



SCHOOL DISTRICT NO. 27
(CARIBOO-CHILCOTIN)

Enhancement Agreement



January 2016 to June 2021

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We give thanks to Shania Cook of Naghtaneqed Elementary/Jr. Secondary School for her prize winning artwork for our cover.

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Acknowledgements

School District No. 27 Cariboo Chilcotin and First Nations Education Committee extend a sincere thank you to the Enhancement Agreement Working Group as well as communities who worked in partnership in the development of this second Enhancement Agreement for School District No. 27.



Local and rural schools celebrate Aboriginal Day holding their own mini Pow Wows or having a week of First Nations cultural activities for all students and staff to take part in.

Enhancement Agreement: January 2016 – June 2021

First Nation Bands School District No. 27 (Cariboo-Chilcotin) Ministry of Education

Preamble:

*School District 27
Mission Statement*

Ensuring all students have meaningful learning experiences, empowering them to succeed in an ever changing world

*School District 27
District Vision*

We envision an encouraging and understanding learning environment where everyone demonstrates a Sense of Belonging, Mastery, Independence and Generosity.

The First Nations Education Committee and School District No. 27 acknowledge and honor the history, culture and territory of the Secwepemc, Tsilhqot'in and Dakelh First Nations in whose territory we reside.

School District No. 27 and the First Nations Education Committee (in partnership) wish to implement their second Enhancement Agreement based on the values of respect, consensus building and to maintain a focus on the original goals and strategies. We believe this will lead to academic and personal success for all First Nations learners in the District's schools and allow them to become successful, contributing members of their First Nations communities and society.

School District No. 27 and First Nations/Métis and Inuit recognize and honor the historical and critical importance of the preservation of the local First Nation languages and cultures. The District prides itself in offering language programs of the Secwepemc, Tsilhqot'in and Dakelh for over thirty years. We recognize the loss of the language means the loss of the traditional culture.

Implementation:

This Enhancement Agreement will be effective June 2016-2021. Procedures will be developed to gather school-based data in order to monitor progress over time. The First Nations Education Committee and School District No. 27 will work collaboratively to ensure that strategies and structures are established to meet the Enhancement Agreement goals, they are reviewed annually and the roles that each of the partners' play in the Implementation of the Goals will also be reviewed.

Performance Evaluation and Agreement Review:

The First Nations Education Committee of School District No. 27 will meet to evaluate Enhancement Agreement performance data and to review the implementation of the agreement and the role that partners play in its implementation in the fall of each year. An annual report will be prepared collaboratively with all partners when all data is collected.

Performance Evaluation and Agreement Review: Cont'd.

The annual reports, with recommendations, will be shared with First Nations and Educational partners and the Ministry of Education. Progress on the goals will be reviewed by all partners annually in order to renew our commitment to and celebrate the progress of our goals. Once the review is completed by School District No. 27 and representatives from the First Nations communities, targets strategies, and roles of the partners will be revised to ensure that goals are being met. In addition, the review will ensure that the targets and strategies remain reasonable and attainable, and represent meaningful progress towards meeting the goals of the Enhancement Agreement.

Previous Enhancement Agreement:

Since our last agreement we have shown minimal success in all areas of growth. Although we are moving forward on a positive trajectory, our progress has been relatively slow and limited. Our FSA results show that students in grades 4 and 7 are achieving better results in reading, writing and numeracy since our first agreement. While our English and Math 10 students have seen little to no improvement during that same time frame, we continue to have strong results in our English 12. We have noticed that our students do well in grade 12 if we can get them to their grade 12 year. Consequently, we have seen a recent improvement in our 6 year completion rates and are looking forward to maintaining this positive trend (66% of aboriginal students graduated on a six year completion rate in 2013-2014).

The satisfaction survey results show that students in grades 4, 7 and 10 have shown an increase in “liking school”, while there has been a decrease in grade 12 students “liking school”. We also see a decrease in students answering positively to “At school are you being taught about aboriginal people of Canada?” In the lower grades there has been a decrease in the amount of exposure to aboriginal culture and for grades 7, 10 and 12 the results stay consistently low.

We wish to acknowledge the work of the previous Enhancement Agreement working group and include recent community meetings 2013-2015.

How will this Enhancement Agreement be different?

This Agreement is the result of respectful, inclusive, ongoing consultation and collaboration with the representatives from the First Nations Education Committee. The consultation process included community meetings with First Nations, Métis and Inuit families and partners. The Enhancement Agreement working group also sought the input and wisdom from each of the First Nation communities within School District No. 27. It is the pledge of all stakeholders to continue to work in partnership to develop and implement appropriate and strategic programs and initiatives for the benefit of all First Nations, Métis and Inuit learners. It was also evident from the community consultations that the goals from the first Enhancement Agreement are still important to all of our partners and, therefore, we are committing to maintaining the same goals as the previous Enhancement Agreement.



CARIBOO-CHILCOTIN
SCHOOL DISTRICT NO. 27
ENHANCEMENT AGREEMENT

Context:

School District No. 27 is working together in an open and honest relationship with First Nations to improve and enhance the educational success of all First Nations students. This Enhancement Agreement has been developed by input from community meetings as well as Enhancement Agreement working groups and other educators, parents/guardians and students.




*First Nations communities gave Cariboo-Chilcotin School District No. 27 direction to use the term “First Nations” to refer to on/off reserve First Nations, Métis and Inuit people.

The First Nations Education Committee was established to advise the District on all First Nations issues. This committee includes representatives of the following:

- Northern Secwepemc Bands (Shuswap)
 - Eskêtemc First Nation (Alkali Lake Band)
 - Stswecem’c/Xgat’tem (Canoe Creek/Dog Creek Band)
 - Tsq’escen’ (Canim Lake Band)
 - Xats’ull (Soda Creek Band)
 - T’exelc (Williams Lake Indian Band)
- Tsilhqot’in Bands (Chilcotin)
 - Tl’esqox (Toosey Band)
 - Tl’etinqox Government (Anaham Band)
 - Yunešit’in Government (Stone Band)
 - Tši Del Del (Alexis Creek Indian Band)
 - Xenl Gwet’in First Nation Government (Nemiah Band)
- Southern Carrier Bands
 - Ulkatchot’en (Ulkatcho Band) (Carrier & Chilcotin)
 - (?Esdilagh) Alexandria Band (Carrier & Chilcotin)
- Cariboo-Chilcotin Métis Association
- Board of School Trustees
- District Based Administration
- Cariboo-Chilcotin Principals’ and Vice-Principals’ Association
- Cariboo Chilcotin Teachers’ Association
- International Union of Operating Engineers, Local 959

Purpose:

The purpose of the Enhancement Agreement is to work in partnership:





-  To create a climate that is culturally sensitive, welcoming and supportive of First Nations at all School District worksites.
-  To ensure First Nations students achieve academic and social success.
-  To honor and actively support the revitalization of the histories, cultures, governance and languages of the First Nations.

Process:

This agreement will be the focus of our First Nations Services for the next five (5) years. Strategies that we put into practice will be the result of the direction of this agreement.




Guiding Principles:

In the performance areas selected for enhancement there is assurance that the evidence can be:

-  Tracked over time.
-  Used effectively to implement interventions.
-  Monitored to improve the culture of the school system for First Nations students and parents/guardians.
-  Reviewed annually each fall.

Enhancement Agreement Goals 2016-2021:

The following goals will be implemented during the 2016-2021 school years.

-  Goal No. 1: To increase First Nations students' Sense of Belonging at school (page 9-10)
-  Goal No. 2: To increase Academic Success of all First Nations students (page 11-14)
-  Goal No. 3: To increase the Knowledge and Understanding of local First Nations history, culture, governance, languages and communities for all students (page 16-17)

Enhancement Agreement Goals 2016-2021: Continued

**Targets will be set after the first year of implementation and based on the baseline data. The targets will be five year targets focusing on continued growth in all three goal areas.

Working in Good Faith:

Cariboo-Chilcotin School District No. 27 resides in the unsundered¹ traditional territories of the Northern Secwepemc, Tsilhqot'in and Ulkatchot'en Nations. Nothing in this Agreement shall be construed so as to abrogate or derogate from the protection of any existing or future Aboriginal or treaty rights, including Aboriginal title of the First Nation².

Tangible measures of good faith are respectfully acknowledged in the following motions made by Cariboo-Chilcotin School district No. 27 Board:

No. 162-05 D. Ostrander/P. Gabel

That School District 27 actively recruits more First Nations teachers. CARRIED October 27, 2005 No. insertion of School District 27 acknowledging Shuswap Territory here. Enhancement Agreement 2016 to 2021

¹ Unsundered Traditional Territories – The territory that the First Nations Bands have stated to be their traditional territory that has never been ceded, sold or surrendered.

² Northern Secwepemc Bands (Shuswap)

- Eskêtemc First Nation (Alkali Band)
- Stswecem'c/Xgat'tem (Canoe Creek/Dog Creek Band)
- Tsq'escen' (Canim Lake Band)
- T'exelc (Williams Lake Indian Band)
- Xats'ull (Soda Creek Band)

Tsilhqot'in Bands (Chilcotin)

- Tl'esqox (Toosey Band)
- Tl'etinqox Government (Anaham Band)
- Yunesit'in Government (Stone Band)
- Tsi Del Del (Alexis Creek Indian Band)
- Xení Gwet'in First Nation (Nemíah Band)

Southern Carrier Band

- Ulkatchot'en (Ulkatcho Band)
- ?Esdilagh (Alexandria Band)

Goal: 1

To increase First Nations students' Sense of Belonging at school.

Rationale:

Our School District's Mission and Vision are based on the Circle of Courage elements – Sense of Belonging, Mastery, Independence and Generosity. Dr. Martin Brokenleg's teachings from the 'Circle of Courage' tell us that if students are going to be successful they must first have a Sense of Belonging and it is nurtured by a relationship of trust. We build on this through language, relationships, culture, friends and family. It is our belief that students cannot successfully master skills without having a Sense of Belonging within their environment schools and classrooms. Developing a Sense of Belonging is key to development in all other goals, and therefore remains as a goal in the new Enhancement Agreement.

Actions for Success we believe will contribute to accomplishing our goal:

Note: These are suggested actions that will be continued and/or be explored as plausible actions that will support the Enhancement Agreement goals. These are not to be seen as the only action and they will be reviewed annually to ensure that they are effective in supporting the Enhancement Agreement goals as well as education partners are aware of their roles in implementation of the actions throughout the year.

- Promote programs and activities which enhance First Nations students' self-worth and acknowledgement.
- Encourage school staff, students, communities and parents/guardians to work together to develop strategies to build strong, healthy relationships between the school staff, students, parents/guardians and communities.
- Continue to actively recruit professional First Nations teachers, counselors, administrators and First Nations support staff.
- Continue the First Nations Role Model Program.
 - Provide specific annual event schedule for Role Models to attend.
- Create and promote programs and activities which enhance First Nations self-worth and acknowledgement.
 - Professional development for First Nations Classroom Support Workers, First Nations Youth Liaison Workers.
- Continue the Development of Language Kits for (Carrier/Ulkatchot'en, Chilcotin/Tsilhqot'in, and Shuswap/Secwepemc), with support and active role by local First Nations.
- Continue to provide Professional development for the pilot project Residential School and Reconciliation
- Improve communication between School District #27 schools, parents/guardians and First Nations communities.
 - Community meetings with First Nations communities on-reserve
 - Promote school participation in Orange Shirt Day, Every Child Matters.
- Work with community to encourage more First Nations guest speakers in the schools.

Enhancement Agreement: January 2016 – June 2021

First Nation Bands School District No. 27 (Cariboo-Chilcotin) Ministry of Education

Goal 1: Continued.

- Continue to promote First Nations cultural activities in the schools.
- Continue to promote the Aboriginal Day Poetry Contest and investigate other opportunities for Aboriginal students to showcase their gifts.
- Increase opportunities for Cross cultural training.

Indicators: See appendix.



Every May First Nations Education Department and First Nations Education Committee host a First Nations Role Model Ceremony where new Role Models for the next school year are crowned. These students are ambassadors for our School District, distinct leaders among their peers and within their First Nations Communities.



Goal: 2

To increase the quality of academic success for all First Nations students.

Rationale:

The Enhancement Agreement process reaffirmed that academic success is important to the community and educational partners. From a School District perspective, improving Aboriginal student achievement is a major focus and is aligned with District accountability commitments. Academic success is important because it directly decides the positive outcomes of the students after graduating. Research shows that the students with good degrees or high levels of education are more likely to be employed and paid a higher salary (National Center for Education Statistics, 2001; U.S. Department of Commerce, Bureau of the Census, 1999). Academic success is important because it directly impacts the positive outcomes of the students after graduating.

School District No. 27 worked closely with Dr. Martin Brokenleg on the development of our Circle of Courage which expresses the importance for ‘Mastery’. Children were taught to carefully observe and listen to those with more experience. Each person strives for ‘Mastery’ for personal growth; to lead by example and be responsible. The Circle of Courage states that we strive to get to ‘Generosity’ where we become contributing members of our community and we can give back.

The Circle of Courage (Dr. Martin Brokenleg) See Page 13

Actions for Success we believe will contribute to accomplishing our goal:

Note: These are suggested actions that will be continued and/or be explored as plausible actions that will support the Enhancement Agreement goals. These are not to be seen as the only actions and they will be reviewed annually to ensure that they are effective in supporting the Enhancement Agreement goals as well as education partners are aware of their roles in implementation of the actions throughout the year.

- Continue to offer on-line rural secondary program.
- Working with parents/guardians, communities, teachers, principals and counselors to ensure each student is challenged to achieve his/her full potential.
- Supporting and working in partnership with First Nations people on pre-school readiness programs and early childhood development.
- Ensuring assessments (methods, tools, reporting) are culturally appropriate for First Nations Learners.
- Increasing First Nations curriculum content in all school subject areas.
- Ensuring that First Nations students and parents/guardians are informed and understand the requirements for graduation and the requirements for employment and/or post secondary programs.
- Professional development for First Nations Classroom Support Workers, First Nations Youth Liaison Workers, to achieve academic success.

Enhancement Agreement: January 2016 – June 2021

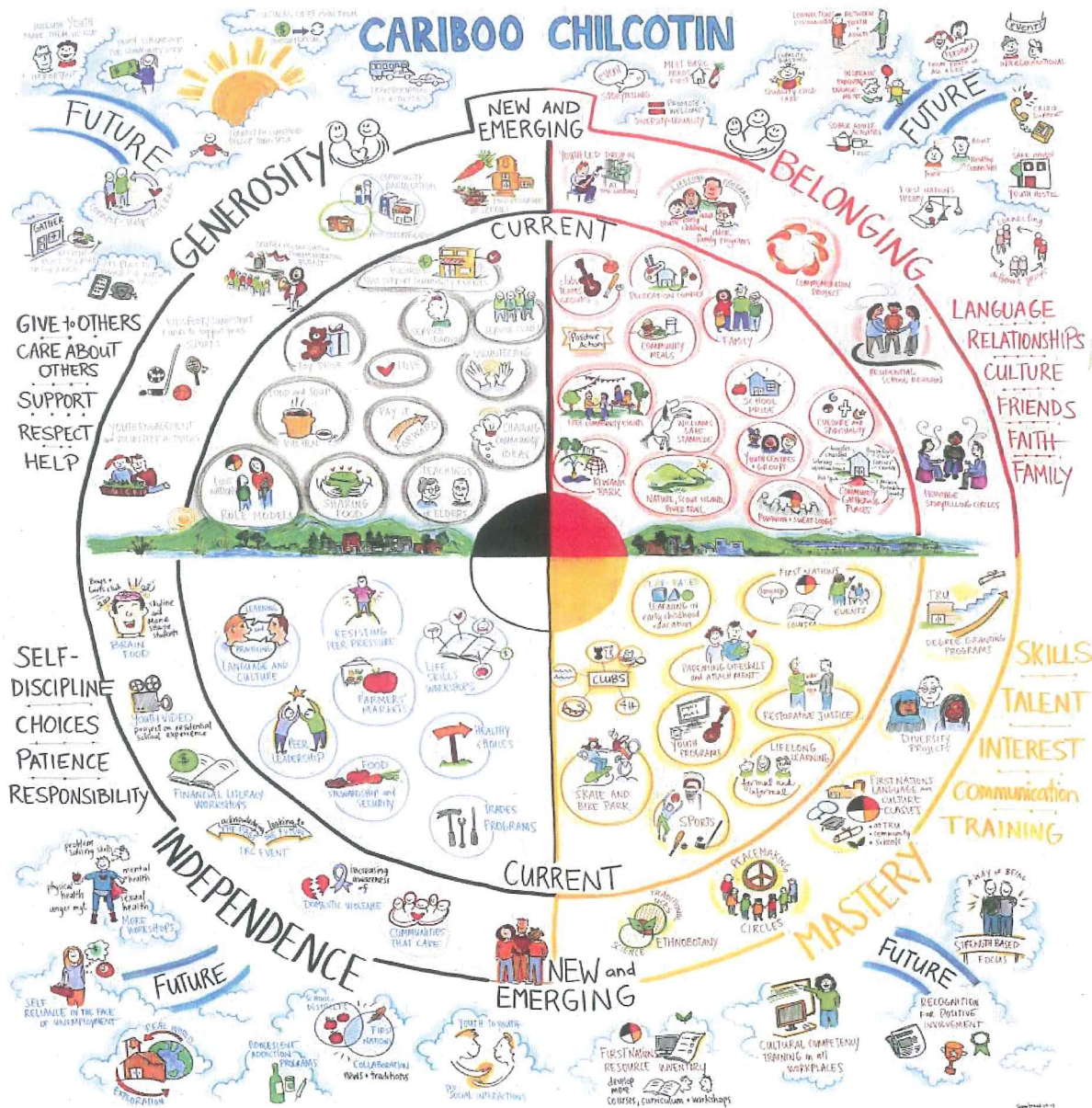
First Nation Bands School District No. 27 (Cariboo-Chilcotin) Ministry of Education

- Improve communication between School District No. 27 schools, parents/guardians and First Nations communities.
 - Community meetings with First Nations communities on-reserve
 - Community meetings in urban centers
- Encourage more First Nations guest speakers in the schools.
- Aboriginal Day Poetry Contest.



2013 Monument
unveiling at site
of former
Residential
School in
Williams Lake.

Goal 2: Continued: **The Circle of Courage (Dr. Martin Brokenleg)**



The Spirit of Belonging: The universal longing for human bonds is nurtured by relationships of trust so that the child can say, "I am loved".

The Spirit of Mastery: The child's inborn thirst for learning is nurtured; learning to cope with the world, the child can say, "I can succeed".

The Spirit of Independence: The child's free will is nurtured by increased responsibility so that the child can say, "I have power to make decisions".

The Spirit of Generosity: The child's character is nurtured by concern for others so that the child can say, "I have a purpose for my life".

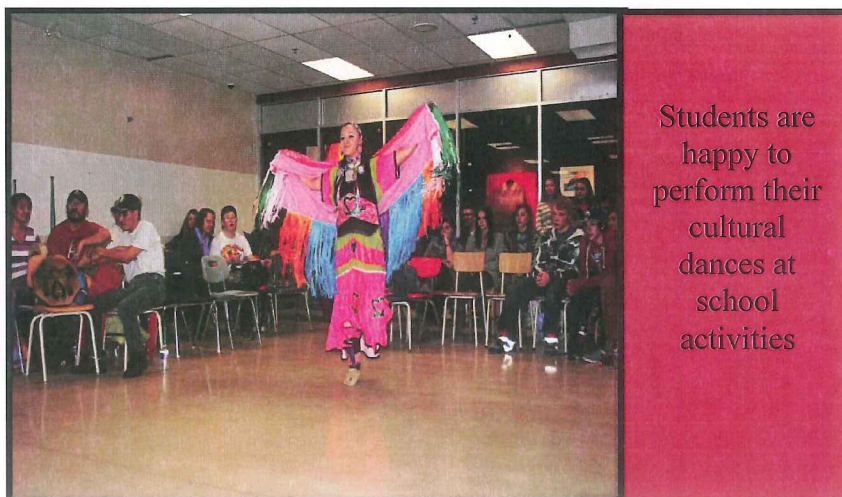
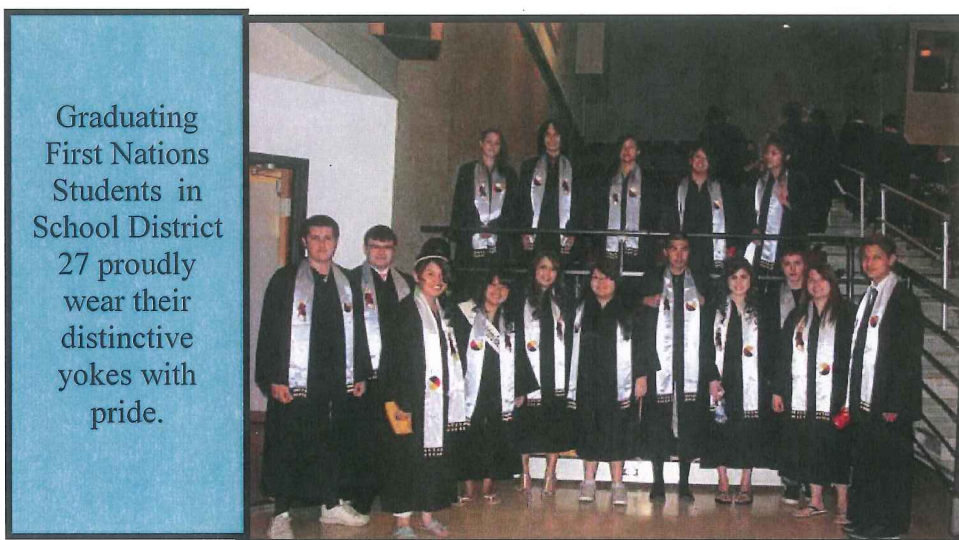
Goal 2 Continued:

Actions for Success we believe will contribute to accomplishing our goal: Cont'd.

- Encourage parents/guardians to be present when their child is scheduling their courses and continue to monitor and be advised of any changes throughout the school year.
- First Nations will recommend and/or provide First Nations material to the District (First Nations Education Committee).
- The District together with the First Nations Education Department will actively recruit First Nations professional teachers, counselors and administrators for regular duties.
- Encourage school visits by NVIT or TRU starting in grade 10.

*These actions will be reviewed and adjusted annually to ensure that they continue to be effective for First Nation students' success.

Indicators: See appendix.



Enhancement Agreement: January 2016 – June 2021

First Nation Bands School District No. 27 (Cariboo-Chilcotin) Ministry of Education



Students learn rich cultural history at Xats'ull Heritage Village



First Nations Students taking part in annual "Heavy Metal Rocks" program where they spend two days learning to use heavy duty equipment provided by local contractors.



Students proudly display their Dream Catchers made in class

Goal: 3

To increase the knowledge and understanding of local First Nations history, culture, governance, languages and communities for all students.

Rationale:

In relation to student development, Sense of Belonging development and cultural sense of identity, it is important to continue the work of advancing and improving the acquisition of First Nations languages. Language and culture are inseparable. To maintain culture, language must also be maintained. Our communities feel that through an increased understanding of local First Nations culture, traditions, language and history that ALL staff and students will also gain respect for and appreciation of local communities. This must remain as a goal in the new Enhancement Agreement.

The language program for School District No. 27 follows the guidelines of the Robert Matthews Language Review Recommendations. The language and culture program has its own Mission and Vision statements, below:

Language Program Mission Statement

School District No. 27 First Nations Language and culture programs will inspire all students to be fluent speakers through hearing, understanding, speaking, reading and writing their language. This process will empower students to be involved in local Secwepemc, Tsilhqot'in, and Dakelh language and culture through adequate time, space and project based learning program.

Language Program Vision Statement

Our vision is to have our students immersed in Secwepemc, Tsilhqot'in and Dakelh languages and cultures, with fluent speakers contributing to the learning.

Actions for Success we believe will contribute to accomplishing our goal:

Note: These are suggested actions that will be continued and/or be explored as plausible actions that will support the Enhancement Agreement goals. These are not to be seen as the only actions and they will be reviewed annually to ensure that they are effective in supporting the Enhancement Agreement goals as well as education partners are aware of their role in implementation of the actions throughout the year.

- Working together to develop and implement strategies in communities and schools to build First Nations language proficiency in all three local languages.
- Providing educators with culturally appropriate and culturally relevant curriculum and resources that reflect and include the history and culture of local First Nations people.
- Developing and providing units for students on local First Nations history, culture, governance and communities.

Goal 3: Actions for Success we believe will contribute to accomplishing our goal*: Cont'd.

- Professional development for First Nations Classroom Support Workers, First Nations Youth Liaison Workers.
- Development of Language Kits for (Carrier/Ulkatchot'en, Chilcotin/Tsilhqot'in, and Shuswap/Secwepemc).
- Professional development for pilot project Residential School and Reconciliation.
- Improve communication between School District No. 27 schools, parents/guardians and First Nations communities.
 - Community meetings with First Nations communities on-reserve and urban centers
- Promote school participation in Truth & Reconciliation Programs and events, such as Orange Shirt Day, Every Child Matters.
- Encourage more First Nations guest speakers and Elders in the schools.
- Promote First Nations cultural activities in the schools and participation in cultural activities/camps.
- Increase the percentage of First Nations students participating in locally developed language courses.
- Increase the number of students completing credited courses in culturally appropriate First Nations programs. Eg: First Peoples English 10, 11, 12; Carrier/Chilcotin/Shuswap Language Programs; First Nations Arts and Crafts Program.
- Continue to offer Professional development to teaching staff.
 - Use of instructional strategies to support different learning styles and learning outcomes.
 - Promoting and offering best practices workshops for School District No. 27 staff with respect to the history and culture of First Nations people.

*These actions will be reviewed and adjusted annually to ensure that they continue to be effective for First Nations students' success.

Indicators: See appendix.

Enhancement Agreement: January 2016 – June 2021
First Nation Bands School District No. 27 (Cariboo-Chilcotin) Ministry of Education

Memorandum of Agreement:

The Enhancement Agreement has been developed to improve the success of all First Nations students who are served by School District No. 27.

This Enhancement Agreement is a fully inclusive process which acknowledges and is respectful of the traditional unsundered territories of the Northern Secwepemc, Tsilhqot'in and Dakelh Nations.

School District No. 27 is responsible for providing educational services to all First Nations students enrolled in the District, which includes First Nations students living On/Off Reserve, Métis and Inuit. In signing this Agreement all parties acknowledge the directions that the District will need to pursue as it continues to work with the First Nations communities to meet the needs of all First Nations students.

This Enhancement Agreement will provide direction to School District No. 27 for the period

January 2016 to June 2021

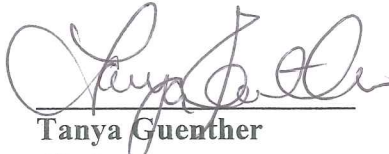



Enhancement Agreement: January 2016 – June 2021

First Nation Bands School District No. 27 (Cariboo-Chilcotin) Ministry of Education


IN WITNESS WHEREOFF the Parties have executed this agreement as of the date first above written:

On behalf of the BOARD OF EDUCATION of School District No. 27 (Cariboo-Chilcotin):


Tanya Guenther
Chair, 20-Jan-2016
Date



Kevin Futcher
Secretary Treasurer 01/20/2016
Date


Mark Thiessen,
Superintendent of Schools Jan. 20, 2016.
Date

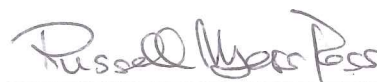

Donna Barnett,
MLA
(Cariboo-Chilcotin) Jan 20/2016
Date



Colleen Hannah
Enhancement Agreement Coordinator,
Aboriginal Education Mar 7/2016.
Date

On behalf of FIRST NATIONS BANDS:

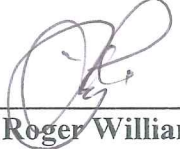

Chief Ervin Charleyboy,
Alexis Creek Indian Band (T̓si Del Del) Feb. 25, 2016
Date

Chief Joe Alphonse,
Anaham Band (Tl'etingox Govt.
Office) _____
Date



Chief Russell Myers Ross,
Yunešit'in Government (Stone Band) Jan. 18, 2016
Date


Chief Francis Laccese,
Toosey Band (Tl'esqox) JAN 20 2016
Date


Signing Page Continued:




Chief Roger William, Date
Xeni Gwet'in First Nation



Chief Bernie Mack, Date
Alexandria Band (?Esdilagh)




Chief Mike Archie, Date
Canim Lake Band (Tsq'escen')




Chief Patrick Harry, Date
Canoe Creek/Dog Creek Band
(Stswecem'c/Xgat'tem)

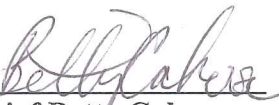
Chief Charlene Belleau, Date
Eskêtemc First Nation (Alkali Band)



Chief Donna Dixon, Date
Soda Creek Band (Xats'ull)




Heather McKenzie,
Education Manager:



Chief Betty Cahoose, Date
Ulkatcho Band (Ulkatchot'en)

On behalf of Chief Ann Louie,
Williams Lake Indian Band (T'exelec)



Marlene Swears, Date
Director & President
Cariboo Chilcotin Métis Association



Rosanna McGregor, Date
Executive Director,
Cariboo Friendship Society
(Urban/Off-Reserve First Nations)

APPENDIX:

School District No. 27 (Cariboo-Chilcotin) Aboriginal Education Enhancement Agreement

Indicators provided are displayed to show how they will be used in each of the goal areas. Indicator tools, baseline will be set and reviewed annually.				
Indicators	Goal 1 To increase First Nations' Sense of Belonging at school	Goal 2 To increase the quality of academic success for all First Nations students	Goal 3 To increase the knowledge and understanding of local First Nations history, culture, governance language and communities for all students	Targets to be set annually
Ministry Document: Satisfaction Survey	✓		✓	
Ministry Document How are we doing report		✓		
Number of on Reserve EA Community Meetings	✓	✓	✓	
Input From on-reserve EA community meetings	✓	✓	✓	
Number of cultural activities in schools	✓		✓	
Positive Letters Sent out by First Nations Education Department	✓	✓		
Attendance Data	✓	✓		
Longitudinal Achievement Outcomes		✓		
Number of entries in First Nations Poetry contest	✓	✓	✓	
Parents/Guardians		✓	✓	