

Living Sky School Division No. 202

BOARD PACKAGE


Information for the regular meeting of the Living Sky
School Division Board of Education on:
March 25, 2026



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Prepared For:
LSKYSD Board of
Education

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LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Regular Meeting

Date: March 25, 2026 – 4:00 pm

AGENDA

- A. Call to Order**
 - A.1 Land Acknowledgement & Values Page 2
 - A.2 Welcome and Introductions
 - A.3 Declaration of Conflict of Interest
- B. Approval of Agenda**
 - B.1 Agenda
- C. Approval of Previous Minutes**
 - C.1 Regular Board Meeting – February 25, 2026 Page 3
- D. Business Arising / Unfinished Business from Previous Meeting**
- E. Presentations & Delegations**
 - E.1 Service Recognition
- F. Business as Usual**
 - F.1 Transportation BAU Page 6
Karen Weber, Transportation Specialist
 - F.2 PR/Advancement BAU Page 8
Kelsie Valliere, PR/Advancement Specialist
- G. Action Items**
 - G.1 Accounts Page 10
- H. Administrative Reports**
 - H.1 Director’s Report Page 11
 - H.2 Superintendent of Business Report
- I. Information Items**
 - I.1 Continuous Agenda Page 28
 - I.2 February 27 Enrolments Page 31
 - I.3 SSBA Spring Assembly
- J. In-Camera**
- K. Items Arising from In-Camera**
 - J.1 Confidential HR Staffing Report
- L. Advocacy**
- M. Adjournment**





Land Acknowledgement

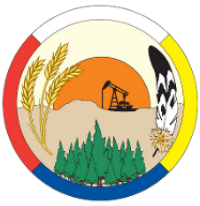
In the spirit of truth and reconciliation, we acknowledge, with gratitude and respect, that the land on which we gather is situated within Treaty Six and Treaty Four territories, traditional homelands of the Nehiyawak, Nakawe, Dene, Nakota, Dakota, Lakota and homeland of the Métis Nation. We recognize that we must learn about the rich history of this land to better understand our role as residents, neighbours, partners and stewards.

As a board and leadership team, we acknowledge the roles we play in making truth and reconciliation a priority and commit to deepening our understandings, so that we can support the journey toward building a more just and inclusive community, province and country. We are all treaty people.

Values

Genuine Relationships are...	Genuine Relationships are not...
<ul style="list-style-type: none"> • Engaging in healthy conflict over ideas and concepts that drive a discussion toward goals and growth, trusting that we are all committed to the vision and goals of the school division, knowing fully well that it does not impact our interpersonal relationships. • Acknowledging that we have heard and understood others’ points of view. • Being transparent in our communication, disclosing what we are at liberty to share. • Demonstrating optimism – noticing what is going well, rather than noticing only what needs to improve. • Working as a team, everyone striving to do their best. 	<ul style="list-style-type: none"> • Thinking that we don’t have to implement decisions that we did not fully support and undermining what the group is trying to accomplish. • Being aggressive to make a point without listening or honouring others’ concerns or views. • Telling everyone everything. There are legal and professional obligations NOT to share personal information of students and staff. • Avoiding important conversations, not addressing conflict with others or not acknowledging things that could improve. • Succumbing to group think.





**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF EDUCATION**

Living Sky School Division No. 202

On

Wednesday, February 25, 2026

Note: MC motion carried

Present		Trustees: <i>Pethick, Weber, Connor, Gartner, Kemery, Kobelsky, Leask, Linnell, Omelchenko, and Schneider.</i> Also in attendance were: Director of Education, <i>Brenda Vickers</i> and Superintendent of Business, <i>Lisa Palmarin.</i>		
A	Call to Order	Chairman <i>Pethick</i> called the meeting to order at 4:00 p.m.		
	Declaration of Conflict of Interest			
B	Agenda	MC	Trustee <i>Connor</i> moved the agenda to be approved as presented.	102-02/25/2026
C	Minutes	MC	Trustee <i>Gartner</i> moved the Board of Education to approve the Regular Meeting Minutes of January 28, 2026.	103-02/25/2026
D	Business Arising/Unfinished Business from Previous Meeting	Nothing to report.		
E	Presentations & Delegations	Nothing to report.		
F	Business As Usual	MC	Trustee <i>Kemery</i> moved the Board to receive and file the IT business as usual report.	104-02/25/2026
G	Action Items	G.1	Accounts	
		MC	Trustee <i>Kobelsky</i> moved the Board to approve the payment of accounts as presented.	105-02/25/2026
		G.2	School Year Calendars	
		MC	Trustee <i>Weber</i> moved the Board to approve the 2026-2027 LSKYSD School Year Calendars as presented, pending any minor changes from the Ministry of Education.	106-02/25/2026
		G.3	Board Policies	
			Tabled for a later date.	
H	Administrative Reports	MC	Trustee <i>Leask</i> moved the Board to receive and file the administration reports as presented by <i>Brenda Vickers</i> , Director and <i>Lisa Palmarin</i> , Superintendent of Business.	107-02/25/2026

I	Board Reports	MC	Trustee <i>Linnell</i> moved the Board to receive and file the following board reports: <ul style="list-style-type: none"> - January Board Chair Commitments, - Board Chair Council Report, and the - Public Section Report. 	108-02/25/2026
		MC	Trustee <i>Omelchenko</i> moved the Board to: <ul style="list-style-type: none"> - Reschedule the March 31 after budget work session to March 26, 2026 at 4:00 pm, and - Direct the director to schedule a joint board meeting with Light of Christ, tentatively for the April 29, 2026 meeting. 	109-02/25/2026
J	Information Items	MC	Trustee <i>Pethick</i> moved the Board to receive and file the following information items as presented: <ul style="list-style-type: none"> - Continuous Agenda, and - January 30 enrolments. 	110-02/25/2026
K	In-Camera	MC	Trustee <i>Weber</i> moved the Board to the in-camera session.	111-02/25/2026
		MC	Trustee <i>Connor</i> moved the Board to rise and report from the on-camera session.	112-02/25/2026
L	Items Arising from In-Camera	K.1 Confidential HR Staffing Report		
		MC	Trustee <i>Gartner</i> moved the Board to receive and file the Human Resources Confidential Staffing Report as presented.	113-02/25/2026
		G.4 Education Services Agreement MGBHLM		
		MC	Trustee <i>Kemery</i> moved the Board to approve the new education agreement with MGBHLM First Nation.	114-02/25/2026
		G.5 Rural Transportation Services – Contract Approval		
			Trustee <i>Weber</i> declared a conflict of interest with this motion and abstained from voting.	
	MC	Trustee <i>Kobelsky</i> moved the Board to approve the following contracts with Southland Transportation: <ul style="list-style-type: none"> - Contract for the purchase of the Division’s bus fleet and associated inventory; - Contract for the lease of the Division’s current bus garage; and - Contract for the assumption of rural student transportation services, including extra-curricular transportation. <p>And further, that the Board authorize the Board Chair and Superintendent of Business to execute all required agreements on behalf of the Division.</p>	115-02/25/2026	

M	Advocacy	<ul style="list-style-type: none"> - The board’s recent activities reflect strong engagement across schools and communities. Trustees noted how much they enjoyed both delivering and participating in the Staff Appreciation lunches. Norman Carter School shared their excitement about receiving the division’s WOW grant, and trustees expressed appreciation for the opportunity to support school initiatives. - Participating in the Safer Schools Together Day at NBCHS left a strong impression with a trustee commending the event and school efforts. Many schools are currently very active with sports programs. - The board acknowledged the new administrator in Luseland. - A trustee also attended the first Pipe Ceremony in Hafford, extending thanks to Doug and the administrative team for organizing such a meaningful event. The next Pipe Ceremony is scheduled for March 6th in Medstead at 10:00 am. - Trustees are looking forward to the completion of the Medstead School renovations and expressed an interest in seeing the finished work. 		
N	Adjournment	MC	Trustee <i>Leask</i> moved the Board to adjourn the regular meeting of February 25, 2026 at 6:36 p.m.	116-02/25/2026

Ronna Pethick
CHAIRMAN OF THE BOARD

Lisa Palmarin
SUPERINTENDENT OF BUSINESS



LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Regular Meeting

BAU Number: F.1

Date: March 25, 2026

BAU

TO: Board of Trustees

FROM: Karen Weber, Transportation Specialist

SUBJECT: Transportation Report

INTENT: Information

Background:

As per *The Education Act, 1995*, it is the duty of the Board, subject to the Regulations, to furnish transportation services to students to and from school that may be considered by the Board to be necessary to insure access of students to, and regular attendance in, the schools of the school division. The Board accepts this duty and affirms that the safe transportation of students and other passengers is of the highest priority.

Current Status:

Transportation Statistics – March 2026

- Total daily route kilometer's: Approximately 22,747 km per day
- Student ridership (as of March 2026): 2,862 students transported
- Routes serving multiple schools: 53 routes, including Wilkie, Unity, and Spiritwood

Weather-Related Service Impacts

- January 23, 2026:
Complete cancellation of all rural and urban routes, including contractor buses, due to extreme cold. Temperatures ranged from -46°C to -48°C .
- January 22, 2026:
Bus cancellations in the Battlefords (excluding urban routes), Cut Knife, Kerrobert, Luseland, Macklin, Cando, and Maymont.
- December 12, 2025:
Bus cancellations in the Battlefords (excluding urban routes), Cut Knife, Leoville, Maymont, Medstead, and Spiritwood.





- December 17, 2025:
A blizzard beginning around midday resulted in afternoon route cancellations in Cut Knife, Kerrobert, Luseland, Macklin, Unity, Wilkie, and Maymont.

Fleet Update

The four new buses approved by the Board last fall are expected to arrive in April, pending final delivery timelines from the factory.





LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Regular Meeting

BAU Number: F.2

Date: March 25, 2026

BAU

TO: Board of Trustees

FROM: Kelsie Valliere, PR & Advancement Specialist

SUBJECT: PR & Advancement Report

INTENT: Information

Projects

- Staff Appreciation Week - Thank you to all board members who submitted responses to help create the social media posts for staff appreciation week. We received very positive responses on the content, and I was happy with how it came together.
- Accessibility Plan – learning about current web and print standards for accessibility and doing initial assessments of current state to see where development and training are needed to reach industry standards
- Website
 - Worked with Christeena to update board section. We added 'Board of Education' to the main navigation and reformatted pages to make information more user friendly. Also updated with new photos
 - Sent out website audits to all schools in Jan/Feb to ensure school sites are meeting minimum standards as outlined in our Website Administration Protocol. This helps make sure we are making a good digital impression on virtual visitors finding our sites (school website are still a top search result for many queries online)
 - Currently researching information for development of a Parent Resources section. First sections would include information regarding Edsby and then what they can expect from schools/division in terms of crisis communication
- Division Storytelling
 - Have been trying to work more closely with division staff and schools to collect stories/attend events happening around the division. Some of the stories/events recently have included:
 - St. Vital Michif Winter Festival
 - Blue Monday Video with Norman Carter Grade 1's
 - Headstrong Youth Summit (Mental Health Capacity Building Team)
 - Step Up \$10,000 Grant



- McKitrick Teacher, Tori Steinacher received a Cooperating Teacher Award from the U of R Faculty of education for her leadership/mentorship of interning teachers
- Special Opportunity – Early February I was asked to guest present at Rossville School in Coleville, SK as part of their PowerPlay program. PowerPlay uses entrepreneurial thinking, aligned with Saskatchewan curriculum, that sees students create their own businesses while learning about math, community engagement, art, market research, etc.). I presented a full day workshop on brand building and walked students through brand development, logo design, colour theory, business card design, high level marketing concepts and finished the day with storyboarding and filming commercials. This was a great opportunity to share and engage with students. Very appreciative to Rossville School/SunWest School Division for the invite.



- Project communication support continues for:
 - Transportation Services Transition
 - Atrieve Implementation
 - Administrative Procedures Update
 - MySky Development
 - OH&S Central Services Emergency Handbook
 - Recruitment





LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Action Item

Action Number: G.1

Date: March 25, 2026

ACTION

TO: Board of Trustees

FROM: Lisa Palmarin, Superintendent of Business

SUBJECT: Payment of Accounts

BACKGROUND:

Accounts as listed in the March 25 Board Package:

Date	Item	Total
Feb 2, 2026	BMO	103,989.85
Feb 25, 2026	Net Total	1,363,835.67
Mar 10, 2026	Net Total	1,716,769.50
		\$3,184,595.02

RECOMMENDATION:

That the Board of Education approve the payment of accounts as presented.





LIVING SKY SCHOOL DIVISION NO. 202

Board of Education Regular Meeting

Date: March 25, 2026

ADMIN

TO: Board of Trustees

FROM: Brenda Vickers, Director of Education

SUBJECT: Director's Report

INTENT: Information

1. **Mental Health Capacity Building**

The Mental Health Capacity Building team hosted a practical evening of learning on Wednesday, March 18 from 6:30-8:00 pm. Guests could attend either in-person or online. Safer Schools Together, an organization that specializes in school safety, violence prevention, and threat assessment, helped families understand the important role they play in providing support and guidance as their middle/high school children enter the peak of their digital media lives.

2. **Saskatchewan Student Assessment (SSA)**

The purpose of the SSA is to assess Saskatchewan students' knowledge, skills and academic progress in a fair and objective manner. Listed below are some key points about the SSA:

- The assessment is based on Saskatchewan curriculum. It does not replace teacher-prepared classroom assessments.
- All students attending provincially funded schools in the grade and subject being assessed are expected to participate.
- To foster inclusion of all students, students will receive the same supports (e.g., readers, scribe and extra time) during the assessment that they are accustomed to receiving in the classroom.
- School divisions will offer home-based students registered with the system the opportunity to participate in the assessment.
- Student performance will be communicated to students, parents/guardians and teachers.
- This school year, all students in grades 5 (math), 7 (ELA) and 9 (math) will participate in a census field test. The field test plays a crucial role in gathering information and feedback from students, teachers and administrators. Its purpose is to evaluate the effectiveness of the assessments prior to full implementation.
- Christine is our lead in this area and will be available for questions.

3. **Administrators' Council – Business**

As you are aware, we provide our school-based leaders with two styles of meetings: one focused on leadership, and the other focused on business. On March 19, our service leads hosted a session focused on business functions. The theme for the day was *Leadership Farmer's Market: Growing Good Business*.

The agenda follows:

9:30 – Opening the Market Gates

- *A warm welcome to kick off our Leadership Farmers' Market*

9:40-10:40 – Tending the Safety Fields (Fire Safety in Schools)

Facilitators: Doug and Taylor Risk Solutions

- *Just like a thriving market depends on safe, well-managed grounds, schools rely on strong safety practices. Doug will walk administrators through fire safety codes and how to incorporate practical, flexible solutions.*

10:40-10:55 – Market Break

- *Enjoy a quick break to refresh and connect.*

10:55-12:15 – Cultivating the Books: Harvesting Financial Clarity (Atrieve Training and Budget Information)

Facilitators: Lisa and Kristy

- *Every thriving farm needs smart planning and resource stewardship. In this session, we dig into financial workflows, Atrieve tools and budget insights.*

12:15-12:30 – Information Sharing

Christeena – Cultivating Innovation Funds: Sharing Growth

Doug – Privacy and Records: Preserving the Crop for 2026-27

Kelsie – Crisis Comms and Canva Brand Kits: Fresh Tools for Clear Messaging

12:30-1:00 – Lunch

- *Enjoy the mid-day market meal!*

2:30-3:30 – Tending the Team: Agreements, Reviews and Atrieve Updates

Facilitators: Rae and Aaron

- *Strong teams don't grow by accident. This session covers updates on agreements, performance review processes, and Atrieve HR tools that help administrators cultivate positive and productive staff environments.*

Breakout Sessions – 1:00-1:40 and 1:45-2:25

Planting the Dreams

Facilitator: Ryan

- *Let's talk 'bout a long-term display solution, electronic forms, and (ptooey) gettin' y'all input on some replacement plan dreams.*

Freshly Squeezed Social Media

Facilitator: Kelsie

- *Get the juicy details about the newly updated social media procedure SparkNotes style! Attendees will also receive a FREE template for creating fresh (and strategic) social media content plans to make sure schools are squeezing the most out of their social media communication efforts and using the platforms in the right way.*

Playground Patch: Keeping the Kids' Fields Safe

Facilitators: Wilma, Vince and Doug

- *A focused look at playground safety standards and the Government of Saskatchewan's \$50,000 Parks Grant – information to help every school maintain safe, thriving play spaces.*



Harvesting Wisdom: Partnerships Rooted in Culture

Facilitators: Crystal and Doug

- *Explore upcoming opportunities, ask questions about protocols, honouraria, and ceremonies, and learn how to nurture respectful, meaningful relationships with Elders and Knowledge Keepers.*

4. LEADS Executive Director

Duane Hauk will be the next executive director of LEADS, taking over from Ben Grebinski. Duane was formerly the director of education for Northwest School Division.





School/Staff Visits and Meetings July 1, 2025 – June 30, 2026		
School	Date	Purpose
Battleford Central School	December 2025 March 3, 2026	Meeting with Admn School Visit
Bready Elementary School		
Cando Community School		
Connaught Elementary School		
Cut Knife Community School		
Hafford Central School		
Hartley Clark Elementary School	October 2, 2025	School Visit
Heritage Christian School		
Hillsvale Colony School	December 19, 2025	Visit/Concert
Kerrobert Composite School	November 14, 2025 January 21, 2026 February 11, 2026	School Visit PD with staff PD with staff
Lakeview Colony School	December 19, 2025	Visit/Concert
Lawrence Elementary School	January 12, 2026 January 26, 2026	Reading Reading
Leoville Central School	December 1, 2025	School Visit
Luseland District School		
Macklin School	September 18, 2025 October 10, 2025 January 9, 2026	Check-in Meeting with Admn Staff Visit and Lunch
Maymont Central School		
McKittrick Community School	December 4, 2025	
McLurg High School		
Meadow Lake Christian Academy	December 5, 2026	School Visit
Medstead Central School	September 12, 2025 March 6, 2026	Check-in on renovation Pipe Ceremony
Newmark Colony School	December 18, 2025	Visit/Concert
Norman Carter Elementary School		
NBCHS	November 7, 2025	Remembrance Day ceremony
Scott Colony School	December 19, 2025	Visit/Concert
Spiritwood High School		
St. Vital Catholic School		
Unity Composite High School	January 9, 2026	Visit
Unity Public School		
Central Services	October 28, 2025	PD Day/Staff Meeting
SLT	Meetings every Wednesday	
Other	August 4 to 8, 2025 August 11 and 12, 2025 August 20 and 21, 2025 September 10, 2025 September 15, 2025 September 16, 2025 September 18, 2025 September 24, 2025 October 4, 2025 October 6, 2025 October 7, 2025 October 14, 2025	LEADS Summer Short Course Board Advance Administrators' Advance Board Meeting Directors' Meeting Meeting with Southland Bussing Business Administrators' Meeting Board Meeting Innovation Fun Run Directors' Meeting – Saskatoon PEPIT Meeting – Saskatoon Meeting with Cupe President





October 20, 2025	Meeting with CUPE Preseident
October 23, 2025	Administrators' Council
October 29, 2025	Board Meeting
October 30, 2025	Public Section
November 3, 2025	Meetings with Mechanics/Bus Drivers
November 12, 2025	Board Meeting
November 13, 2025	Meeting with North West College
November 15-18, 2025	SSBA Fall Assembly
December 10, 2025	Board Meeting
January 7, 2026	LEADS course – Show Cause – Regina
January 13, 2026	Robyn Jackson with Admn (voluntary)
January 28, 2026	Board Meeting
February 4 and 5, 2026	Directors' and PEPIT Meetings – Regina
February 9, 2026	SSBA Provincial CBA Planning Meeting
February 12, 2026	Public Section (virtual)
February 24, 2026	Meeting with Light of Christ
February 25, 2026	Board Meeting
February 26, 2026	Administrators' Council
March 9-11, 2026	LEADS APC
March 12, 2026	Meeting with Light of Christ
March 19, 2026	Administrators' Council – Business
March 25, 2026	Board Meeting



Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
STRATEGIC OUTCOMES							
1.1 Responsive Programming for Emerging Needs	Leads: Ruth and Christine						
	By June 2026, all teachers in implementation groups will gain knowledge of targeted practices and begin to demonstrate them in their classrooms.	<ul style="list-style-type: none"> Improve and align teacher practice in targeted areas to ensure we provide responsive programming. 					
1.2 Affirming Environments	Leads: Tonya and Lindsay						
	<p>By June 2026, there will be an increase in individualized support for students with complex needs.</p> <p>By June 2026, all schools will move from <i>observing</i> to <i>supporting</i> or from <i>supporting</i> to <i>disrupting</i> on the LSKYSD reconciliation rubric in the areas identified in their</p>	<ul style="list-style-type: none"> Identify complexity in each school. Ensure designated staff develop and implement interventions. Collect and respond to data. Hire specialized positions. Implement the new LSKYSD Reconciliation Rubric. Ensure that every school develops a plan for reconciliation. 					<p>Notes:</p> <ul style="list-style-type: none"> Reconciliation rubric monitoring is still in development. The goal is to have it ready for the end of June so schools can reflect and celebrate.

■ On target
(progress is 100% of quarter target)

■ Potential concern or actively monitoring
(progress is within 75-99% of quarter target)

■ Confirmed concern or action planned
(progress is less than 75% of quarter target)

Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
	reconciliation plans.						
2.1 Deepened Redesign	Lead: Shannon						
	<p>By June 2026, 85% of schools will report being satisfied with the services provided by Central Services.</p> <p>By June 2026, we will have documented at least 30 <i>leader-full</i> stories from across the division.</p>	<ul style="list-style-type: none"> Refine and consistently use teal-inspired tools, processes and training plans to ensure a culture rooted in our shared values, a structure that supports innovation, and processes that strengthen core services. Continue building a <i>leader-full</i> organization in which leadership is shared and nurtured at all levels. Refine the school learning improvement plan template to focus on the mandates and core services of leaders and building healthy learning cultures. 					

■ On target
(progress is 100% of quarter target)

■ Potential concern or actively monitoring
(progress is within 75-99% of quarter target)

■ Confirmed concern or action planned
(progress is less than 75% of quarter target)

Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
2.2 Reconciliation in Process	Lead: Doug						
	By June 2026, operational interactions with FN partners will reflect deepened practices in IERF Stepping Stones 1c, 3a, and 3b.	<ul style="list-style-type: none"> Conclude four new partnership agreements with local FNs and other organizations that include regular operational contact. Establish a tuition billing process that works for LSKYSD and FN partners. Establish a new Elders Council co-developed with Indigenous partners. 					
3.1 Staff Development	Lead: Jen						
	By June 2026, all roles at Central Services will have updated position profiles, onboarding expectations, training plans, and professional development expectations established.	<ul style="list-style-type: none"> Review and update Central Services position profiles. Align training plans with position profiles. Implement the onboarding processes as outlined in the Central Services Onboarding Handbook. Identify required training and PD for Central Services roles. Capture the substitute costs associated with internal PD. 					<p>Notes:</p> <ul style="list-style-type: none"> The Role Ready PIT aimed to complete training plans for all Central Services roles by the end of January 2026; however, this goal was not achieved. The deadline for completing the training plans has now been extended to June 30, 2026. Position profiles are being continually refined. The Central Services onboarding process, developed in July 2025, provides guidance and sets clear expectations.

■ On target
(progress is 100% of quarter target)

■ Potential concern or actively monitoring
(progress is within 75-99% of quarter target)

■ Confirmed concern or action planned
(progress is less than 75% of quarter target)

Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
							<ul style="list-style-type: none"> Substitute costs for internal professional development are being tracked.
3.2 Staff Well-being	Lead: Aaron						
	By the end of June 2026, a plan will be developed to align with the Mental Health section of the Provincial Education Plan.	<ul style="list-style-type: none"> Identify a lead and establish a team. Review current and future PEP priorities around Staff Well-being. Plan for future outcomes to be created and shared for the following school year. 					Notes: <ul style="list-style-type: none"> The decision was made at a Governance meeting that HR will own strategic outcome 3.2. No further action has been taken due to workload. The goal is to have a new outcome written by end of Q3 and a plan developed for Q4 (start of the 2026-27 school year).
3.3 Staff Development for Reconciliation	Leads: Doug and Tonya						
	By June 2026, IERF stepping stone 3c will shift from <i>observing</i> to <i>supporting</i> .	<ul style="list-style-type: none"> Support school learning by making Stepping Stones resources available to all staff. Support school learning by launching the LSKYSD Reconciliation Rubric for schools. Establish the conditions whereby all staff shall take 4 Seasons of Reconciliation certification within one 					

■ On target
(progress is 100% of quarter target)

■ Potential concern or actively monitoring
(progress is within 75-99% of quarter target)

■ Confirmed concern or action planned
(progress is less than 75% of quarter target)

Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
		year of working at LSKYSD.					
4.1 Strategic Budgeting	Lead: Lisa						
	By June 2026, Administrative Procedure 7.02 will be revised to formally embed the strategic budgeting process, ensuring alignment with divisional priorities and risk management practices.	<ul style="list-style-type: none"> Align the 25/26 budget with priorities and ERM to direct resources toward risks and student learning impact. Revise Policy 3040 – Finances. Rewrite and implement AP 7.02. Explore strategies to balance the operating budget. 					Notes: <ul style="list-style-type: none"> Atrieve implementation has interrupted progress with strategic budgeting.
4.2 Optimal Staffing	Lead: Tonya						
	By June 2026, the formula for teacher allocation will be reviewed and adjusted to reflect the needs of the diverse schools in LSKYSD.	<ul style="list-style-type: none"> Review the current formula. Complete an analysis of provincial comparisons. Create adjustments to meet the needs and budget of the Division. 					

■ On target
(progress is 100% of quarter target)

■ Potential concern or actively monitoring
(progress is within 75-99% of quarter target)

■ Confirmed concern or action planned
(progress is less than 75% of quarter target)

Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
OPERATIONAL RISKS							
HR Unfilled Vacancies	Lead: Aaron						
	<p>All teaching and learning services positions will be filled by qualified candidates for the start of the 2026-27 school year.</p>	<ul style="list-style-type: none"> Develop a yearly cycle for recruitment. Review processes and procedures connected to recruitment and adjust as needed. Explore new connections and partnerships that may support recruitment. Redefine employer brand to establish key points of differentiation and connect with defined audiences. 					
HR Succession Planning	Lead: Aaron						
	<p>Establish a strong pipeline of qualified internal candidates, enabling seamless transitions into leadership and specialized roles</p>	<ul style="list-style-type: none"> Map expected retirements for the next 3-5 years to anticipate vacancies and plan succession well in advance. 					<p>Notes:</p> <ul style="list-style-type: none"> Work is underway. The mentorship program is being designed.

■ On target
(progress is 100% of quarter target)

■ Potential concern or actively monitoring
(progress is within 75-99% of quarter target)

■ Confirmed concern or action planned
(progress is less than 75% of quarter target)

Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
	without disrupting strategic priorities or student services.	<ul style="list-style-type: none"> • Create a leadership inventory; focus on talent mapping. • Cross train acting admn. • Create a Retention and Mentorship Development Program. 					
HR HR Urgency	Leads: Rae and Lisa						
	By the end of June 2026, ERP data entry will be completed.	<ul style="list-style-type: none"> • Contract a consultant to support ERP implementation. • Contract a data entry clerk to enter data into the ERP. 					
Superintendents EA Allotment	Lead: Lindsay Charabin						
	By June 2026, a plan for fall implementation will be created to enhance supports for students with intensive needs, adapting our service delivery model that supports tier 2 and 3 students in optimal ways.	<ul style="list-style-type: none"> • Create a framework for allocation of EAs. • Collect baseline data regarding current student needs and levels of support within our school division. • Redesign the levelling system of students to accurately depict the level of support required for those with safety, medical, and severe communication needs. 					

■ On target
(progress is 100% of quarter target)

■ Potential concern or actively monitoring
(progress is within 75-99% of quarter target)

■ Confirmed concern or action planned
(progress is less than 75% of quarter target)

Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
		<ul style="list-style-type: none"> Examine current Learning Services delivery models to identify new, flexible approaches to supporting students, moving beyond the traditional reliance on educational assistants. 					
Privacy Officer Paper Privacy Leak	Lead: Doug						
	By June 2026, conditions will be in place to begin widespread compliance with SSBA's records retention guidelines.	<ul style="list-style-type: none"> Update APs and protocols regarding records retention and disposal. Develop LAFOIP training for identified staff. Run pilot project with three volunteer schools on paper records retention and disposal. 					
Privacy Officer Use of Apps	Lead: Doug						
	By June 2026, 75% of schools will demonstrate consistent compliance with new directions on the use of apps.	<ul style="list-style-type: none"> Share directions with schools at Administrators' Advance. Monitor compliance through observations of school practice. Support school leadership in phasing out non-compliant apps 					Notes: <ul style="list-style-type: none"> Delays in identifying accurate monitoring metric.

On target
(progress is 100% of quarter target)

Potential concern or actively monitoring
(progress is within 75-99% of quarter target)

Confirmed concern or action planned
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Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
		or rolling out compliant ones.					
IT Lack of Training PII Breach	Lead: Ryan						
	100% of staff will have taken or refreshed cybersecurity training. No instances of PII will be shared through email.	<ul style="list-style-type: none"> Add cybersecurity training to the <i>first five days</i>. Prevent sending of PII (mainly through email). Train on alternatives to emailed PII. 					Notes: <ul style="list-style-type: none"> 20% haven't started training; 12% are in progress. Reminders sent to do training. PII email work has not started.
IT Device Replacement	Lead: Ryan						
	Maintain the replacement cycle in the Device Replacement Protocol.	<ul style="list-style-type: none"> Examine lower cost devices. Replace devices ahead of time to smooth out large numbers of replacements. 					Notes: <ul style="list-style-type: none"> The vendor came through with similar pricing to last year.
IT Cybersecurity External APT IT Infrastructure	Lead: Ryan						
	Complete 5 SPiDR recommendations with our cybersecurity provider.	<ul style="list-style-type: none"> Roll out cybersecurity monitoring platform. Implement recommended actions from vendor. 					


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Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
IT Cybersecurity Ransom	Lead: Ryan						
	Complete 5 SPiDR recommendations with our cybersecurity provider.	<ul style="list-style-type: none"> Roll out cybersecurity monitoring platform. Implement recommended actions from vendor. 					
Service Lead Data	Lead: Doug						
	By June 2026, all identified sources of data for decision making will be accessible by a dashboard or have a concrete timeline for dashboard acquisition.	<ul style="list-style-type: none"> Acquire a student data dashboard. Acquire new financial software with dashboard and easy reporting capacity. Acquire new HR software with dashboard and easy reporting capacity. Explore dashboard options for long-term planning based on demographics. 					
Facilities No More Drips	Lead: Facilities Specialist						
	Investigate any newly reported roof leaks within 48 business hours of detection.	<ul style="list-style-type: none"> Prioritize roof leak investigations and initial band-aid above all other facilities work. 					


 On target
(progress is 100% of quarter target)


 Potential concern or actively monitoring
(progress is within 75-99% of quarter target)


 Confirmed concern or action planned
(progress is less than 75% of quarter target)

Strategic Outcome and Risk Monitoring Report 2025-2026

Risk/Outcome	Measure	Mitigations/Actions	Q1	Q2	Q3	Q4	Comments and Progress Updates
Procurement Administrator	Lead: Dan						
	Examine the percentage of controlled spend via preferred suppliers that can be monitored and tracked.	<ul style="list-style-type: none"> Select preferred suppliers. Distribute preferred suppliers list. Set up online purchasing portals with individual logins per user. 					

 On target
(progress is 100% of quarter target)

 Potential concern or actively monitoring
(progress is within 75-99% of quarter target)

 Confirmed concern or action planned
(progress is less than 75% of quarter target)



Information Items





CONTINUOUS AGENDA 2025-2026

Strategic Priorities

Strategic Mandate: to enhance student learning, well-being, transitions and equity

Strategic Priority	Outcome Areas	Reporting Periods
Students (Stakeholders)	Responsive Programming for Emerging Needs Affirming Environments	Plan Overview – SEP 24 Four Updates: • Update #1 – DEC 10 • Update #2 – MAR 25 • Update #3 – JUN 17
Internal Processes	Deepen Redesign Reconciliation in Processes	
Staff Capacity (Learning & Growth)	Staff Development Staff Well-being Reconciliation	
Finances	Strategic Budgeting Optimal Staffing	

Business as Usual (BAU) Reports

- In addition to strategic work, BAU reports will be presented as listed here:
 - PR/Advancement BAU – Nov & Mar
 - Transportation BAU – Oct & Mar
 - Information Technology BAU – Oct & Feb
 - Facilities BAU – Jan & May
 - Accounting/Payroll BAU – Nov & Jun
 - Procurement – Dec & Jun
 - Service Leads – included in strategic plan reporting
 - Superintendent of Business BAU – every meeting
 - Superintendent BAU – as required
- Director’s Reports
 - Presented at each meeting
 - Local and provincial updates
 - Log of school visits/meetings
- Data Reports
 - Presented with strategic updates
- School Visits – TBD
 - Three scheduled visits
- Board Working Sessions – TBD

<p>January Board Notes: JAN – SSBA Executive Meeting JAN – SSBA School for New Trustee Academy (location?)</p>		
<p>JAN 28/26</p>	<p>NBCHS Welding Student Visit</p> <p>Superintendents BAU (Supervision/Curriculum Update)</p> <p>Catholic Advisory Committee Update</p> <p>Facilities BAU</p>	<p>Superintendents of Learning</p> <p>Glen Leask, Trustee Bailey Kemery, Trustee</p> <p>Wilma Peek, Facilities Specialist</p>
<p>February Board Notes: FEB 12 – Public Section Executive Meeting (Board Chairs & Directors) – 1:00 – 2:30 (Zoom)</p>		
<p>FEB 25/26 (virtual meeting)</p>	<p>Information Technology (IT) BAU</p> <p>School Year Calendar Approval</p>	<p>Ryan Kobelsky, IT Specialist</p> <p>Ruth Weber, Superintendent of Learning</p>
<p>March Board Notes: MAR 5 to 6 – SSBA Executive Meeting Mar 9 – Board Chair Council (virtual) MAR 9 to 11 – LEADS APC (Regina)</p>		
<p>MAR 25/26</p>	<p>Strategic Update #2 (Data)</p> <p>Transportation BAU</p> <p>PR/Advancement BAU</p>	<p>Senior Leadership Team</p> <p>Karen Weber, Transportation Specialist</p> <p>Kelsie Valliere, PR/Advancement Specialist</p>
<p>MAR 26/26 Tuesday (virtual meeting)</p>	<p>After Budget Work Session</p>	<p>Lisa Palmarin, Superintendent of Business</p>
<p>April Board Notes: Apr 3 to 10 – Easter Break APR 15 – SSBA Executive Meeting APR 16 – SSBA Board Chairs Council (Saskatoon Sheraton) APR 16 & 17 – 2025 SSBA Spring Assembly (Saskatoon Sheraton) APR 16 – Public Section Executive Meeting (Saskatoon Sheraton) APR 22 to 24 – SASBO (Regina)</p>		
<p>APR 29/26</p>	<p>LOC Joint Board Meeting (our turn to host)</p> <p>Heat Map Presentation</p> <p>Budget Process Presentation</p> <p>Hutterian Committee Update</p>	<p>SLT & Specialists</p> <p>Brenda Vickers, Director</p> <p>Ronna Pethick, Trustee Nicole Kobelsky, Trustee & Bailey Kemery, Trustee</p>

May Board Notes:

MAY 14 to 15 – SSBA Executive Meeting

MAY 25 – SSBA Board Chair Council – 8:30 to 9:30 (virtual)

MAY 27/26	Budget Associated School Committee Update Facilities BAU Human Resources (HR) BAU	Brenda Vickers, Director Lisa Palmarin, Superintendent of Business Glen Leask, Trustee Kelly Schneider, Trustee Wilma Peek, Facilities Specialist Aaron Melnyk, HR Administrator Rae McLenaghan, HR Administrator
June Board Notes: JUN 4 and 5 – Public Section General Meeting and PD (Regina Double Tree by Hilton)		
JUN 17/26	Strategic Update #3 (Data) Accounting/Payroll BAU Procurement BAU	Senior Leadership Team Kristy Gray, Accounting/Payroll Specialist Dan Coe, Procurement Administrator
AUG/SEPT 2026	Board Advance <ul style="list-style-type: none">• Governance/Director Review• Professional Learning• Policy Review	Board/Senior Leadership Team

Living Sky School Division No. 202
2025-2026 Enrolments - February 27, 2026

School	Grades														2025-2026 Info				2024-25 Info	
	PK	K	1	2	3	4	5	6	7	8	9	10	11	12	FEB 27 2026	JAN 30 2026	Var	Teacher FTE	FEB 28 2025	Var 2024
Battleford Central School	18	27	31	37	46	50	50	53							312	316	-4	22.00	356	-44
Bready School		30	35	46	35	36	50	45							277	277	0	18.00	281	-4
Cando Community School		1	2	5	6	8	3	5	5	10	21	13	13	16	108	115	-7	8.50	79	29
Connaught School	41	33	36	37	26										173	174	-1	12.50	189	-16
Cut Knife Community	14	11	6	13	12	11	18	14	12	14	11	17	8	12	173	172	1	14.80	205	-32
Hafford Central School		7	6	14	9	12	8	8	18	5	5	13	7	14	126	127	-1	9.00	122	4
Hartley Clark School		10	11	18	13	14	15	10							91	95	-4	7.00	93	-2
Heritage Christian School		2	5	7	1	3	5	3	3	3	1				33	33	0	2.00	33	0
Hillsvale Colony School		1	7	1	2	1	3	3	4	2					24	24	0	2.00	24	0
Home Based		16	13	17	18	18	14	22	16	11	9	13	7	4	178	178	0		157	21
Kerrobot Composite School		9	18	11	14	13	6	20	12	9	10	17	12	15	166	172	-6	12.50	189	-23
Lakeview Colony School		3	3	1	6	0	0	2	1	2					18	18	0	1.20	16	2
Lawrence School	35	15	25	19	26	27	26	33							206	206	0	13.50	211	-5
Leoville Central School	7	8	8	12	2	9	9	13	7	20	12	11	11	12	141	138	3	10.50	134	7
Luseland School		8	11	13	17	23	18	15	9	21	10	13	16	14	188	188	0	13.49	188	0
Macklin School	16	8	27	23	20	16	24	29	33	27	14	24	17	21	299	300	-1	20.50	321	-22
Maymont Central School	11	8	6	6	14	8	10	15	7	13	4	8	9	13	132	132	0	11.50	143	-11
McKitrick Community						33	33	39							105	106	-1	10.00	129	-24
McLurg High School									19	22	19	17	19	17	113	113	0	11.90	130	-17
Meadow Lake Christian		6	5	3	3	1	6	6	4	6	2	1	1	0	44	43	1	2.00	38	6
Medstead Central School	8	9	5	13	8	9	11	16	6	14	7	3	13	3	125	126	-1	9.50	123	2
Newmark Colony School		1	1	1	1	2	2	0	1						9	9	0	1.10	9	0
Norman Carter School		20	24	19	14	18	21	23							139	142	-3	9.50	143	-4
North Battleford Comprehensive High School									165	162	163	190	218	205	1103	1082	21	59.90	1098	5
Scott Colony School		4	2	3	1	3	3	4	2	2					24	26	-2	1.70	23	1
Spiritwood High School									27	26	39	53	43	50	238	231	7	16.23	218	20
St. Vital Catholic School	46	19	19	25	16	18	19	21	19						202	202	0	11.20	177	25
Unity Composite High School									49	66	49	55	44	51	314	317	-3	19.13	322	-8
Unity Public School	35	31	21	35	34	42	29	27							254	258	-4	13.25	242	12
Total	231	287	327	379	344	375	383	426	419	435	376	448	438	447	5315	5320	-5	344.40	5393	-78

Living Sky School Division No. 202

Enrolments - 2025-2026

School	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Battleford Central School	320	323	314	315	316	312			
Bready School	280	281	279	279	277	277			
Cando Community School	117	125	120	118	115	108			
Connaught School	167	168	175	171	174	173			
Cut Knife Community School	181	181	185	180	172	173			
Hafford Central School	130	127	127	127	127	126			
Hartley Clark School	94	94	98	100	95	91			
Heritage Christian School	33	33	33	33	33	33			
Hillsvale Colony School	24	24	24	24	24	24			
Home Based	180	182	182	179	178	178			
Kerrobert Composite School	175	176	175	175	172	166			
Lakeview Colony School	18	18	18	18	18	18			
Lawrence School	209	205	203	200	206	206			
Leoville Central School	137	136	137	138	138	141			
Luseland School	191	191	191	188	188	188			
Macklin School	299	301	302	301	300	299			
Maymont Central School	133	133	132	131	132	132			
McKitrick Community School	113	111	113	111	106	105			
McLurg High School	114	110	111	113	113	113			
Meadow Lake Christian Academy	42	43	44	44	43	44			
Medstead Central School	127	128	130	130	126	125			
Newmark Colony School	9	9	9	9	9	9			
Norman Carter School	140	140	141	142	142	139			
North Battleford Comprehensive High School	1123	1118	1093	1088	1082	1103			
Scott Colony School	26	26	26	26	26	24			
Spiritwood High School	234	226	224	222	231	238			
St. Vital Catholic School	215	212	206	203	202	202			
Unity Composite High School	318	313	313	316	317	314			
Unity Public School	252	255	257	259	258	254			
Total	5401	5389	5362	5340	5320	5315	0	0	0