

MINUTES OF A MEETING OF THE HUMAN RESOURCES COMMITTEE

Tuesday, November 1st, 2022

8:45 am – 9:15 am

MS TEAMS

Present: N. Brown (in the Chair), L. Block, Trustees; C. Broady, Chair of the Board; C. Kennedy, Superintendent; S. Mascoe (HR), S. Bohonis (HR), L. Bagk

Stakeholder Representation: S. Capier, S. Price (WVTA); P. Van Rhyn, C. Fota (WVMEA); M. Finch, S. Slater (WVAA), M. Bird (DPAC)

Growing our Own

HR

As a way to address recruitment challenges, the district is providing support to existing employees to build their skills in specific areas of need. Three Teacher Librarians were featured as part of a 'Growing our Own' Series. Sarah Conbere and Nicole Reid, Teacher Librarians at Rockridge and Cecil Gambin is the Teacher Librarian at Ecole Pauline Johnson. All three are teachers who have done additional coursework in the area of Teacher Librarianship and are now working in Teacher Librarian assignments in the district. All are working to create library spaces that are innovative, safe, welcoming, and are inclusive spaces for all students.

Staffing Update

Stephanie Mascoe

A few key changes:

- Mary Parackal - appointed to District Vice Principal of Early Learning and Childcare; Laine Anderson will be working alongside Mary.
- Stina Morissette - appointed to Vice Principal at Westcot
- Judy Duncan will be filling in as Principal at Hollyburn Elementary until the end of the school year.

Health and Safety Updates

Samarra Bohonis

The District offered the annual flu clinic to all employees on October 13, 2022. It was well attended with just over 200 employees being vaccinated.

The HR team attended a health and safety conference organized by the central Okanagan school district last week. There was insight on recent updates and changes to WorkSafeBC legislation, as well as guidance around best practices and key resources for various regulation/policies. With this information, the HR team needs to plan to focus their training and prevention efforts for the remaining school year. Training initiatives will be in areas such as First Aid and Prevention of Slips, Trips and Falls.

EA Teacher Protocol Agreement

Stephanie Mascoe

The WVMEA, WVTA and the school district have a tripartite agreement that governs workplace interactions between employees in a classroom. This agreement is intended to serve as a guide to maintain healthy relationships between staff, (for example an EA and a classroom teacher) and allows for there to be common understanding about each person's roles and responsibilities. The parties are currently working together to update the agreement.

Professional Learning and Connections WVMEA

Laura Bagk

The Education Assistant Development and Engagement Committee met to discuss options for the upcoming November Professional Development Day and explore other social interactions to build community amongst our Education Assistants. Some potential options include an anonymous Q&A regarding the roles of EAs, teachers, and administration. The committee also discussed the possibility of hosting a breakfast social in December, which will have a charitable link so that attendees are encouraged to bring donations for our selected beneficiary.

The upcoming district professional development day on January 27 will focus on continuing to develop a sense of belonging. As such, we are looking forward to the opportunity to collaborate with Directors of Instruction Liz Hill and Ian Kennedy to allow for greater representation amongst the WVMEA at these events.

Past and Upcoming Events

HR Team

The HR team and the Inclusive Education department jointly planned a full day for the October 21st Professional Development Day, which included sessions on Physical Literacy, SafetyCare, managing difficult conversations and professional boundaries. They also held a new teacher orientation on October 13, 2022, to capture those that were hired after the start of the school year to review Professional Development, mentorship and HR and Union practices.

The HR team will also be offering a session with the Canadian Mental Health Association on resiliency and self-care in mid-November, presented by Margaret Tebbutt of the Canadian Mental Health Association. This virtual session will have a strong focus on the importance of building resiliency and provide valuable guidance on stress management.