



**Summary Report**  
**Annual General Meeting - October 23 – 25, 2012**  
**Jointly Submitted by Facilitator, Aaju Peter & Executive Director Nikki Eegeesiak**

**Day 1 - Tuesday – October 23**

***Welcoming remarks by CNDEA***

The Chairperson, Joe Krimmerdjuar presented his welcoming remarks to the members. Communities of Chesterfield Inlet, Grise Fiord, Kugluktuk, could not come because of weather or, they had other commitments. Unfortunately, some communities arrived late and the Executive Director apologized that she was under the strong opinion that all the communities had their travel arrangements. Rankin Inlet and CSFN did manage to attend some sessions. Sanikiluaq could not attend the last part of the meetings. We did have quorum throughout the 3 day meetings.

**High lights on the welcoming remarks and what to expect this week:**

- new CNDEA board member of Nunavut Tunngavik Incorporated was to participate this week (NTI AGM was also on this week)
- will be releasing the DEA Operations research
- a introduction of CNDEAs first Board Governance training
- a releasing of a screening of documentary of youth in school
- members will be getting a update on National Inuit Educations Strategy (ITK)

***Introduction to DEA Operations Research – Executive Director***

Nikki introduced the CNDEA research project which looked at responsibilities and funding for DEAs. Over the past few years the Nunavut DEAs have been expressing concern about inadequate funding and were not able to fulfill their duties. This led the CNDEA to hire the Aarluk Consulting to do the research.

**Presentation by Aarluk Consulting Inc. Helen Klengenber**

Key findings include:

- Since 2008 there has been a 43% increase in DEA responsibilities.
- DEA operating budgets have not kept pace with expanding responsibilities
- The Scope and complexity of DEAs responsibilities has increased without sufficient levels of training and development
- The increase in administrative reporting has come at the expense of DEAs being proactive in their communities
- Existing DEA staffing levels are insufficient for delivering new DEA responsibilities
- Existing GN funding formula for DEAs needs to more adequately reflect the increase in DEA responsibilities

- 49 different tasks and 21 of them were added in the new Act
- recommended an increase of approximately \$80 - \$100,000.00 of funding per DEA to enable them to meet their responsibilities under the new act.

Aaruluk Consulting conducted research in 3 communities from each region. They stated that if more communities had been involved and included in the research, the outcome may have been different. The research did show that the DEAs are overwhelmed fulfilling their responsibilities, even to respond to the research effectively.

Nikki thanked Helen for her presentation and mentioned that copies were given to the Department of Education (DoE) a couple of weeks ago. DOE indicated that some of the figures are incorrect, some of the new responsibilities have not started yet, and some only require report every 1, 3, or 5 years. Since this is the first time that the DEAs and the Board has seen this report, they were encouraged to take it back to their communities to go through it with their respective DEA members. The members were encouraged to make additions to what was missed and report back to CNDEA on their findings by **December 10**. With this new information since the release, this report will be referred to as a “**discussion paper**”. Plans are in place for staff of CNDEA and the Department of Education to present a final one when the DEA Chairs are here in February.

**Nunavut DEA Issues/Concerns:**

The members are divided into five groups according to the communities a CNDEA Director is responsible for. (Lori Idlout replaced Liza Ninguik who could not attend the meetings)

Group 1: Liza Ninguik	Iqaluit, Cape Dorset, Qikiqtarjuaq, Grise Fiord, Arviat, Taloyoak
Group 2: Maliktoo Lyta	Kimmirut, Pangnirtung, Apex, Baker Lake, Gjoa Haven
Group 3: Joe Krimmerdjuar	Pond Inlet, Arctic Bay, Coral Harbour, Chesterfield Inlet, Cambridge Bay
Group 4: Francis Piugaatuk	Igloolik, Sanikiluaq, Repulse Bay, Whale Cove, Kugluktuk
Group 5: Solomon Nasook	Hall Beach, Clyde River, Resolute Bay, Rankin Inlet, Kugaaruk

We also had other board members: Emeritus member, Lori Idlout, Nunavut Disabilities member, Johnny Ittinuar, and Iqaluit DEA member, Andrew Tagak participated.

Each group discussed, identified, and presented their issues and concerns in their communities. Some groups had similar issues. Please see attached for a full list by group.

**Comments/Questions**

The members had many concerns that they wished addressed. Focus was on how to achieve an education system in the communities; i.e. providing snack or meal program, getting parents involved, non-tolerance for bullying, students be elevated to next level only when they are ready academically, qualified male and female counselors and lack of funding, have Inuktitut teachers teach Inuktitut, schools are too small, no housing, suicide prevention training,

The members all agreed there was the lack of funding to deliver programs and inability to meet requirements in the new *Education Act* without appropriate funding,

The members than identified 4 priorities for CNDEA:

1. To assist in student success by focussing on the main areas of attendance: anti-bullying, suicide prevention and social passing;
2. To address human resource issues such as casual employees, guidance counsellors, office managers and ensuring this sufficient training to fulfil their duties, including implementation of new programs
3. To advocate for better budgeting and resources allocations and in particular to ensure that DEAs understand the implications as the contribution agreement to further the DEAS ability to negotiate for contributions agreements
4. More authority for CNDEA

CNDEA staff will start working on these priorities and will present information to its Special DEA Chairs meeting in February.

### **Day 2 – Wednesday October 24**

#### **Parental Engagement – Executive Director CNDEA**

The past several years, the CNDEA has included in its agenda an opportunity for the members to raise concerns on issues that they want more information on. Three topics that have been raised on several occasions are:

1. getting parents more involved in education
2. improve student attendance
3. social passing

In July 2012, CNDEA hired a summer researcher to begin assembling background information on these three topics. Nikki stated that she was ambitious to do these 3 topics. Due to time constraint and more information required to fully have a good paper, today, only the **Parent Engagement** was presented to the members

A discussion followed on where funds would come from to involve parents and elders more in the schools. A member stressed that the Department of Education department has to be advised that DEAs need sufficient resources to do parental programming for the communities. Staff will look into the information.

One of the members expressed that this is not only a parent concern. There are visible signs everywhere on social and poverty problems, this is a Community wide issue. All agencies and

organizations including Hamlets, RCMP, Health, etc. have to start working together for the betterment of education, social issues, etc.

Plans are in place to issue the other 2 papers to board members and will follow-up document will be issued to the DEAs.

### **Other Comments:**

The members would like to have a orientation handbook for DEAs on their day-to-day activities. Staff mentioned and will get Iqaluit DEAs draft handbook and send it out to the DEAs once it has been geared towards all DEAs.

### **Chairpersons Welcoming Remarks – Minister of Education**

The Minister of Education was expected to present welcoming remarks and its Departments priorities for the next year. The Minister was not available as the Legislative Assembly was on. The Chairperson welcomed Education staff stating that they were observing in the Operations Research presentation. He said it was obvious that members were pleased with the discussion paper and are anxious to hear positive outcomes of results from CNDEA. He also stated that there was a opportunity to discuss their issues and concerns and prioritized 4 of them. A full list of the issues will be sent to Education at a later date.

### **Department of Education – Deputy Minister, Assistant Deputy Minister, Director of Corporate Services**

#### **DEA Finance**

The Director of Corporate Services presented DEA finances requirements and DEA funding formula. This was not new information to DEAs. The members stated that the DEA Office Managers or elected members may not be aware of these financial requirements for a variety of reasons: i.e. members may not been advised or trained in their positions. Some DEAs don't even have Office Managers and some only have part time staff; with the finance responsibilities for DEA, this requires at least a part time duties and responsibilities; the DEA funding formula has to be updated to fit the current requirements under the Education Act. The funding formula is based on student enrolment. Each DEA has the same duties and responsibilities no matter if you have 5 students or 500 students enrolled. The Department gives new program funding but does not include *administrative costs* to do the program. The members were advised that the DEAs can hire their own book keepers as this may result in getting financial records in a timely manner. The members expressed a serious concern that liability insurance should also be added in the contribution agreements as they have a lot of more authority and accountability under the **(New) Education Act**.

#### **Social Passing:**

Deputy Minister Kathy Okpik presented information on Continuous Progress. The members received a copy of the **“Interim Directive on Student Achievement and Placement”**. The members feel that this directive gives the teachers too much power in student achievement and placement of passing students. DEA members have continued to express concern about ‘social passing’ and want to be

assured that the '***Interim Directive on Student Achievement and Placement***' does not continue the practice of social passing. There needs to be more student assessments done to avoid social passing. Again, plans are in place to raise this issue with the Department of Education at its Special meeting in February.

The last part of Educations presentation was for members to fill out a training needs survey. We understood this survey was going to be prioritized by Education and will be shared with DEAs.

### **Introduction of Board Governance:**

Aaju Peter, the Facilitator presented and introduced CNDEA 1<sup>st</sup> Board Governance Workshop. The members were presented with 5 important parts of governance:

1. The people you work with (Voice of Parents)
2. The laws and policies that you must follow to do your work (Education Act)
3. The plans that you make to do your work (annual plan)
4. The resources you have to do your work (e.g. your operating budget)
5. And...the way you do things that reflects our culture

This first module reviewed responsibilities of DEAs. It was clear during the presentation that some DEA members were unsure about the limits of their authority. Some specific sections that resulted in questions from DEAs included:

### ***Hiring of Principals & Vice Principals:***

**Section 107 (1)** An appointment or reappointment of a Principal or Vice-principal may only be made on the recommendation of a panel appointed by the District Education Authority that has jurisdiction over the principal or vice-principal.

**Section 117 (2)** The Minister shall ensure that each appraisal under subsection (1) incorporates an assessment by the District Education Authority which the District Education Authority shall make in accordance with the directions of the Minister.

### **Other specific sections:**

- 1) Advocacy: The DEAs have the right to give direction to the Regional School Operation, Coalition of Nunavut DEAs and/or the Minister of Education
- 2) School plans: it would appear, according to some DEA members that these are presented to DEAs **after** they are completed by Principals and RSO's without their review and direction as required under the *Education Act*.
- 3) Parents/teachers/DEAs have to keep informed. Open communication is important so that you are aware of who teachers and principals are and what is going on in the school.

Based on feedback from DEAs, some modifications are required in this training. Module 2 of Board Governance will be delivered at its Special Meeting in February.

## **Introduction and screening of Documentary video - “Alluriarniaq – Stepping Forward”.**

A documentary by the University of P.E.I. Sr. Researcher: Kelly Wheatley introduced the screening of the film. It featured high school graduates and their thoughts on what should be improved. They all talk about the importance and how the education system needs to prepare students so that they can be better prepared for higher learning and to succeed. This is a screening to get feedback from DEAs to possibly add or change the documentary. DEA comments on the film were unanimously favourable and they felt the film should be distributed to all DEAs, schools, parents, and community.

### **Student – Danny Ishulutak/Pangnirtung**

Danny was one of the youth featured in the documentary also provided opening remarks. He spoke about growing up in Pangnirtung where he went to school. He was accepted to attend Nunavut Sivuniksavut in Ottawa but found that he was not prepared academically. He would like to see an education system that prepares students for higher education. If students graduating from high school are not prepared academically, it becomes much harder for them to succeed while attending other education institutions. One of the suggestions he made was that students in high schools should be challenged more academically, learn how to study and be accustomed to doing homework.

### **Day 3 – Thursday October 25**

#### **ITK – National Inuit Education Strategy (NIES) - Mary Simon**

Mary Simon gave a update in NIES work. Its 4 priorities for implementing this strategy this year is working on the plans for the next few months: Ms. Simon pointed out that she has heard that Nunavut also has its challenges on student attendance, high drop out rates, parental engagement, quality of education, etc. Ms. Simon stated that they would like Nunavut DEAs input on:

1. Mobilizing parents
2. Increasing access to quality Early Childhood Education
3. Gathering data and research to inform our decisions
4. Examining the feasibility of a standardized Inuit writing system

#### **Comments by Members:**

The members stated that its good to have a national strategy in place but, in reality, it may not reach them at the community level where they are urgently needed. Even if the program reaches the communities, there are no funding and other resources to implement them. The members stated that the strategy should be given to the Government of Nunavut to implement them. It was further stated that good leadership should come from the top and respect the community members and priorities Ms. Simon stated that the GN was a member of the NIES Committee and that ITK is not making this for the school, that is why she is here today to hear from Nunavut DEAs. CNDEA requested to become a member at its last AGM and requested again at this AGM what the status is. Ms. Simon will recommend this to the next committee meeting that CNDEA be a member.

The members were then divided up into five groups and provided their feedback, both oral and written to Mary Simon.

1. What has your community done to get kids to school, every day, all day, well rested and well-fed.
2. If they develop a national media campaign directed at mobilizing parents, what should the key messages be?
3. What programs do you feel are needed to mobilize the community to ensure kids go to school every day, all day, well rested and well fed?

We understood from the Nunavut DEAs comments on the workshop that it will be shared with NIES committee.

### **CNDEA Annual General Meeting**

In brief: the Minutes of October 31, 2011 were reviewed and approved with a change to include Apex DEA. Jack Hicks attended some of the sessions. The Treasurer presented the audited financial statements for 2011/2012. The audit shows that CNDEA went over budget by \$17,342.00 as a result of additional board meeting, rental of office space increased, more advisement and translations, and CNDEA had to rely more for its consultants. The CNDEA bylaws proposed changes to include Nunavut Tunngavik Incorporated as a CNDEA board member and section 7, the Nunavut DEA members all vote for the Chairpersons. **Please note**, the DEA Chairpersons will nominate and elect the Chairperson position at its special meeting in February.

The Chairperson also stated that with the DEAs support, administration will continue to update the board on its research work on social passing and student attendance. CNDEA currently does not have budget or staff in place to fully focus its all its work on these. He did promise to keep the board and members updated when things progress. Again, we will do our best to get information to you as soon as possible.

For more information and/or clarification, please contact the CNDEA Office at:

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