

Name of Organization: Lord Selkirk School Division

Part 1. Baseline Report

Provide an analysis of the types of barriers Manitobans may face in accessing your programs, facilities and services. Highlight those that are most significant to your organizational mandate and to the public.

Overview of Programs and Services
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Provide a general description of your organization's programs and services, emphasizing those targeting the public.

<p>The Lord Selkirk School Division (LSSD) serves students in the communities of the City of Selkirk, Lockport, St. Andrews, Petersfield, Clandeboye, East Selkirk, Grand Marais and Victoria Beach. With a population of approximately 4100 students, our 15 schools offer a wide variety of programs and activities.</p> <p>LSSD is committed to providing quality educational programs and opportunities for its community of learners. LSSD is committed to creating a safe, inclusive and respectful learning environment to support and enable learners to develop the knowledge, skills and values to reach their full potential.</p> <p>As a part of the school environment, public access the schools for events such as Open House, Christmas concerts, Awards, and Parent Teacher Conferences.</p> <p>The Continuing Education program offered for the public include courses and workshops to leisure and fitness programs throughout the school year.</p> <p>The schools are an integral part of the community, with many public groups accessing school facilities in the evenings.</p>

Accessibility Achievements

Summarize the steps already taken by the organization to achieve accessibility. What, if any policies, promote accessibility of your organization by the public and by staff affected by accessibility barriers?
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<p>LSSD has included within their mission statement a commitment to creating a safe and inclusive environment. The current six policies that promote accessibility include;</p> <p>Vision and Mission, Respect for Human Diversity, Facilities Planning, Field Trips/Outdoor Education, Certified Service Dogs and Inclusive Education</p>
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Barriers to Accessibility

List barriers Manitobans may face in accessing your programs, facilities and services. Highlight those that are most significant to your organizational mandate and to the public.

What organizational policies may inadvertently create barriers? Are there any temporary barriers which may be created by renovations or computer software upgrades that could create accessibility barriers?

The largest barrier that LSSD faces is cost. After performing an initial assessment of accessibility of all buildings, several areas and items were identified. The largest task will be to upgrade aging facilities and buildings to meet accessibility standards. Other barriers include communication/website, space, and attitudes. Time will be another barrier with a definite link to cost.

Part 2. Accessibility Plan

A. Statement of Commitment

Lord Selkirk School Division is committed to moving toward equal access and participation for people with disabilities. We are committed to treating people with disabilities in ways that allow them to maintain their dignity and independence. We believe in inclusion. We are committed to meeting the needs of people who face accessibility barriers. We will do this by identifying, removing and preventing barriers and by creating the requirements of the *Accessibility for Manitobans Act* (AMA)

B. Policies

- a. Lord Selkirk School Division will review all programs, services and new initiatives to work toward accessibility.
- b. Lord Selkirk School Division will make information available in an accessible format or provide communication supports to people with disabilities in a way that considers their disability.

C. Actions

Action 1 – Establish Accessibility Working Group	
Initiatives/Actions <ul style="list-style-type: none">• Management to appoint an accessibility coordinator• Management to establish an accessibility working group• Meet on a regular basis to review initiatives working toward accessibility	Expected Outcomes <ul style="list-style-type: none">• A working group created which consists of representation of the division• Working group has detailed work plans, multi-year timelines.• Members participate in developing implementing updating the Accessibility Plan.

Action 2 – Offer and provide information in an accessible format on request	
<p>Initiatives/Actions</p> <ul style="list-style-type: none"> • Accessibility working group to develop a process for responding to request for accessible supports and services • Accessibility coordinator to communicate process to all staff • Moving toward improving communication required 	<p>Expected Outcomes</p> <ul style="list-style-type: none"> • Working toward advertising the availability of alternate formats

Action 3 – Staff Awareness and Training upon Board Approval	
<p>Initiatives/Actions</p> <ul style="list-style-type: none"> • Management to confirm Lord Selkirk School Division’s commitment to accessibility in writing • Management to offer accessibility awareness presentations to divisional staff • Management to acknowledge accessibility achievements and share information with staff in organization newsletters and staff meetings. 	<p>Expected Outcomes</p> <ul style="list-style-type: none"> • Accessibility will be considered as Lord Selkirk School Division plans future programs and services. • Upon approval of the Board of Trustees, accessibility plan will be shared with Admin Council, who will share with their staffs • Staff understands accessibility and supports implementation of the plan. • Information on progress on implementing Lord Selkirk School Division’s Accessibility Plan is available to staff • Accessibility issues that arise will be forwarded to Assistant Superintendent of Student Services.

Action 4 – Monitor Progress	
<p>Initiatives/Actions</p> <ul style="list-style-type: none"> • Accessibility coordinator, with assistance of working group, to track progress on challenges, and requests for accommodations with budgetary implications • Accessibility coordinator to report annually to the Board of Trustees • Future plans and budgets to be integrated into operational plans 	<p>Expected Outcomes</p> <ul style="list-style-type: none"> • Senior admin and the Board of Trustees are aware of progress on AMA compliance and considers future plans. • Annual report includes progress on accessibility.

<ul style="list-style-type: none">• Accessibility committee will review plan annually	
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Senior Management: S. Kwasnitza Date: October 1, 2016