



# LONG PLAIN FIRST NATION (LPFN) SCHOOL ACTION PLAN

**Work Plan: May 19, 2023**

## **Abstract**

The Long Plain First Nation School Evaluation's next phase requires a plan to implement the Recommendations. The Long Plain First Nation School Action Plan presents a pathway for implementation.

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## Long Plain First Nation School Plan Summary

Long Plain First Nation (LPFN) Chief and Council (C&C) commissioned an Evaluation of the Long Plain School (LPS) on December 12, 2022, with the intention to review and assess the Strengths, Weaknesses, Opportunities and Threats (SWOT) of the program and its services to the families and children of LPFN. The Long Plain School (LPS) Evaluation was completed on April 15, 2023, and approved by the LPFN Chief and Council (C&C) on May 8, 2023. The Evaluation identified 54 Recommendations for the areas:

- 1) Governance, Administration, Organization,
- 2) Instructional Services,
- 3) Academic Programming,
- 4) Language and Culture Programming,
- 5) Parental and Community Involvement
- 6) Transportation, Operation and Maintenance.

The primary findings of the evaluation brought forward systemic strengths and weaknesses, unearthing opportunities that would work toward closing the gaps. Implementing the recommendations will mitigate and lessen the threats identified due to the school review. LPFN C&C has committed to implementing all the Recommendations identified and provided the direction to establish an Action plan to move this forward promptly.

This School Action Plan will guide this implementation process and give structure to the process for closing the gaps that have been identified and support LPFN School in becoming more effective and efficient in its educational services to the families and children of LPFN. The 54 Recommendations that were identified in the School Evaluation have been embedded within 4 Areas of the School Action Plan, these being:

- 1) Administration and Organization
- 2) Instructional, Academic, and Inclusive
- 3) Language and Culture
- 4) Parent and Community Involvement

This School Action Plan will identify the actions to be implemented and outline the scope of work for this period. It will also identify those responsible for the implementation process, the associated costs and the timeframe for completion.

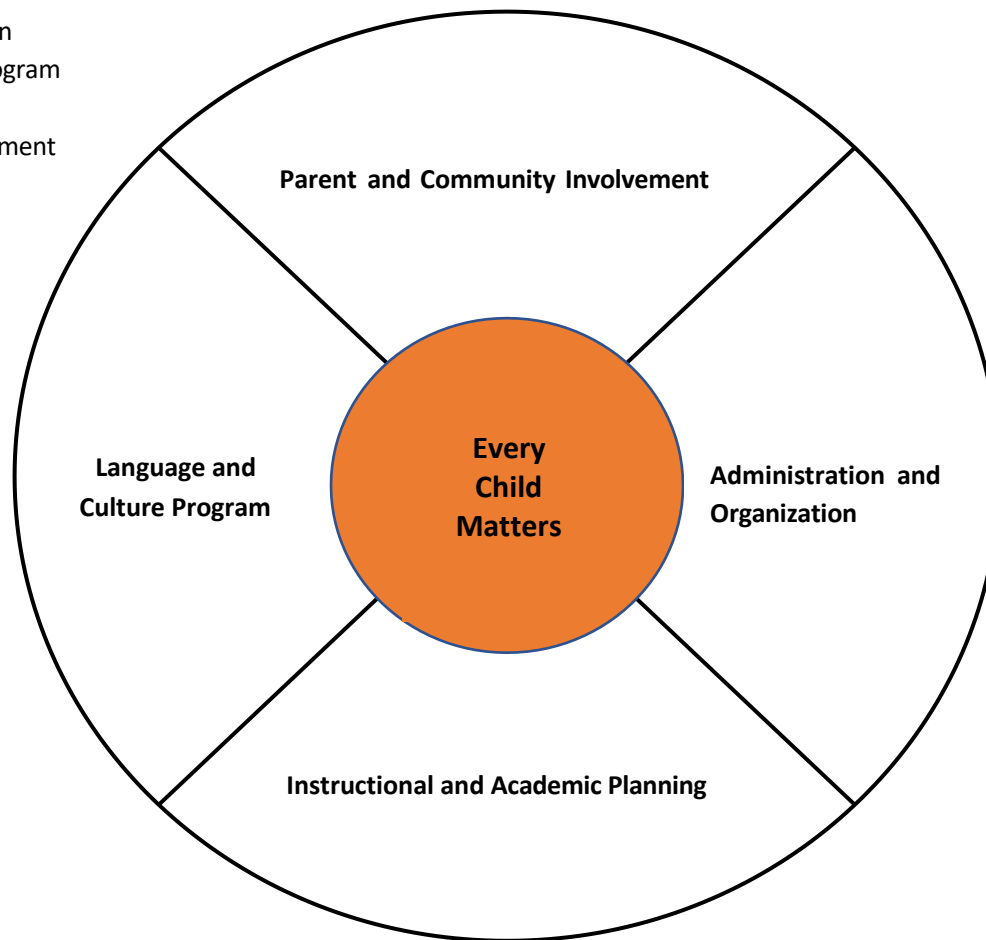
A completed list of all 54 Recommendations is provided in Appendix A.

## Long Plain First Nation School Action Plan

Long Plain First Nation (LPFN) Chief and Council (C&C) is committed to improving the effectiveness of the Long Plain School and its delivery of instructional services to its children and families. Based on the findings and recommendations of the *Long Plain First Nation School Evaluation*, LPFN C&C commissioned the development of a *Long Plain First Nation School Action Plan*.

The School Plan will guide the implementation process and give structure to the process for closing the gaps that have been identified and support LPFN School in becoming more effective and efficient in its educational services to the families and children of LPFN. The School Action Plan is sectioned into four areas of development:

- 1) Administration and Organization
- 2) Instructional and Academic Program
- 3) Language and Culture Program
- 4) Parent and Community Involvement



## **Area 1: Administration and Organization**

The LPFN School Evaluation identified the immediate requirement to build a solid foundation for the school program by ensuring a structure for delivering the services provided by the school. The school also required an overseeing body to focus on and guide the school and staff to support their needs and advocate for greater support if required, including:

- Establish a School Board.
  - Provide training to the Board on their Role and Responsibility.
- Establish a School Policy & Procedure Manual.
  - Including a Staff Code of Conduct.
  - Including policy for interdepartmental planning and second-level services. (i.e., LPS, Health and JP 2<sup>nd</sup> level service planning)
- Separate Administration duties to 2 positions: Director and Principal.
- Renew Drug Policy for Employees Bylaw.
- Review existing Tuition Agreements and amend as required.
- Establish a Memorandum of Understanding (MOU) with neighbouring First Nations schools.
- Direct the approach for Second-Level Education Services.
- Review Transportation services (i.e., Bus Drivers' salary, the feasibility of a heated bus shelter, bus monitors).
- Establish an overall Professional Development Plan for all staff (i.e., administration, instructional, support staff, transportation).

## **Area 2: Instructional, Academic and Inclusive Education**

The LPFN School Evaluation identified a great need for instructional effectiveness and planning. Instructional planning and assessment are critical to analyzing the growth of students learning. To support the growth and coordination for instructional effectiveness, Teachers and School Administration need the plan to guide their focus and build their knowledge with professional development, including:

- Establish an Instructional and Academic Strategy, and staff receive PD on the Strategy.
- Secure staffing and conduct staff evaluations throughout the school year.
- Form Instructional Committees at the school.
- Establish Parent information sessions (beyond report card reporting).
- Establish an Inter-agency/department agreement and plan for second-level services (i.e., clinical services, nutrition support at school, extracurricular activities, programs).

### Area 3: Language and Culture Education

- Establish a Language and Culture (L&C) Program Strategy, and provide Professional Development (PD) strategy.
- Establish a Local History Curriculum.
- Establish an Elders Committee.
- Establish a “Language and Culture Program Committee.”
- LPS Teachers and L&C develop annual instructional plans that complement each other.
- LPS L&C staff contact and connect with local programs outside the LPS.
- Establish a best practice sharing network with neighbouring First Nations schools.

### Area 4: Parent and Community Involvement

- Establish a Parent Advisory Committee for LPS and PLPSD.
- Conduct Training for the PAC.
- Support the establishment of school and community sports leagues and events.
- Establish Parent information sessions beyond report card reporting.



## Area 1: Administration and Organization

Target	Action	Measurable	Responsibility	Timeframe	Cost
1. Establish a School Board and provide training.	1.1 Draft the School Board Terms of Reference (ToR).	1.1 School Board draft ToR provided to LPFN C&C for sanction.	1.1 Consultant	1.1 June 2, 2023	1.1 - Consultant Contract
	1.2 Publicize the opportunity for School Board seats and ToR with members.	1.2 Website, Rez Radio, Social Media, Posters on & urban LPFN reserve.	1.2 Director of Education	1.2 June 5, 2023	1.2, 1.3, 1.4 - Staff Salary **Note - Budget for School Board (i.e., honorarium, mtg costs such as hospitality, etc.) are unknown
	1.3 Assist LPFN C&C with the approval process to select School Board members.	1.3 School Board members recognized.	1.3 Director of Education and LPFN C&C	1.3 June 19, 2023	
	1.4 Publicize new School Board members.	1.4 Website, Rez Radio, Social Media, Posters on & Off reserve.	1.4 Director of Education	1.4 June 20, 2023	
	1.5 Provide the School Board with training on their role and responsibilities.	1.5 School Board Training conducted.	1.5 Consultant, Director of Education	1.5 June 26-29, 2023	1.5 - Consultant Contract - Mtg costs - Staff Salary
2. Establish a comprehensive <i>School Policy Manual</i> .	2.1 Draft a <i>School Policy Manual</i> that sets the direction for all areas of the school program.	2.1, 2.2, 2.3, 2.4, 2.5 School Policy Manual is officially approved, and all stakeholders are informed.	2.1 Consultant	2.1 June-July 2023	2.1 - Consultant Contract

	<p>2.2 Review the School Policy Manual with School Board and LPFN C&amp;C.</p> <p>2.3 Seek official approval for School Policy Manual from LPFN C&amp;C.</p> <p>2.4 Orient LPS staff to the policy and procedural guidelines.</p> <p>2.5 A community presentation and communique process will be conducted to inform parents and the community about the LPS policy and procedural manual.</p>		<p>2.2 Consultant and Director of Education</p> <p>2.3 Director of Education</p> <p>2.4 Director of Education, Principal</p> <p>2.5 Director of Education, Principal</p>	<p>2.2 August 7-11, 2023</p> <p>2.3 August 11, 2023</p> <p>2.4 End of Aug 2023</p> <p>2.5 Aug/Sept 2023</p>	<p>2.2 - Consultant Contract - Mtg costs</p> <p>2.3 - Staff Salary</p> <p>2.4 - Staff Salary</p> <p>2.5 - Staff Salary - Mtg cost</p>
<p>3. Separate School Administration duties into 2 positions: Director Principal and hire a new Principal.</p>	<p>3.1 Separation of the two positions (i.e., BCR or Band Policy) is conducted.</p> <p>3.2 Decide whether to re-organize or not - education- related positions under the umbrella of the Director of Education.</p> <p>3.3 Hire a Principal.</p> <p>3.4 Develop distinct job descriptions for the Director and Principal.</p> <p>3.4 Designate an office for the director position be located</p>	<p>3.1, 3.2, 3.3 School Administration is separated into distinct positions with written job descriptions, and a Principal is hired.</p> <p>3.4 Clear job descriptions are developed for both.</p> <p>3.4 An office is designated Director at</p>	<p>3.1, 3.2, 3.3 LPFN C&amp;C, Tribal Administrator, Director of Education</p> <p>3.4 Director of Education</p> <p>3.4 Tribal Administrator</p>	<p>3.1, 3.2, 3.3, 3.4 June 1, 2023</p>	<p>3.1, 3.2, 3.3,3.4 - Staff Salary</p>



	within the main administration office of the First Nation.	the Tribal Administration center.			
4. Drug Policy for Employees Bylaw.	4.1 Review and renew employee drug bylaw and policy. Review the Tuition Agreements for amendments and clarifications.	4.1 Drug Bylaw & Policy is reaffirmed, and staff members are informed.	4.1 LPFN C&C, Tribal Administrator	4.1 June 30, 2023	4.1 - Staff Salary
5. LPFN Tuition Agreements are revisited and amended accordingly.	5.1 Present the amended Tuition Agreement to the current holders for negotiation and agreement.	1.1 Tuition Agreement will be amended as required.  1.2 Tuition Agreement will be renewed and finalized with partners.	1.1 Consultant, Director of Education, LPFN C&C.  1.2 LPFN C&C and Director of Education	1.1 June 15, 2023  1.2 June 30, 2023	1.1 - Consultant Contract - Staff Salary  1.2 - Staff Salary
6. LPFN C&C establish a Memorandum of Understanding (MOU) with other First Nations (FN) (Dakota Plains and Dakota Tipi).	6.1 Develop a <i>Memorandum of Understanding</i> (MOU) for the review and approval of the LPFN C&C.  6.2 Hold a negotiation process with the other First Nations and finalize the MOU.	6.1 MOU is drafted and provided to LPFN C&C.  6.2 MOU between LPFN C&C and other FN communities is held.	6.1 Consultant  6.2 LPFN C&C, Director of Education	6.1 June 30, 2023  6.2 August 2023	6.1 - Consultant contract  6.2 - Staff Salary
7. Direct the approach for Second-Level Education Seres.	7.1 Arrange a meeting with MFNERC to seek information specific to LPFN School (i.e., ignorance of LPFN C&C request letter for information through evaluation, services provided,	7.1, 7.2 LPFN decides to maintain the current arrangement for second-level education services with a written agreement and plan	7.1 LPFN C&C, Tribal Administrator, Director of Education	7.1, 7.2 June 2023	7.1, 7.2 - Staff Salary

## Area 2: Instructional, Academic and Inclusive Education

Target	Action	Measurable	Responsibility	Timeframe	Cost
1. Establish an <i>Instructional, Academic and Inclusive Education Strategy</i> and provide Professional Development (PD) on the Strategy.	1.1 Draft an instructional strategy focusing on effectiveness and connecting to assessment and Special Education.	1.1 A strategy is established to guide better instructional services.	1.1 Consultant	1.1 July 31, 2023	1.1, 1.2 - Consultant Contract
	1.2 Provide PD to school staff on the Instructional Strategy (i.e., administration, teachers, support staff, Resource and Special Education staff (Inclusive Education)).	1.2 Staff PD is held, and staff are engaged.	1.2 Consultant, Director of Education, Principal.	1.2 August end (administration days before school begins).	
2. Secure staffing and conduct staff evaluations throughout the school year.	2.1 Secure school staff by renewing existing or hiring new staff with new contracts. Ensure all staff have criminal and child registry checks and teacher certification before signing contracts. As well to consider hiring teachers who have specialized training or certificates.	2.1. Staffing will be secured for the next school year, with all checks in place before school starts.	2.1 LPFN C&C, Director of Education Principal.	2.1 June 30, 2023	2.1, 2.2 - Staff Salary
	2.2 Evaluate all school staff.	2.2 All school staff will undergo staff evaluations during the next school year.	2.2 School Board, Director of Education, Principal.	2.2 Sept 2023- June 2024	

<p>3. Instructional Committees are formed at the school.</p>	<p>3.1 Form instructional formal school-based committees to ensure staff can collaborate and plan together (i.e., literacy, numeracy, inclusive education, health and psyched, etc.).</p>	<p>3.1 Instructional committees will be formalized to strengthen academic programming, teachers' collaboration and student achievement.</p>	<p>3.1 Principal and instructional staff and education assistants.</p>	<p>3.1 Sept 2023 – June 2024</p>	<p>3.1 - Staff Salary</p>
<p>4. Establish Parent information sessions beyond report card reporting.</p>	<p>4.1 Instructional staff meet with parents to describe their plans and activities for students learning.</p>	<p>4.1 Instructional staff present their instructional plans and approaches to learning throughout the year.</p>	<p>4.1 Principal, instructional staff and education assistants.</p>	<p>4.1 Schedule Parent engagement session (i.e., Sept 2023 January 2024, May 2024)</p>	<p>4.1 - Staff Salary **Note: Costs per event are unknown.</p>
<p>5. Establish an inter-agency/department agreement and plan to support 2<sup>nd</sup> Level Services (i.e., clinical, nutrition meals at school, extra-curricular activities, programs).</p>	<p>5.1 LPFN C&amp;C direct LPS, LPFN Jordon's Principle to establish a shared service agreement and plan for clinical services to the students of LPS to avoid duplication of costs.</p>	<p>5.1 A collaborative and shared cost plan for 2nd level services will be established to avoid duplication.</p>	<p>5.1 LPFN C&amp;C, Director of Education, Health Director, JP Director.</p>	<p>5.1 Sept 2023</p>	<p>5.1 - Staff Salary</p>

## Area 3: Language and Culture Education

Target	Action	Measurable	Responsibility	Timeframe	Costs
1. Establish a <i>Language and Culture (L&amp;C) Education Strategy</i> , and provide Professional Development (PD) strategy.	1.1 Draft and develop an L&C Program Strategy that identifies teaching and learning expectations, approaches, integration across the curriculum, working collaboratively with teachers, etc.	1.1 A L&C Program Strategy will be developed and support LPS staff for the next school year 2023- 2024.	1.1, 1.2 Consultant	1.1, 1.2 July 31, 2023	1.1, 1.2, 1.3 -Consultant Contract **Note: Elders Committee costs unknown
	1.2 Draft the Elders Committee Terms of Reference to be included in the strategy.	1.2 The terms for the Elders Committee will be established			
	1.3 Provide PD to staff and the Elders Committee.	1.3 Elders will review so they can support the school in delivering it.	1.3 Consultant, Elders Committee, L&C staff, Director of Education, Principal.	1.3 August end (admin days before school begins).	
2. Establish a Local History Curriculum.	2.1 Contract a curriculum developer to develop an LPFN local history curriculum taught in LPS and PLPSD. Preferably a curriculum developer local to LPFN or who knows the history and is connected to the community.	2.1 A LPFN history curriculum will be established.	2.1 Contracted Curriculum Developer.	2.1 Sept 2023 – March 31, 2024	2.1 Separate Curriculum Developer contract (50K) **Note: This item is not included in this budget. Additional funding must be secured.

3. Establish an Elders Committee.	3.1 Identify the Elders to form the Elders Committee.  celebrate the L&C of LPFN.	3.1 Elders will provide support to the L&C program.	3.1 LPFN C&C. Director of Education.	3.1 July 31, 2023	3.1 - Staff Salary **Note: Elders Committee costs unknown
4. Establish a “Language and Culture Program Committee.”	4.1 Direct staff to form the L&C in-school committee (i.e., Principal, Elders Committee, L&C staff, an Early Years and a Middle Years teacher)	4.1 An in-school L&C committee will be established to support L&C across the grade levels and school-wide.  4.2 A plan will be developed for the school year to identify all activities.	4.1, 4.2 Principal, Teachers, L&C staff.	4.1, 4.2 Sept 2023 – June 2024	4.1, 4.2 - Staff Salary
5. LPS Teachers and L&C develop annual instructional plans that complement each other	5.1 Direct staff to create instructional plans inclusive of the L&C program, avoid repetition and ensure conceptual cultural knowledge and language fluency are scaffolded from grade to grade.  5.2 Plan for a cultural spirit week or specific cultural activities.	5.1 Instructional plans and the L&C program will reflect collaboration and integration for all grade levels.  5.2 LPFN students, school and community will focus on celebrating and honouring their heritage, culture and language.	5.1, 5.2 Principal, Teachers, L&C staff.	5.1 August end (Administration days before school begins)  5.2 As planned.	5.1 - Staff Salary  5.2 **Note: Costs for events not known.
6. LPS L&C staff contact and connect with local programs outside the LPS.	6.1 Network and partner with community-based programs such as the Spirit Horse Ranch, Spirit Singers, etc., to create in-school programs or extracurricular opportunities.	6.1 Additional L&C programming will result.	6.1 Principal and L&C staff	6.1 Sept 2023 – June 2024	6.1 - Salary Staff

## Area 4: Parent and Community Involvement

Target	Action	Measurable	Responsibility	Timeframe	Costs
1. Establish a Parent Advisory Committee (PAC) for LPS and PLPSD	1. Establish a PAC at LPS and with PLPSD for urban parents.	1.1 A PAC will be created for urban reserve parents in collaboration with PLPSD.	1.1 Director of Education and PLPSD Superintendent.	1.1 Sept 2023	1.1 - Staff Salary
2. Conduct Training for the PAC.	2.1 Create a share training opportunity for both committees.	2.1 PACs will be trained and understand their role.	2.1 Director of Education, Principal, PLPSD Superintendent.	2.1 Sept 2023	2.1 - Staff Salary **Note: Costs for training - unknown
3. Establish Sports Teams and Events.	3.1 Form school-based teams and provide an opportunity to interact and compete with other schools.	3.1 LPS will work with parents and the LPFN community to provide enhanced sports and extra- curricular programming.	3.1 Director of Education, Principal, Physed- teacher, LPFN Recreation Coordinator.	3.1 Sept 2023-2024	3.1 - Staff Salary **Note: Costs for teams, events unknown
4. Establish an annual calendar of events and activities to encourage parental involvement and engagement.	4.1 Develop an annual plan for parent engagement.	4.1 A school calendar for parents and community events will be created and publicized locally.	4.1 Director of Education, Principal, PAC committee members.	4.1 Sept 2023	4.1 - Staff Salary

## Appendix A – Recommendations

A comprehensive list of recommendations:

### **Chapter One - Governance, Administration, Organizational System Governance:**

- 1) LPFN C&C revisit all *Tuition Agreements* to ensure that the partnering schools have clear terms for reporting consistently beyond fiscal arrangements (PLPSD and West Park School).
- 2) LPFN C&C establish a *Memorandum of Understanding* (MOU) with neighbouring First Nations where LPFN students are attending, and services are being provided to them through their students count system to ensure all eligible school-aged children are accounted for and that services are outlined clearly.
- 3) LPFN C&C appoint a School Board immediately as an interim measure to begin guiding the administration and organization of the school. A school board can alleviate some of this burden from the C&C, by assuming some of the local responsibilities and informing the C&C regularly, so they in turn can advocate effectively for LPFN in higher-level forums.
- 4) The board's range of authority and scope of duty must be clearly identified in a *Terms of Reference* (ToR) that is sanctioned by the LPFN C&C. The ToR should also be publicized for information of LPFN members. The School Board works with the Director/Principal to develop a school plan and ensure greater communication and accountability to the parents and leaders. Possible areas of responsibility of the local school board may include:
  - a) Policy and procedures: A school board can develop and implement the policy for the local education system, done in collaboration with the leadership, staff, parents, and community and through regularly scheduled board meetings that are open to the community where parents and members can attend to ask questions.
  - b) Guiding and hiring staff: A school board can ensure staff are qualified and meet the standards for the school as outlined in the school policy. A school board can also ensure staff evaluations are conducted and there are clear guidelines for the conduct of staff. Administrative accountability is also ensured with a school board overseeing the management of the local program and guided by a comprehensive policy and procedures manual.

- c) **Manage budgets:** A school board can support the management of the annual budget that is allocated to the First Nation Chief and Council, who are the signatories for the funding agreements with the Government of Canada. The school board can support the process by developing draft budgets, proposing alternative forms of funding.
  - d) **Review and approve educational curriculum or programs:** A school board can review the curriculum being taught to ensure it is at standard and meets the expected learning outcomes prescribed by the curriculum or program standards. Regarding First Nation knowledge, culture, and language programs, a school board can work with local Elders and Knowledge-keepers to identify LPFN standards and ensure these are identified in the local curricula.
  - e) **Ensure planning:** A school board can identify performance measures to be included in a school plan. A board can set long and short-term goals with measurables that indicate the success and progress of the school. The school board can monitor these benchmarks to ensure the school is moving as planned.
  - f) **Community advocacy:** A school board can advocate for the community's educational needs by having regular and consistent engagement with the leadership, staff, students, and parents, as well as with the wider community.
- 5) The School Board receive training in their role and responsibility.

**Administration:**

- 1) Discontinue the combined role for the Director/Principal and create two distinct roles for each of the Director and Principal positions.
- 2) To ensure all child learning programs are following a similar pathway and support greater collaboration between program areas, the LPFN Chief and Council should consider the realignment for the Director's role to oversee all areas of educational programming (i.e.: early childhood, adult education, post-secondary) to ensure there are no duplications and all child learning programs are organizationally within one department. As well, that LPFN C&C receive one report for all areas of education – regardless, if the funding sources are from different funding agencies (Indigenous Services Canada or Health Canada).
- 3) The Director position be located within the main administration office of the First Nation to ensure there is a greater degree of connection, accountability to the Long Plain Tribal Administrator and the LPFN C&C.
- 4) The Principal position focuses specifically on the LPS and staff to ensure that effective instruction is being planned and delivered through a school plan and adhering to the curriculum. Also, it is vital that the Principal creates a strong and positive connection with parents/guardians and community members.



- 5) With a focused Principal, the Vice-Principal role should only be utilized in the absence of the Principal on occasion.
- 6) The roles must clearly be identified in an LPS School Policy and Procedure Manual (which is also required, refer to section below) and ensure the roles and responsibilities are stated clear job descriptions.

### **Organizational System**

- 1) A comprehensive *LPS School Policy and Procedure Manual* be developed to guide school operations and procedures, including a *Staff Code of Conduct* to be approved by the Long Plain First Nation Chief and Council.
- 2) Education staff be provided professional development to orientate them to the policy and procedural guidelines.
- 3) A community presentation and communique process be conducted to inform parents and the community about the LPS policy and procedural manual.

### **Chapter Two - Instructional Services 1<sup>st</sup> Level Services**

- 1) Hire a principal who has strong instructional experience as a school leader to direct and ensure LPS has effective and informative instructional and school plans.
- 2) Staff be provided with professional development on the development of a school-wide pedagogical approach with shared instructional planning and assessment.
- 3) Create a standardized instructional plan template(s) to support consistent instructional approaches and shared planning.
- 4) School staff revisit the VM of the school for its relevancy or revision.
- 5) Provide parents with a presentation of the annual instructional and school plans to build their awareness and knowledge of what is being taught and its expected outcomes for their children.
- 6) Provide training for the Education Assistants to become certified.

## **Staff Code of Conduct**

- 1) Governors revisit their community By-laws and/or employment standards (i.e.: ethical guidelines) for employees and reinforce these standards (i.e.: drug testing) in terms of staff compliance for continued employment.
- 2) School staff be provided with professional development on teaching ethics and professional expectations and consequences for misaligned ethical behaviour.
- 3) Ensure all employees have all checks in place at the time of application and not later in the school year. All criminal checks should be submitted before an employment contract is agreed to.

## **2<sup>nd</sup> Level Services**

- 1) LPFN Chief and Council request a meeting with MFNERC to discuss the lack of response.
- 2) LPFN Chief and Council re-evaluate the level of 2<sup>nd</sup> level services LPS receives and consider the options:
  - a. Continue to be a member with MFNERC but with an *Education Service Agreement* and a subsequent *Service Plan* for LPFN Chief and Council to approve.
  - b. LPFN Chief and Council consider withdrawing from the MFNERC and create their own system for receiving similar 2<sup>nd</sup> level services with the funding MFNERC currently holds for LPS services or partner with PLPSD.
- 3) Inquire with MFNERC on their level of clinical services to be provided to LPS.
- 4) LPFN Chief and Council direct LPS, LPFN JP, to establish a shared service agreement and plan for clinical services to the students of LPS to avoid duplication of costs.

## **3<sup>rd</sup> Level Services**

- 1) The LPFN C&C Education Portfolio Councillor be more active in the higher-level activities transpiring through the AMC and MFNERC to ensure that LPFN C&C are informed of the developments.

### **Chapter Three - Academic Programming Resource**

- 1) If data has been collected, this information should support teachers in making informed decisions for students in the classroom and those most at risk.
- 2) Data must be collected, reported and communicated to teachers, school administration and parents.

#### **Assessment**

- 1) An assessment profile for each grade should be identified and complement the Resource and Special Education programming within the system.

#### **Assessment (cont)**

- 1) All the assessments administered should be referenced for systemic change within the school system to ensure literacy and numeracy monitoring and planning are in place. This will address initiatives, interventions, creating protocols, resources needed, professional development, and determine the effectiveness of programs facilitated within the school system and guide the school's literacy, numeracy and overall school plan.
- 2) LPS consider the *Miksew Shkeenjeick – Eagle Eye* assessment bundles and be trained in it.
- 3) LPS should participate with Provincial Assessment to ensure the students are on being assessed in the same manner as the schools they transfer to or progress to high school. The Provincial Assessments can also strengthen instructional practices.

### **Chapter Four - Cultural, Language, and Land-Based Programming**

- 1) School Administration to establish an Elders Committee to guide the program and create a foundational program that the whole school can utilize.
- 2) School Administration to establish a "Language and Culture Program Committee" to include the: Principal, Elders Committee and, the Language and Cultural program staff, an Early Years and Middle Years teacher to identify the cultural and language learning outcomes they expect students to achieve in the program and across the curriculum in all grades. MFNERC should provide support in this area and have specialists that can support creating these specific learning outcomes and ways of assessment for LPS.

- 3) School Administration schedule regular staff to receive professional development on the approaches for teaching language and culture across the curriculum and how to identify local learning outcomes specifically for the students of LPS. Again, MFNERC should be supporting this type of training.
- 4) School Administration direct LPS Teachers and Language and Cultural staff to develop annual instructional plans that complement each other to avoid repetition and ensure conceptual cultural knowledge and language fluency are scaffolded from grade to grade.
- 5) LPS Language and Cultural staff contact and connect with local programs outside the LPS system, such as the Spirit Horse Ranch, Spirit Singers, etc., to create in-school programs or extracurricular opportunities.
- 6) Contract a curriculum developer to develop an LPFN local history curriculum to be taught in LPS and PLPSD.
- 7) Establish a best practice sharing network with neighbouring First Nations schools incorporating language and cultural education to a greater degree and who can provide suggestions for program development and refinement.
- 8) Establish a Keesheekeemaquah Parent Advisory Committee with PLPSD (an opportunity exist with the PLPSD Tuition Agreement to establish such a committee) to ensure that PLSD schools are working with parents and the LPFN community to provide enhanced programming and opportunities for additional student learning in the provincial system.
- 9) Parents suggested that there should be a Spirit Week for people to wear ribbon skirts or ribbon shirts, and braids and traditional regalia. There should be more instructional resources for the language and culture program that the teachers and community Elders should develop. The Elders have stated that they are most willing to help with the language and culture program after school hours.

#### **Chapter Five - Parent/Guardian, Community Involvement**

- 1) Establish Parent Advisory Committees (PAC) for 1) LPS and 2) Portage Schools. PAC's are not school boards but are groups of parents that support the happening and activities of the school. PACS to receive train in their role.
- 2) In terms of schools in PLPSD which LPFN students attend, there was no specific PAC for LPFN parents, even though LPFN students make up almost 50% of the PLPSD student population. The opportunity to create a LPFN PAC for PLPSD is present in the Tuition Agreement between LPFN and PLPSD, it is just a matter of taking the action to make it a reality. Link to Manitoba Education School Partnership handbook: [https://www.edu.gov.mb.ca/k12/docs/support/school\\_partnerships/full\\_doc.pdf](https://www.edu.gov.mb.ca/k12/docs/support/school_partnerships/full_doc.pdf)

- 3) School staff evaluation: The matter of staff conducts and their effectiveness in their role and responsibility they carry in the school needs to be evaluated. Staff evaluations have not been conducted and the conduct of school staff is questionable. LPFN C&C should consider an overall staff evaluation to be conducted by a school human resource specialist team and provide outreach to the parents of the students to participate in the process.
- 4) School Cook to work with the LPFN Health Department to plan more nutritious foods to offer the students. Hire a Cook assistant.
- 5) Parent suggested that all the programs work together to create sport leagues in the community. It was suggested that there should be more recreational programs for the students after school. Dakota Plains has sports days and Long Plain school should challenge them to competition in some sports.

#### **Chapter Six - Facilities, Transportation, Operations, and Maintenance (O&M)**

- 1) O&M and Transportation management system be strengthened with additional staff to maintain records and logs for all aspects of the facility, and buses.
- 2) Review Bus drivers wages for the feasibility of increased salaries.
- 3) Conduct a feasibility study to build a heated bus and maintenance shelter
- 4) Bus monitors be placed on the buses where the misbehaviours of students are taking place.
- 5) A better electronic monitoring system should be purchased.
- 6) Professional development for bus drivers be conducted. (i.e., Non-Violent Crisis, First-Aid, Emergency Response, etc.