

Name of Organization: Lord Selkirk School Division

Date of first approval: October 1, 2016

Date updated: March 21st, 2022

Years Applicable: April, 2022 – March, 2024

Part 1. Baseline Report

Overview of Programs and Services

The Lord Selkirk School Division (LSSD) serves students in the communities of the City of Selkirk, Lockport, St. Andrews, Petersfield, Clandeboye, East Selkirk, Clandeboye, Petersfield, and lakeshore communities of Belair, Grand Marais and Grand Beach. With a population of approximately 3,900 students from Kindergarten to Grade 12, including 15 schools and one alternative campus.

LSSD is committed to providing quality educational programs and opportunities for its community of learners, including a wide variety of program options for students including French Immersion, Ukrainian Bilingual, Technical-Vocational, Performing Arts and Athletics.

Within each educational program and school, 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.

LSSD also supports a Continuing Education program that is offered to the public, including various options of courses, workshops, leisure activities, and fitness programs throughout the school year.

LSSD schools are an integral part of the community, with many public groups accessing school facilities for recreational activities and events in the evenings. Due to Covid-19, many in-person events were put on hold and provided online (virtually) to the greatest extent possible, however, LSSD will continue to work steadily towards reintegrating in-person public events while following Manitoba public health guidelines.



Accessibility Achievements

Lord Selkirk School Division has included within its mission statement a commitment to creating a safe and inclusive environment.

The current policies promote accessibility and inclusion:

- Policy A-02 - Vision and Mission
- Policy A-05 - Respect for Human Diversity
- Policy C-06 – Equal Opportunity Employment
- Policy C-11 - Respectful Workplace
- Policy C-12 – Workplace Safety and Health
- Policy C-22 – Support Resource Goals
- Policy C-27 – Workplace Accommodation
- Policy D-04 - Facilities Planning
- Policy E-07 – Field Trips
- Policy E-27 – Student Wellness
- Policy E-28 – Certified Service Dogs
- Policy E-30 – Inclusive Education

The following documents are also reflected upon and used as resources to support accessibility and inclusion for all:

- Manitoba Education
 - Supporting Transgender and Gender Diverse Students in Manitoba Schools
 - Resources for Supporting Transgender and Gender Diverse Students
 - Case Studies to Explore the Challenges and Possibilities for Supporting Transgender and Gender Diverse Children and Youth
 - Safe and Caring Schools – A Whole-School Approach to Planning for Safety and Belonging
 - Student-Specific Planning – A Handbook for Developing and Implementing Individual Education Plans (IEP's)
 - Towards Inclusion: From Challenges to Possibilities – Planning for Behavior.
 - Supporting Positive Behavior in Manitoba Classrooms
 - Supporting Inclusive Schools: A Handbook for Developing and Implementing Programming for Students with Autism Spectrum Disorder
 - Tapping into Hidden Strengths: Planning for Students Who are Alcohol Affected
- North American Centre for Threat Assessment and Trauma Response (Kevin Cameron)
 - Guidelines for Re-Entry into the School Setting During the Pandemic
 - Second Wave: Matching Resources to Risk During Remote Learning
 - Managing the Social-Emotional and Traumatic Impact, SCHOOL VERSION



The LSSD Accessibility committee will continue to:

- review current policies in place and propose recommendations to the Superintendent/CEO for policies that require updates to support the Accessibility for Manitobans Act
- provide input to the LSSD policy committee for future and developing school policies

In the past two years Lord Selkirk School Division:

- provided, and made readily available, appropriate Personal Protection Equipment (PPE) to all staff and students due to Covid-19, along with specialized PPE to identified vulnerable staff or students at risk of exposure and/or transmission of Covid-19
- provided on-going support to individual requests of accommodations due to the pandemic of Covid-19
- provided increased supports to schools of teaching staff and support staff to support with the day-to-day difficulties due to the pandemic for additional supervision, programming supports, cleaning, sanitizing, etc.
- Senior Administration provided weekly communication to LSSD families, with a “Week in Review” of current Manitoba health guidelines updates and any upcoming changes within the school division
- provided access to technology for students as staff and students needed to support virtual learning within classrooms and remote learning at home, including assistive technology specific to each individual’s needs
- continued to monitor divisional webpages, to ensure accessibility features such as text to speech, languages etc., are enabled
- the Maintenance Department continues to monitor/update accessibility needs and requirements in buildings
- the Safe Handling committee continues to meet and provide recommendations to the Maintenance and Student Services department of possible building updates or specialized equipment to support individuals with disabilities
- all buildings include universally accessible washrooms



Barriers to Accessibility

In order to, provide universal accessibility to all and ensure any type of barrier is removed or eliminated, LSSD will continue to ensure:

- all buildings are continually reviewed and monitored for required upgrades due to aging facilities and meeting accessibility standards
- training and access to evolving assistive technology equipment and resources school principals and maintenance department review and update required accessibility signage, physical building barriers, and buildings' maps for each school
- all schools are provided with accessibility to all levels through the installation of appropriate lifts and elevators, and a plan to replace older lifts and elevators
- school principals and maintenance continue to identify doors requiring automatic door openers and develop a plan of priority for work orders to be submitted to maintenance for installation
- appropriate training and resources specific to accessibility issues is provided to all staff, students, and visiting members of the community, as needed
- all employees of LSSD and members of the community are informed of accessibility planning, initiatives and their role of responsibilities in accordance to the Accessibility for Manitobans Act
- all LSSD staff receive and complete accessibility training, provided online by the Human Resources department, at the beginning of each school year



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
- treating all individuals with disabilities in ways that allow them to maintain their dignity and independence
- providing inclusive learning environments that is accessible to all learners as a place to learn, grow, be accepted and enjoy all the benefits of citizenship
- meeting the needs of people who face accessibility barriers and continue to identify, remove and prevent barriers in accordance with the *Accessibility for Manitobans Act*.
- ensuring priorities, planning and environments are inclusive and fully accessible to all

B. Policies

- C. Policy A-02 - Vision and Mission
- D. Policy A-05 - Respect for Human Diversity
- E. Policy C-06 – Equal Opportunity Employment
- F. Policy C-11 - Respectful Workplace
- G. Policy C-12 – Workplace Safety and Health
- H. Policy C-22 – Support Resource Goals
- I. Policy C-27 – Workplace Accommodation
- J. Policy D-04 - Facilities Planning
- K. Policy E-07 – Field Trips
- L. Policy E-27 – Student Wellness
- M. Policy E-28 – Certified Service Dogs
- N. Policy E-30 – Inclusive Education

*Lord Selkirk School Division will continue to review programs, services and new initiatives to work toward greater accessibility.

**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">• Appointment of an Accessibility Coordinator• Establish an Accessibility Committee (AC) including a variety of leadership roles involved in providing an inclusive environment within LSSD• The AC committee will meet on a regular basis to review initiatives working toward accessibility and inclusion	Expected Outcomes <ul style="list-style-type: none">• AC has detailed work plans, multi-year timelines.• Members participate in developing implementing, reviewing and updating the Accessibility Plan.• AC will review divisional policies and practices and propose recommendations for improvement• AC will review new initiatives, programs, and services to work toward greater accessibility and propose recommendations to ensure priorities are consistent with the requirements of the Accessibility for Manitobans Act.
Action 2 – Offer and provide information in an accessible format on request	
Initiatives/Actions <ul style="list-style-type: none">• Accessibility Committee will:<ul style="list-style-type: none">-formulate a process for receiving and responding to feedback about accessibility concerns• Ensure multiple formats are available to inform, submit or receive information• Continue to ensure divisional websites are updated and provide alternate formats for accessing information	Expected Outcomes <ul style="list-style-type: none">• School division website will host a sub-webpage for Accessibility plans, updates and contact information regarding accessibility concerns• Human Resources to communicate process and delivery of information regarding accessibility responsibilities to all staff• School Principals to ensure all staff are aware of policies and regulations in place to support accessibility and inclusion



Action 3 – Staff Awareness and Training upon Board Approval	
Initiatives/Actions <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 (training sessions)• Management to acknowledge accessibility achievements and share information with staff in organization newsletters and staff meetings.	Expected Outcomes <ul style="list-style-type: none">• Accessibility will be considered in all future plans, programs and services.• 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 the Accessibility Coordinator and the Superintendent of LSSD• Staff will be informed of, and utilize the "Accessibility Events Checklist" when planning events
Action 4 – Monitor Progress	
Initiatives/Actions <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• Accessibility committee will review plan annually, at a minimum	Expected Outcomes <ul style="list-style-type: none">• Senior administration and the Board of Trustees are aware and informed of the Accessibility for Manitobans Act, and provide considerations of universal accessibility in future planning.• Annual report includes progress on accessibility.

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Superintendent: J. Long Date: March 21st, 2022