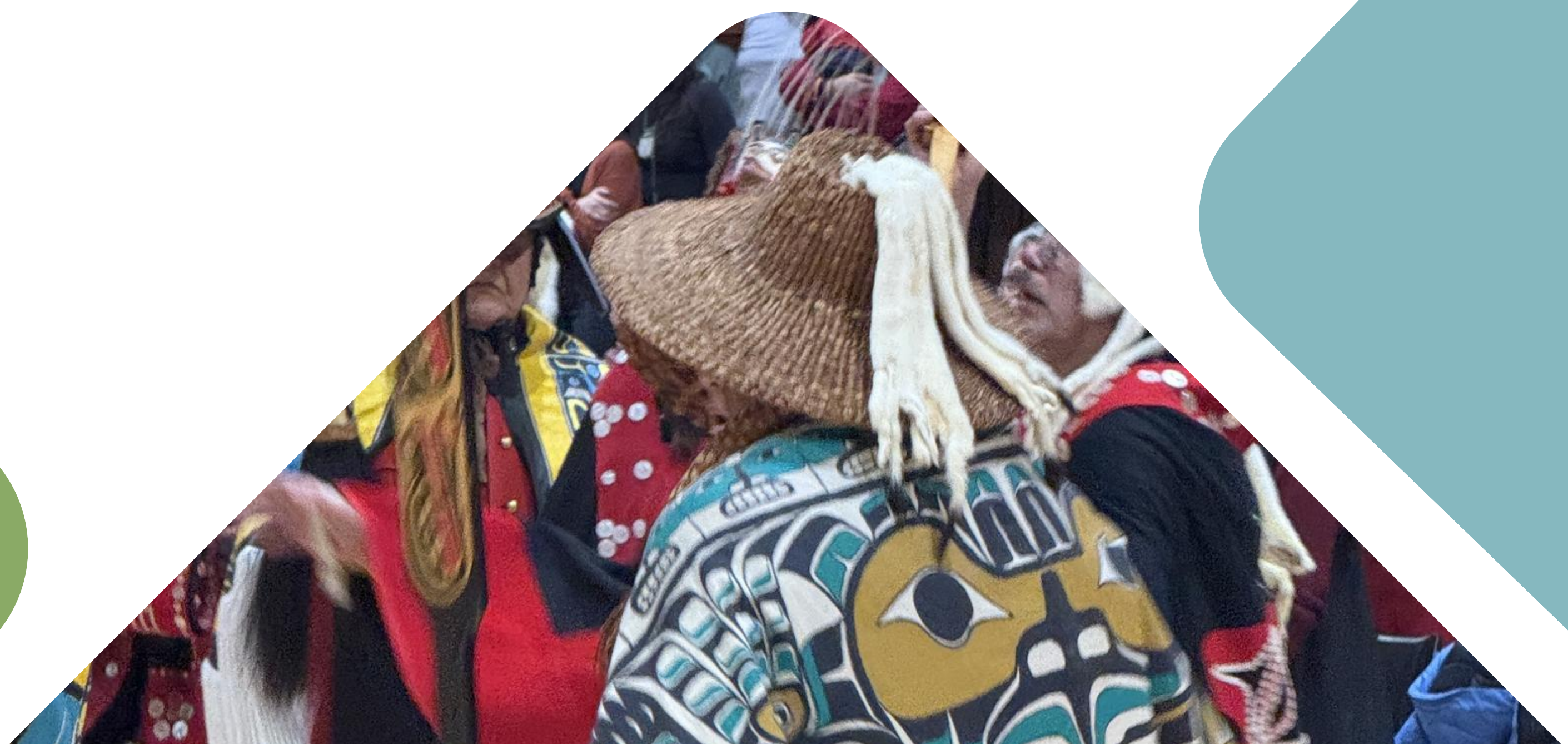
Beliefs

Empowering Learners, Honouring Identity, Sustaining Futures.



To realize the aspirations of our strategic plan, we must share a **common foundation of beliefs**. These beliefs guide our actions, shape our relationships, and unite us in purpose across the district.

- ★ **Every learner is capable, valued, and deserving of success.** We believe in the potential of every student and commit to nurturing their growth through inclusive, affirming, and high-quality learning experiences.
- ★ **Culture and identity are central to learning.** We honour Nisga'a language, knowledge systems, and ways of being as essential to student success and community strength.
- ★ **Learning is a shared journey.** Students, families, school & district staff, and community members all play vital roles in supporting learning and well-being.
- ★ **Relationships are foundational.** Trust, respect, and collaboration are the heart of strong schools and communities.
- ★ **Well-being and belonging are essential for achievement.** When learners and staff feel safe, seen, and supported, they thrive.
- ★ **Innovation and ancestral knowledge systems can walk together.** We embrace new ideas while staying rooted in the wisdom of our ancestors and the values of our communities.
- ★ **Leadership lives at all levels.** Everyone can lead and contribute to positive change.
- ★ **Sustainability is our shared responsibility.** We care for the land, resources, and systems that sustain ourselves and our learning, today and for future generations.



Strategic Priorities

Learning Together, Leading Together, Thriving Together.

Our strategic priorities guide the district's commitment to holistic, inclusive, and future-focused education. These priorities reflect our dedication to nurturing learners, empowering staff, and strengthening systems – all in service of creating vibrant learning environments where language, culture, well-being, and innovation thrive. Together, they form the foundation for sustained growth, community connection, and educational excellence across the Nisga'a School District.



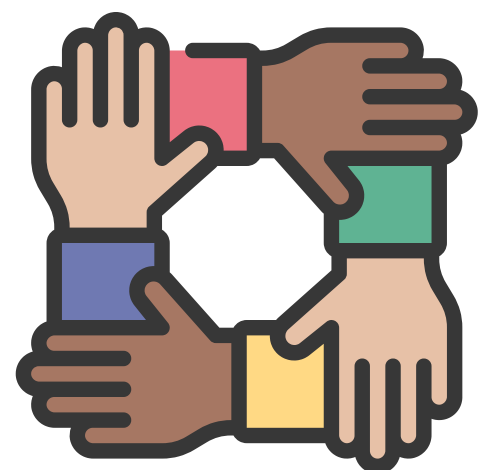
Language and Culture: The Mind, Heart, Body and Spirit of Learning

Establish learning environments across the district where Nisga'a language, culture, values, and knowledge systems are deeply embedded, guiding every educational experience and nurturing the whole learner – mind, heart, body, and spirit.



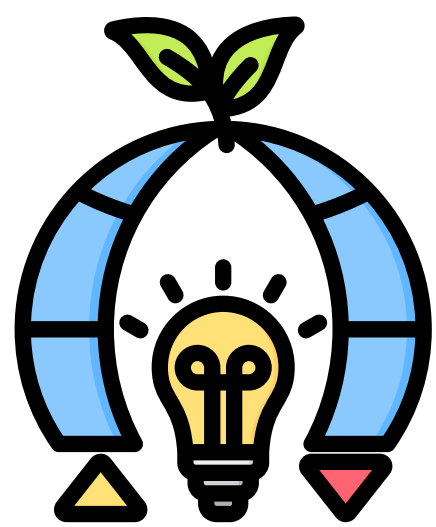
Empowered and Inspired Learners: Well-being, Belonging, and Futures

Champion holistic learner success by fostering well-being, cultural identity, and future-ready competencies, particularly literacy and numeracy to ensure that, every student is engaged in meaningful, inclusive, and empowering learning pathways.



Thriving Staff and Collaborative Leadership: Growth and Innovation

Cultivate a culturally grounded and collaborative professional culture where all staff are supported, inspired, and equipped to lead and innovate through continuous learning, shared leadership, and strong community partnerships.



Strengthening Foundations: Sustainability and Improvement

Advance resilient and future-focused district systems by enhancing operational effectiveness, sustainability, and innovation – ensuring responsive, accountable, and learner-centered practices across all levels.



NISGA'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 8.3

Action:		Information:	X
Meeting:	Regular	Meeting Date:	September 10, 2025
Topic:	Superintendent's Monthly Update to the Board		
Background/Discussion:			
Superintendent's Monthly Update – September 2025 is attached.			
Recommended Action:			
THAT the Board of Education receive and file the Superintendent's September 2025 Monthly Update.			
Presented by: Superintendent			

Superintendent's Monthly Update Genuugwiikw (September) 2025



A Message from the Superintendent

As we begin a new school year, I want to express my sincere appreciation to the Board of Education for your continued support and leadership. The summer has been a season of renewal, reflection, and preparation across the Nisga'a School District. Together with our Directors, school leaders, and community partners, we have laid the foundation for a year that will be guided by clarity, collaboration, and a deep commitment to student success.

This September marks the launch of our new Strategic Plan. It is a bold and community-rooted vision that reflects the voices of learners, families, and staff. Grounded in Nisga'a values and aligned with provincial and global priorities, the plan will guide our work to strengthen learning, deepen cultural connections, and build inclusive environments where every student can thrive.

In addition to this milestone, our leadership team has been preparing the Ministry's Enhancing Student Learning Report, reorganizing school and district leadership structures, and engaging in provincial dialogue through the BCSSA Summer Leadership Gathering. These efforts reflect our shared commitment to responsive planning, data-informed decision making, and system-wide coherence.

As we move forward, our focus will be on turning strategy into action. This means supporting schools with the tools, data, and professional learning they need to meet the diverse needs of students. It also means continuing to build strong relationships with families and communities, ensuring that our work is grounded in trust, transparency, and shared responsibility.

We are entering a year that calls for courage, creativity, and care. Our collective efforts will be shaped by a deep understanding of our learners and a shared belief in their potential. I am honoured to serve as Superintendent and CEO of the Nisga'a School District and look forward to continuing our work together in service of every child, every classroom, and every community across the Nass Valley.

T'ooyaksiy' niin!,

Robert Clifton
Superintendent of Schools



Superintendent's Monthly Update Genuugwiikw (September) 2025



Strategic Plan: A Five-Year Vision for Nisga'a School District

Over the summer, the Nisga'a School District completed a renewal of its Strategic Plan, reflecting our shared commitment to student success, cultural revitalization, and educational excellence.

Updated Vision & Mission:

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

Mission: "We grow minds, hearts, and spirits through culture, compassion and connection."

Strategic Priorities:

- Language and Culture: The Mind, Heart, Body and Spirit of Learning
- Empowered and Inspired Learners: Well-being, Belonging, and Futures
- Thriving Staff and Collaborative Leadership: Growth and Innovation
- Strengthening Foundations: Sustainability and Improvement

Implementation: Phased rollout begins this fall on the district's Orientation Day on September 12th at Alvin A. McKay Elementary School



Strategic Plan Title Page Graphic

Enhancing Student Learning – Ministry Submission due Oct 1, 2025

The District Leadership Team has been actively preparing the Enhancing Student Learning Report, a key accountability document for the Ministry of Education and Child Care. The Nisga'a School District continues to align its work with the provincial vision for student success, ensuring that every learner is supported to reach their full potential. This report demonstrates how we are supporting students and improving learning across our schools.

We believe that learning improvement is strengthened when we work together. This means building respectful relationships and partnerships. These relationships help us understand what students need and how we can support them. We are committed to fostering meaningful collaboration and engagement that strengthens relationships and supports student learning across the Nass Valley.

Our new strategic plan is aligned with the Ministry's Framework for Enhancing Student Learning. The report provides a lens, using data to show evidence of our progress, and by doing so in a transparent manner with the purpose of building community trust in our mission to ensure the Nisga'a School District is providing high-quality learning for each learner.

Superintendent's Monthly Update Genuugwiikw (September) 2025



Progress Highlights:

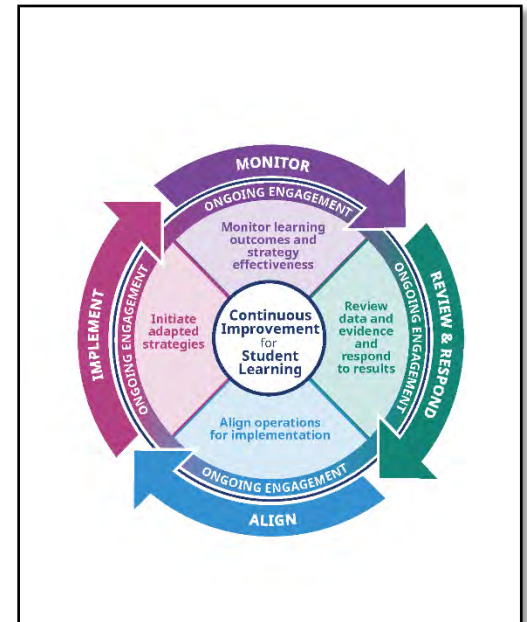
Data Analysis: Directors and I have been working collaboratively to analyze student achievement, attendance, graduation rates, and engagement data.

Interpretation & Planning:

Responding To Results: Focus on equity and Indigenous student outcomes.

Next Steps:

- Final synthesis and narrative development underway.
- Submission to the Ministry by October 1st.
- Final report submitted to the Board for approval.



School and District Leadership Reorganization

Over the past several months, the Directors of Instruction and I have worked together to realign leadership portfolios and structures to better support the Board's strategic priorities. This work led to a reorganization of school and district leadership roles, completed over the summer.

Key Changes:

- **Vice-Principal Role at Nathan Barton Elementary:**
 - The Vice-Principal is now based at NBES one day per week. On the remaining days, they serve as an itinerant, non-enrolling district resource teacher, providing direct support to Inclusive Education learners and educators across the district.
- **Inclusive Education Oversight:**
 - Bryce Recsky, Director of Instruction - Learning and Innovation, will now oversee Inclusive Education, ensuring stronger alignment with instructional practices and student support systems.
- **District Leadership Realignment:**
 - Three district administrator positions have been phased out. Their responsibilities have been redistributed among school-based administrators. This strategic shift builds leadership capacity at the school level while ensuring responsible use of financial resources.

Reporting structures have been clarified, and roles across district and school leadership have been refined to improve communication, accountability, and support.

This reorganization creates a more agile and responsive leadership model. It strengthens our ability to meet student needs, supports professional growth, and ensures that leadership is aligned with the district's long-term goals.

Superintendent’s Monthly Update Genuugwiikw (September) 2025



BCSSA Summer Leadership Gathering Highlights

Both Director Azak and Superintendent Clifton participated in the BC School Superintendents Association (BCSSA) Summer Leadership Gathering provided valuable insights and professional learning.

Key Takeaways:

Provincial Updates:

- Ministry reorganization to align teams and adjust portfolios to support the integration of Childcare and K-12.
- Jen McRae Associate Deputy Minister, Focus: Strategy, partnerships, relationship management, engagement. Oversees two divisions.
- Mary Shaw, Assistant Deputy Minister, Chief Strategy Officer





Leadership Development:

- Attended a session for Superintendent’s which covered: exploring strategies to manage governance and operations, maintaining effective teams and relationships, understanding the importance of policy development, strategies for managing conflict and difficult conversations.
- Engaging Diverse Voices In Education: Highlights were building agency and co-constructing vision, assessing impact, reflecting on change, including student voice, and inclusive ways of responding
- Reflections on Indigenous Education and the Truth and Reconciliation Commission’s Calls To Action. What has evolved in the 10 years since the publication of the four calls to action related to education was discussed by a panel of Indigenous leaders in education.

District Reflection:

Learnings from the gathering are being integrated into our leadership development and strategic implementation plans.

 	<h3>Upcoming Dates 2025-26</h3> <p>Sept 10 – In-Camera & Public Board Meeting - AAMES Sept 12 – NSD 92 – Orientation Day (Non-Instructional) Sept 17 – Business Advisory Committee (Tentative) Sept 17 – Education Advisory Committee (Tentative) Sept 30 – National Day for Truth and Reconciliation (Schools Closed) Oct 8 – In-Camera & Public Board Meeting - NBES Oct 13 – Thanksgiving – Holiday (Schools Closed) Oct 24 – Provincial Professional Development Day</p>
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NISGA' A SCHOOL DISTRICT NO. 92

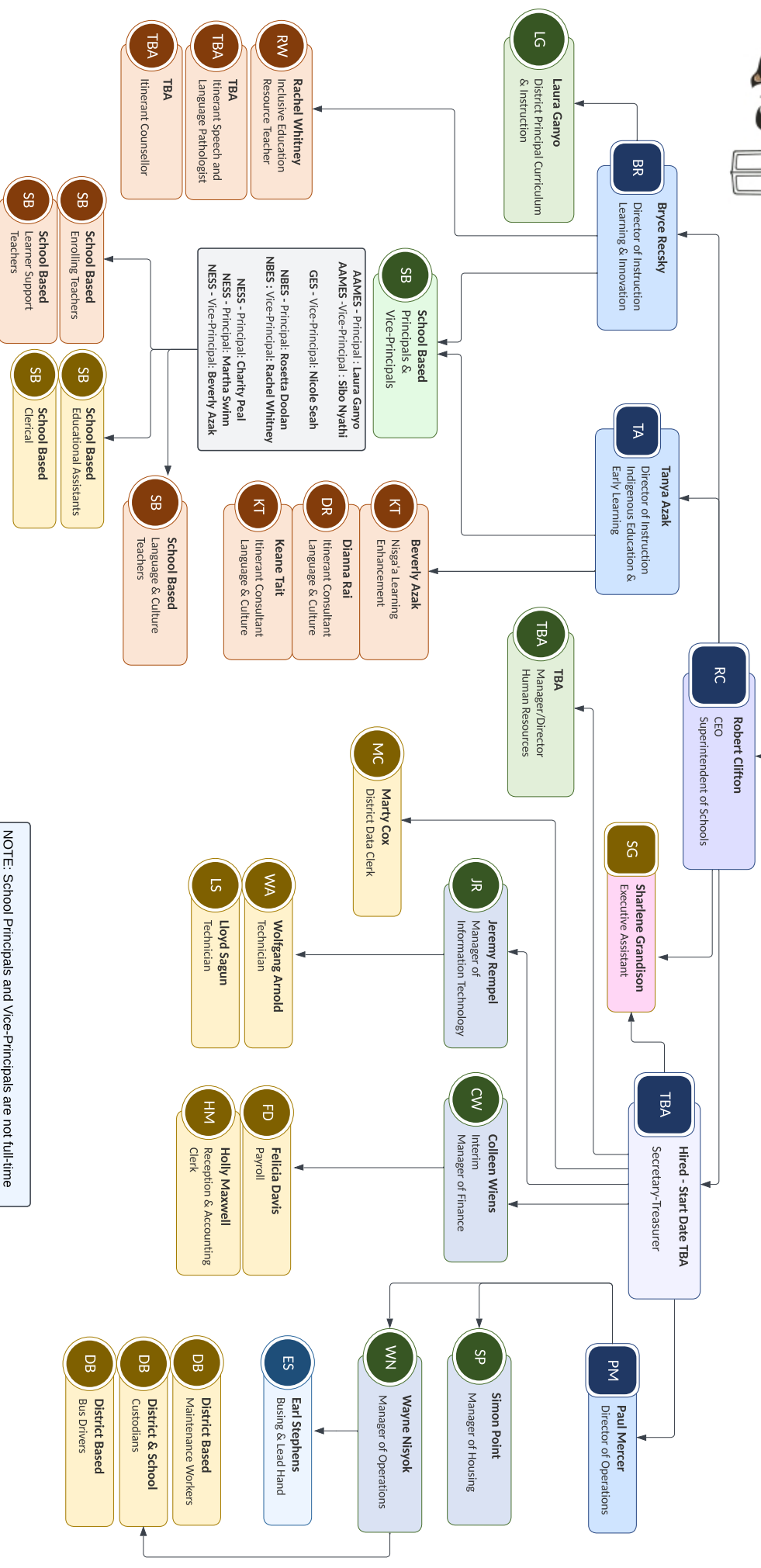
MEETING AGENDA ITEM 8.4

Action:		Information:	X
Meeting:	Regular	Meeting Date:	September 10, 2025
Topic:	Staffing Overview – Organizational Chart		
Background/Discussion:			
Staffing Overview – Organizational Chart attached.			
Recommended Action:			
Presented by: Superintendent			



92
Nisga'a School District
Board of Education

Nisga'a School District Organization 2025-26



NOTE: School Principals and Vice-Principals are not full-time school administrators. In addition to their role as a school administrator, they have additional teaching or district duties. These include Inclusive Learner Support, District Resource, HR Support, Nisga'a Learning Enhancement.

Updated - Aug 29, 2025



NISGA'A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 8.5

Action:	X	Information:	
Meeting:	Regular	Meeting Date:	September 10, 2025
Topic:	Board Meeting Calendar – 2025-2026		
Background/Discussion:			
Board Meeting Calendar for 2025-2026.			
Recommended Action:			
THAT the Board of Education for the Nisga'a School District approve the public board meeting schedule to convene eight regular meetings during the 2025–2026 school year, to be held in the months of:			
<ul style="list-style-type: none">• September 10, 2025 - AAMES• October 8, 2025 - NBES• November 12, 2025 - SBO• January 14, 2026 - Virtual• February 11, 2026 - Virtual• April 8, 2026 - NESS• May 13 2026 - GES• June 10, 2026 - SBO			
AND THAT the months of December and March be reserved for as-needed meetings , to be scheduled at the discretion of the Board Chair in consultation with the Superintendent of Schools.			
FURTHER THAT this schedule supports the Board’s transition to its new governance structure, including the establishment of the Education Committee and Business Committee , and provides the necessary time and flexibility for the Board to fully implement and refine its governance processes.			
Moved by: Seconded by:			
Presented by: Superintendent			

Sep-25						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	2	3	4	5	6	7
8	9	10 School Board Meeting- AAMES	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	Notes: In-Camera - 3:00 pm to 4:30 pm Regular - 5:30 pm to 7:00 pm				

Oct-25

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5
6	7	8 School Board Meeting - NBES	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

Notes:

In-Camera - 3:00 pm to 4:30 pm
Regular - 5:30 pm to 7:00 pm

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
					1	2
3	4	5	6	7	8	9
10	11	12 School Board Meeting - SBO	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

In-Camera - 3:00 pm to 4:30 pm
Regular - 5:30 pm to 7:00 pm

Dec-25						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
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	31				

[illegible]

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						1
2	3	4	5	6	7	8
9	10	11 School Board Meeting - Virtual	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	

Notes:
In-Camera - 3:00 pm to 4:30 pm
Regular - 5:30 pm to 7:00 pm

Mar-26

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
						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	31					

Apr-26

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
		1	2	3	4	5
6	7	8 School Board Meeting - NESS	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

Notes:

In-Camera - 3:00 pm to 4:30 pm
Regular - 5:30 pm to 7:00 pm

Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
				1	2	3
4	5	6	7	8	9	10
11	12	13 School Board Meeting - GES	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

Notes:
In-Camera - 3:00 pm to 4:30 pm
Regular - 5:30 pm to 7:00 pm

Jun-26						
Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
1	2	3	4	5	6	7
8	9	10 School Board Meeting - SBO	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	Notes: In-Camera - 3:00 pm to 4:30 pm Regular - 5:30 pm to 7:00 pm				



NISGA' A SCHOOL DISTRICT NO. 92

MEETING AGENDA ITEM 8.8

Action:		Information:	X
Meeting:	Regular	Meeting Date:	September 10, 2025
Topic:	Director of Instruction - Indigenous Education & Early Learning –		
Background/Discussion:			
Indigenous Education & Early Learning Report attached.			
Recommended Action:			
For information only.			
Presented by: Tanya Azak, Director of Instruction			

Message from the Director of Instruction – Indigenous Education & Early Learning

As we start this new school year, I'm excited to help nurture learning spaces where Nisga'a language, culture, and values are part of everything we do. I embrace the NSD strategic goals to nurture and empower learning that supports the mind, heart, body, and spirit of every student.

My goal is to support opportunities and spaces for students and staff to feel safe, proud of who they are, and ready for the future. For all learners, we envision that they will grow with pride in their language, culture, and identity. We acknowledge the importance to support our staff so they can learn, lead, and work together as a family. When we learn and grow as one, our schools and communities thrive.

Let's make this a great year! Full of learning, connection, and culture.

NSD Goal: Thriving Staff and Collaborative Leadership: Growth and Innovation

Nisga'a Language & Culture Family Introductions

I am happy to welcome back the Indigenous Education Family to a new school year:

Sayt Dakhl, Beverly Azak - District Vice-Principal of Indigenous Education plays a vital role in advancing Indigenous education initiatives, ensuring cultural responsiveness, and fostering inclusive learning environments.

Some key focus areas are:

- **Instructional Leadership:** Collaborate with teachers, Elders, and community leaders to support culturally responsive teaching.
- **Cultural Integration:** Embed Nisga'a language, culture, and land-based learning into school programs.
- **Mentorship:** Guide educators in Indigenous pedagogies through coaching and mentorship.
- **Student Success:** Enhance outcomes for Indigenous learners via inclusive programs and graduation support.
- **Professional Learning:** Lead staff training and share best practices in Indigenous education.
- **Strategic Initiatives:** Support district goals aligned with NSD and Nisga'a Nation goals, focusing on language and early learning.

wal'aks Keane M. T. Tait & Dianna Rai: Helping Teachers continues to promote inclusion of Nisga'a language and culture, while fostering inclusive and supportive learning environment for all students by

- **Language Support:** Assist with Nisga'a language initiatives across elementary schools, supporting curriculum development and teacher implementation.
- **Cultural Integration:** Promote land-based learning and cultural teachings in classrooms.
- **Instructional Coaching:** Provide mentorship and guidance to educators on Indigenous pedagogies and culturally responsive practices.
- **Virtual & In-Person Support:** Work itinerantly across schools and offer virtual assistance where needed.
- **Collaboration:** Work closely with the Director of Indigenous Education and Early Learning to align district goals with community values.

NSD Goal: Empowered and Inspired Learners: Well-being, Belonging, and Futures

Compassionate Systems

On August 24 – 26, 2025 the NESS family attended the Victoria Forum, it is designed to facilitate constructive dialogue, collaboration and forward thinking by focusing on results and fostering collaboration among different groups. (<https://victoriaforum.ca/victoria-forum-2025/program-2025/>)

NESS was a part of a panel: Plenary 10: No change with no change – why talk alone does so little

Time and again, sincere efforts at systems change fall short because of neglecting the “deeper work” – the quality of the relational space and commitment to our own personal development. This session explores the inner-outer work of leadership at all levels amidst today's extraordinary emotional and psychological stresses, political, social, ecological breakdowns, and technological disruptions – grounded in the experiences of the growing “compassionate systems” community in BC primary and secondary education.

Featuring:

Jennifer McCrea - Associate Deputy Minister, *BC Ministry of Education and Child Care*

Sylvia Russell - Managing Director, *BC Centre for Systems Awareness*

Keegan Kervel - Grade 11 student, *Nisga'a Elementary Secondary School*

Nishaya Mercer - Grade 11 student, *Nisga'a Elementary Secondary School*

Hada, Myrle Morven - Elder and Knowledge Keeper, *Nisga'a Elementary Secondary School*

Noxs Mooxs, Charity M Peal - Principal, *Nisga'a Elementary Secondary School*

Moderator:

Peter Senge - Senior Lecturer, *Sloan School of Management*, co-Founder *Systems Awareness Lab*, MIT

Nisga'a Language Learning Opportunities

TPRS Institute - On July 7th to 11th, 2025 four of our Language Learning family attended the TPRS (Total Physical Response Storytelling) Summer Institute, this is a summer Institute for Teachers of Indigenous Languages which focused on teaching language through Stories.

The 20th Annual Chief Atahm School Language Teaching Summer Institute is hosted by Dr. Kathryn Michel's and is designed to bring together new and experienced Indigenous language teachers and language advocates. This summer the institute offers a 5-day intensive TPR-Storytelling Course, where participants will learn to teach language using stories.

This intensive training program is to help Indigenous language teachers build successful language programs through utilizing action-based, innovative teaching strategies. In this course, master TPRS teachers from Chief Atahm language immersion school will provide step-by-step modelling and practice for participants to build confidence in using accelerated methods in teaching language. The core method taught will be the TPRS methodology for second language teaching, a method that has been successfully implemented in language classrooms worldwide. Using the FNLE resource (or the A.S.K.M.E) a story-based teaching method begins with awakening the senses through action-based teaching using gestures to quickly develop a core communicative vocabulary. The method then progresses to developing speaking through stories and circling questions for students to practice engaging in authentic dialogue and conversations. During this institute each participant will be provided with training through lectures, modeling, activities, and multimedia presentations to develop skills in planning and delivering a comprehensive TPRS program in their community.

WAVES 2025 - On August 11–14, 2025 four of our Language Learning family attended WAVES, a Global Indigenous Languages Summit held in Ottawa.

WAVES 2025 is a Global Indigenous Languages Summit aimed at promoting, celebrating and championing Indigenous languages, and supporting Indigenous Peoples in Canada and around the globe in reclaiming, revitalizing, maintaining, and strengthening their languages. This summit supports the objectives of the International Decade of Indigenous Languages.

WAVES 2025 included language experts, practitioners, advocates, and supporters from across Canada and around the globe. The summit seeks to inspire innovative thinking, foster meaningful dialogue, and drive actionable solutions for strengthening Indigenous languages.

Key Summit Highlights:

- Focus on promoting and championing all Indigenous languages in Canada

- Support for global Indigenous language revitalization efforts

NSD Goal: Language and Culture: The Mind, Heart, Body and Spirit of Learning

Draft Language and Culture Growth Plan 2025 – 2026 - Highlights

The draft NLC Growth Plan for 2025–2026 was created using ideas and feedback collected over the past year to help set this year’s goals. This plan outlines key areas we will focus on to support student success, staff growth, and strong school communities. (See highlights below)

Nisga’a Language and Culture Growth Plan (2025–2026)

Guided by Four NSD Strategic Priorities

1. Language and Culture: The Mind, Heart, Body, and Spirit of Learning

Objective:

Embed Nisga’a language, culture, values, and knowledge systems across all educational experiences to nurture holistic learners.

Key Actions:

- Integrate Ayuukhl Nisga’a (laws and protocols), seasonal cycles, and land-based learning.
- Co-develop curriculum with Nisga’a Elders, fluent speakers, and cultural experts.
- Create Nisga’a Language Learning Pathways for students, staff, and community.
- Celebrate cultural events and seasonal cycles through school-wide activities.

2. Empowered and Inspired Learners: Well-being, Belonging, and Futures

Objective:

Champion holistic learner success by fostering well-being, cultural identity, and future-ready competencies.

Key Actions:

- Integrate Nisga’a identity and history into literacy and numeracy instruction.
- Use tools like CHEQ, EDI, and Ready Set Learn to support early learning.
- Develop wellness programs rooted in Nisga’a teachings.
- Implement inclusive classroom practices and culturally relevant support services.

3. Thriving Staff and Collaborative Leadership: Growth and Innovation

Objective:

Cultivate a culturally grounded professional culture where staff are supported and equipped to lead through Indigenous perspectives.

Key Actions:

- Facilitate Nisga'a-focused professional development and mentorship.
- Promote decolonized pedagogy and equitable learning technologies.
- Co-lead initiatives with the Director of Instruction, Learning & Innovation.
- Collaborate with WWNI for teacher certification and training.

4. Strengthening Foundations: Sustainability and Improvement**Objective:**

Advance resilient district systems through sustainable practices and continuous improvement.

Key Actions:

- Align budgeting with Indigenous Education priorities.
- Coordinate with IEC and report on LEAs and strategic plans.
- Co-Create and use data analytics to monitor progress and inform decisions.

Gabiuhl Hiy'