



# Black Gold Regional Schools



BLACK GOLD  
REGIONAL  
DIVISION NO. 18

June, 2014

Chairman, Board of Education



On behalf of the Board of Education, I would like to thank all of the Black Gold staff for another banner year.

The 2013-2014 school year was busier than ever for all of us. You all worked collaboratively to provide **STUDENT – FOCUSED LEARNING** in a **SUPPORTIVE ENVIRONMENT**. Your **PASSION** and **RELATIONSHIPS** with each other, your students and your school communities, contributed to our success. Together we are all making a difference.

As we head into July and August, please take some time to rest, relax and recharge. The Board of Education is looking forward to working together with all of you again in September as we **INSPIRE SUCCESS**.

Thank you,

**Johnette Lemke, Chairman, Board of Education-** [johnette.lemke@blackgold.ca](mailto:johnette.lemke@blackgold.ca)



Superintendent

As the school year draws to a close, I wanted to take this opportunity on behalf of Black Gold's Central Office personnel and the Board of Trustees, to thank you for your hard work and dedication to students.

Here are a few of the highlights of our accomplishments in the 2013-14 school year:

- Name the School Contest- The public was invited to provide suggestions for the name for the new K-9 Public School in Leduc- West Haven Public School.
- A Sign Unveiling Ceremony was held for the new Leduc K-9 Public School being built in the West Haven neighborhood.
- Welcome Back and Long Service Awards Ceremony was held at Leduc Composite High School (LCHS). More than 60 new teachers were welcomed to Black Gold.
- LCHS hosted their 50<sup>th</sup> Anniversary celebration.
- Black Gold Regional Schools (BGRS) signed a five year contract with ENMAX for electrical energy.
- Innovations grant- a total of \$103,244.15 was shared between 16 proposals across the Division.
- LCHS hosted their first French Immersion (FI) registration night. LCHS will be offering FI for the first time starting September, 2014.



## Superintendent Continued...

- BGRS staff and students, along with dignitaries from the Calmar region, gathered to listen to Honourable Diana McQueen announce that Calmar Secondary School has been approved for modernization.
- Simon Breakspear- How Education in Alberta is Transitioning Towards Inspiring Education. Simon presented to school representatives, School Councils and to the public.
- Dr. Philip McRae- Where is Education going: Technology and Your Child's Classroom. Dr. McRae spoke about the personalization of education.
- The Honourable Jeff Johnson, Minister of Education, announced that Black Gold Regional Schools, as the lead of a consortium of six school districts, has been awarded a contract by Alberta Education to develop Alberta curriculum for grades 7-9.
- An open house and additional consultation to solicit feedback on the City of Leduc schools configuration proposal was conducted. Comments will be used to finalize the Leduc schools configuration review process.
- Kevin Cameron- Level One and Level Two Threat Risk Assessment. BGRS administrative and staff representatives attended.
- Last year's successful School Reconfiguration Process in the Town of Beaumont allowed for staff being consulted and reassigned to meet the needs of each school.
- We had an Excellence in Teaching Award Nomination, Kirsten Newman from New Sarepta Community High School.
- We had two nominations and one recipient for the Alberta Distinguished Leadership Award- Mrs. Katherine Kloschinsky and recipient Dr. Paul Wozny.
- Collective Bargaining mandated C2 Committee continues to move forward with providing direction on teacher workload. Our local survey has been disseminated to teachers.



We would like to say goodbye and thank you to the Central Office personnel, school-based administrators and staff members who are retiring or will not be returning to us next year. We would also like to extend a warm welcome to all new staff in the 2014-15 school year.



Next year will continue to provide many opportunities and challenges. I look forward to continuing to work with all of you as we move forward through the Inspiring Education mandate.

I wish you all an enjoyable and relaxing summer.

**Dr. Norman Yanitski, Superintendent of Schools-** 780 955 6026- [norman.yanitski@blackgold.ca](mailto:norman.yanitski@blackgold.ca)

## Associate Superintendent, Learning Services

It's been another exciting year for the Learning Services team!



One of our major highlights is having been awarded the contract to participate in the Curriculum Redesign Prototyping. With Black Gold leading a team of six school divisions, we have the daunting task and awesome responsibility to create the curriculum for grades 7-9 for the province of Alberta. Under the leadership of Terri Reid, our development team has worked non-stop since the beginning of February.



They will continue to work through much of the summer and all of the first semester next year to complete the requirements of their contract. While it is difficult and exhausting work, it is an opportunity to directly influence the course of education in the province of Alberta.

Another major initiative that began this year is the examination of our Crisis Response Manual. It was decided

## Associate Superintendent, Learning Services Continued...

that two areas needed to be addressed; those of mental health, as well as those of a physical nature. To attend to the first area of need, Dianne Butler, Director of Student Services, contracted Kevin Cameron to provide our educational leaders with Level 1 and Level 2 Violent Threat Risk Assessment (VTRA) workshops. Secondly, BGRS contracted Hour Zero to train our school staff to deal with the possibilities of natural disasters or human threats. To date, we have had one, full-day session with an administrator and support staff from each school in the Division. Additionally, Darren Bursey from OH&S has accompanied the Hour Zero team to each school to conduct inspections. Training for individual staff will commence in October, 2014.



Rachel Djordjevic has stepped into the role of the Division English as a Second Language (ESL) Lead Teacher while Carolyn Reny is on leave. Rachel will provide the same great service and advice we have become accustomed to.

Debbie Ponich and Terri Reid have been great resources for principals as our Division has moved towards school-based Professional Development (PD) this year. They have helped school-based committees find resource people and helped with the planning of PD activities at the local schools. They will continue to be available to principals in the same capacity next year.

Please welcome Kelly Tremblay to Central Office as the new administrative assistant in Learning Services. Kelly is already taking charge after only a few weeks on the job.



I must express my most humble gratitude to Jean Mill who will be retiring at the end of this month after 24 years of dedicated and exemplary service to Black Gold Regional Division No.18. To many school-based administrators, Jean has been that voice at the other end of the phone, steering us to the proper people for information and resources. She has saved us countless hours of frustration by knowing where things are located and who we needed to talk to. Since I arrived at Central Office, she has guided me through the responsibilities of my job. I hold Jean in the highest professional esteem and wish her well as she enters a new phase in her life. Thank you Jean!

**Bill Romanchuk, Associate Superintendent, Learning Services-780 955 6028-**  
[bill.romanchuk@blackgold.ca](mailto:bill.romanchuk@blackgold.ca)

## Associate Superintendent, Human Resources & Administration



I don't watch a lot of television, but the other evening I was compelled by the story line of an old movie starring Katherine Heigl and Seth Rogen. Katherine (Alison) had just been promoted to an on-air job at a cable network, so she and her sister decided to go out and celebrate. While celebrating, Alison met reckless Seth Rogen (Ben), and their relationship evolved from there.

The movie addressed a number of topics: relationships, love, honesty, and the built-in discrepancies between what people expect from each other and what they get. Each of us has his/her personal relationships, but as educators, we also have our many professional relationships; do we expect too much from those in our circles? The movie made me smile, laugh, and almost cry, but above all it made me happy: happy in believing in the good of people and the power of love.



## Associate Superintendent, Human Resources & Administration Continued...

# WELCOME

Speaking of good people, retirements have and are happening at Central Office, and I've been worried about being able to replace our amazing retirees; these people are second to none. Black Gold Regional Division, however, has been extremely fortunate in its hiring, and I would like to officially welcome the following people: Michelle Unchulenko/H.R., Leahann Sigurdson/Accounts Payable, Rob Harrington/Custodial, Sarah Bjornstad/Payroll, Dakota Williams/H.R., Kelly Tremblay/Learning Services and Robert Krahn/Facilities; together, we will inspire success.

It's been another busy year in our schools, and on behalf of our Human Resources department, I thank you for your leadership, dedication, and commitment to our students and to each other. I hope our department has lived its values: assisting employees in achieving their personal goals insofar as these goals enhance the individuals' contributions to BGRS; attracting quality employees and fostering a work environment that facilitates high employee performance; showing courtesy and understanding in our contact with others; being an easy department with which to do business; being creative problem solvers; cultivating our competencies and increasing our knowledge in the field of strategic human resources; and promoting a safe, healthy, and productive work environment.



For ten months each of us has been going 100 KPH and still trying to catch up. Instead of accelerating, we need to apply the brakes, and summer holidays will allow us to do exactly that – wind down, relax, and focus on other important pieces of our lives. So, wrap up your school year looking back at all of the successes; July will be here before you know it.

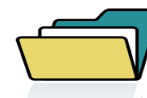
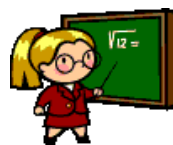
In the words of Mungo Jerry, in his 1970's song 'In the Summertime', "Life's for Living". Live, Love, and enjoy your summer, everyone.

**Calvin Monty, Associate Superintendent, Human Resources & Administration- 780 955 6032- [calvin.monty@blackgold.ca](mailto:calvin.monty@blackgold.ca)**

## Associate Superintendent, Business and Finance

The Spring Budget for 2014-2015 was presented to the Board of Education at their meeting on May 28, 2014. The budget projects a **deficit of \$2,235,990** which will be supported through the use of operating reserves. Projected revenues and expenditures by program are as follows:

Revenues	2014-2015	%
Instruction	\$ 85,881,344	80.17%
Operations & Maintenance	\$ 13,088,253	12.22%
Transportation	\$ 3,941,095	3.68%
Board & System Administration	\$ 3,719,980	3.47%
External Services	\$ 494,822	0.46%
<b>Total Revenue</b>	<b>\$ 107,125,494</b>	<b>100.00%</b>



Expenditures		
Instruction	\$ 87,400,063	79.92%
Operations & Maintenance	\$ 13,412,098	12.26%
Transportation	\$ 4,339,941	3.97%
Board & System Administration	\$ 3,714,560	3.40%
External Services	\$ 494,822	0.45%
<b>Total Expenditures</b>	<b>\$ 109,361,484</b>	<b>100.00%</b>



Class Size Initiative and Inclusive Education funding rates increased by 2%, while Base Instruction and all other funding rates received a 0% increase. The budget projects an enrolment increase of 110 FTE students for 2014-15.

The Instructional Resource and Transportation fees remain unchanged from the previous school year, as well as the tuition for adult students. The Alternate Education fee for Grades 10-12 will increase to \$80 and the fee for Foreign or Out of Province students will increase to \$11,800.

The site-based allocation rate to the schools increased from \$40 to \$65 for ECS students and all other site-based allocations remained the same as in the previous year. The Pupil Teacher Ratio for Black Gold Regional Schools also remains unchanged. We are facing particular financial challenges in the Operations & Maintenance program and Transportation program, where bus ride times for some of our rural students are getting longer. We are fortunate in Black Gold that we are able to mitigate the effects of insufficient funding through the use of operating reserves, however, deficit budgeting is not sustainable after the reserves are depleted.

Thank you to the members of the Resource Allocation Committee for your input into preparing the budget. I wish everyone a safe and relaxing summer. Have a great break!

**Ruth Andres, Associate Superintendent Business & Finance-** 780 955 6049- [ruth.andres@blackgold.ca](mailto:ruth.andres@blackgold.ca)

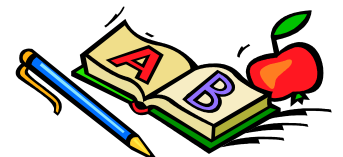
## Division Principal

Saying that June is a busy month is an understatement. It is the month where administrators are focused on recognizing student and staff achievements while trying to make preparations for the following year. The tasks are numerous and the decisions made have lasting implications. Such is the case here at Central Office. Many of the initiatives that were worked on this past year are coming, or have come, to a close and preparations have begun to determine which will return and what will be new for next year.



The Aspiring Leadership Team (ALT), Regional Principal Meetings, and the Innovation Grant are annual initiatives that will continue. I would like to say congratulations to the ALT members who have successfully completed the program. It was a pleasure working with such a committed and talented group of future leaders. Also, a thank you goes out to the volunteer presenters who shared their thoughts and expertise with the group. The frequency of the Regional Principal Meetings has varied however, this form of collaboration is valuable in providing an opportunity for the school-based leadership teams to meet, plan and share ideas. The Innovation Grant will again be offered and the criteria for proposal submissions will be released before the summer break. I encourage you to keep this in the back of your mind over the summer as the proposal deadline will be set for early fall.

‘Reconfiguration’ and ‘school boundary review’ are terms that many have become familiar with over the past two years. I am pleased to say that we are at the end of this process within the community of Beaumont. Students are aware of which schools they will be attending and all staff have been consulted and assigned. We anxiously await the keys to the newest school in Black Gold, Ecole Dansereau Meadows. In Leduc, the configuration review started in September and has continued into June. The latest proposal will be presented to the Board of Education on June 18, 2014, at which time, the decision as to how to proceed will be announced.





## Division Principal Continued...

Next year will provide opportunities for involvement in new initiatives. These include, the School and Division Website Redesign, the review of the Black Gold Principal Quality Practice Guidelines and the Celebration of the Arts. Each of these initiatives will provide the opportunity for volunteerism of individuals who possess various skill sets. Please consider participating if you are interested.

Upon reflection, I feel an overwhelming sense of pride of being associated with the BGRS community. I bid farewell to those who will not be returning and wish everyone a great summer break. See you in the fall.

**Norm Dargis, Division Principal**– 780 955 6110– [norm.dargis@blackgold.ca](mailto:norm.dargis@blackgold.ca)

## Finance

### Payroll and Benefit Information



#### Adding a Dependant for Benefits

Avoid late applicant benefit status during the summer by notifying payroll immediately if you:

- Get married
- Have a baby
- Lose spousal coverage



#### Change of Address

All address changes should now be completed on Employee Self Service-SRB (ESS-SRB) under the “My Info” tab,

“Individual Information”, “Contact Us” envelope. Please note, this change will be verified by Human Resources and accepted, so it may take a few days to show the updated address in the ESS-SRB system.

#### Employment Confirmation

Employees requiring employment confirmation for mortgage purposes or verification of service information during the summer should submit these requests prior to July 1<sup>st</sup>. This will ensure the appropriate Central Office personnel are available to process requests; otherwise, response time may be delayed as holidays are scheduled during the summer.

#### Health Spending Accounts (HSA)

The Alberta School Employee Benefit Plan, (ASEBP) Health Spending Account (HSA) is online. Employees who are leaving Black Gold at the end of June, have 60 days from June 27<sup>th</sup> to apply for any remaining HSA credits. Continuing employees have 60 days from August 31<sup>st</sup> to apply for HSA credits. Employees who have not incurred any other expenses that qualify for HSA, can claim the employee portion of premiums paid for health benefits.

Please find your Health Spending Account statement online now to find out if you will be losing credits. If you have any questions, please call ASEBP at 780-431-4786 or toll free at 1-877-431-4786.

#### Teachers

For all teachers whose contracts are continuing, regular pay dates will be the last banking day of the month, as usual. The June, July and August pay voucher notifications will continue to be sent to your Black Gold email address and will be available on ESS-SRB. For all teachers whose contracts are ending, pay dates will be July 14<sup>th</sup> for July and July 15<sup>th</sup> for August. For those teachers whose temporary contracts are ending or who are taking early retirement or resigning, benefits, including your Health Spending Account, will end on the last day worked. (i.e. June 27<sup>th</sup>)

## Finance Continued...

Pay vouchers will be mailed to the home address for all employees whose contracts are ending.

Records of Employment (ROEs) are submitted electronically to Service Canada. Employees no longer require a paper copy, as the ROEs can be accessed online. The Employment Insurance (EI) instructions and reference code are on the Black Gold website under “Departments”, “Finance”, “Staff Information”, “Other Related External Links”.

### **Mileage and Expense Claim Reimbursements from Accounts Payable to Staff**

Please ensure that all mileage and expense claims are submitted prior to summer vacation. Have a great summer!

### **Payroll Contact Information**

**Sarah Bjornstad** (Custodians, Sub SS/EA, Misc. Hourly & Benefits) - 780 955 6055–

[sarah.bjornstad@blackgold.ca](mailto:sarah.bjornstad@blackgold.ca)

**Donna Kumpula** (Support Staff) -780 955 6053- [donna.kumpula@blackgold.ca](mailto:donna.kumpula@blackgold.ca)

**Jaime Woinaroski** (Teachers, Trustees, Sub Teachers) - 780 955 6052- [jaime.woinaroski@blackgold.ca](mailto:jaime.woinaroski@blackgold.ca)

**Laurel Kvarnberg, Director of Finance**- 780 955 6059- [laurel.kvarnberg@blackgold.ca](mailto:laurel.kvarnberg@blackgold.ca)

## Student Services

For the past several months we have been working closely with school-based teams and school-linked teams to define future supports and services to our schools. The model here illustrates the continuum of supports and services that will be provided by our Student Services team and our Regional Collaborative Service Delivery (RCSD) team. Through dialogue we are developing a common language and a common framework for better understanding and responding to the needs of the students we serve.



As part of this process, Classroom/School Profiles will be used to help teachers identify students who may require targeted or individualized support/challenge in one or more areas of their learning and development. Of equal importance will be the identification of those students who are progressing well (the majority) with the quality instruction that is already in place.

We are very pleased that our Mental Health Capacity Building Project will be extended for three years. The focus continues to be on the promotion of mental wellness and will see the CAP Team working primarily with the adults who support children and youth.

We have a few staffing changes for 2014-15 and these have been communicated in our correspondence with school-based teams.

As we conclude the 2013-14 school year I would like to express my deepest regard for our Student Services staff and our school-based staff for the amazing work that you do to support children, youth and their families. You are making miracles happen.....every day.

**Dianne Butler, Director of Student Services**- 780 955 3027- [dianne.butler@blackgold.ca](mailto:dianne.butler@blackgold.ca)

# Technology

**Computers are useless. They can only give you answers.**

–Pablo Picasso



Are we starting to move beyond this outdated quote? Are we using technology for more than just answers? I do hope so. Higher order thinking skills, collaboration and personalization are all points of focus for technology use in BGRS. Looking up the answer doesn't fall into one of those categories.

This year has certainly been one of change, often called technology's only constant. There has been at least one set of Chromebooks introduced to every school in BGRS and they have been well received. Their quick on and off operation combined with Google Apps creates a very efficient classroom experience. The Division currently sends and receives about 1.3 million emails per month, creates 1000 documents per day and uses 1.3 terabytes of storage. In addition to Chromebooks there are five new CTS labs in schools and there has been an expansion of offerings from Computer Numerical Control (CNC) Routers, 3D printers, Computer Assisted Design (CAD), Plotting and a more consistent use of the Adobe CS6 suite.

In Central Office there is now a classroom set of [BeeBots](#) and [ProBots](#) for learning problem solving in grades 1-5 and there will soon be a class set of [Spheros](#) for grades 4-6. This introduces computing, programming and robotics to students in a very engaging format. In addition to that, there is also a 24" wide plotter that can be used to plot out student exemplars for display in a classroom, approximately 24" x 36" paper size. Please contact Darren Maltais if you would like anything plotted.



So far this year 98% of tech requests were addressed in the first 24 hours. The goal is 95% plus so we are on track to achieve this. Our server system in Central Office will be getting an upgrade over the summer. It has been in the same small room for nearly 20 years, running with two inefficient air conditioning units. The space is so full that we have had a portable server stack in another room for the past four years. The new space will accommodate three full server towers, a centralized battery backup power supply that will eliminate unexpected server shutdown and, in the future, it is hoped that a generator will be available so the system never goes down. This translates into a more reliable network for everyone in BGRS.

By this summer all but six schools will have permanently wired access points in every classroom, library and common area. Reliability is also increasing with a replacement of network switching gear giving the ability to track down issues remotely. Several schools will have their network infrastructure upgraded over the summer, a large number of schools are running network switches that are more than seven years old. This is happening based on need, doing as many sites as the budget allows. All the sites that have already been upgraded have seen a noticeable improvement. This all leads to a readiness to increase Bring Your Own Device (BYOD) usage in the schools. Several schools are working on their plans for implementation in the next year. For more information on BYOD please see [BGRS BYOD](#) site.


We are starting to plan summer projects for the IT staff. Over the school year, all staff computers received memory upgrade. To take full advantage of this, all machines will need to be "Re-Imaged" with a new 64 bit operating system this summer. **Please make sure you have backed up all data on the desktop machine.** We will also be re-enrolling all chromebooks into the gshare domain. If there is some IT work you require to be completed this summer, please let Barry Scheelar know as soon as possible to have it scheduled.

Username migration is three/quarters complete with only seven sites remaining. Once this is finished, we will begin to integrate other services using LDAP to synchronize usernames across the various services we offer.



In July and August, there will be at least two analysts available to deal with any help tickets coming in. If you need assistance submit a ticket, someone will be checking them and the work will get completed. If you need immediate assistance, contact Barry in July and Rick/Mohammed in August.



 In closing, we are happy to report that our Google + community has over 370 staff members. There are hundreds of posts about education in BGRS, tips, links and discussions. Please join and participate.

As always, if you have any questions or concerns please submit a help desk request and we will work to address them. Have a safe and productive summer.

**Barry Scheelar, IT Manager-** 780 955 6041- [barry.scheelar@blackgold.ca](mailto:barry.scheelar@blackgold.ca)

**Ray McCubbing, Ed Tech Manager-** 780 955 6044- [ray.mccubbing@blackgold.ca](mailto:ray.mccubbing@blackgold.ca)

# Have a fantastic Summer!

