



# Human Resources

*A well-educated and successful Cree Nation  
through inspired teaching and valued learning*

**Cree School Board Regional General Assembly**

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# Introduction

- Natalie Petawabano, Director HR
- Our offices are located in Mistissini
- In short, our HR team of 15 handles the “people” aspects for all the 1,067 employees of the CSB. This includes:
  - ✓ Finding and hiring new employees,
  - ✓ Providing employees with good working conditions,
  - ✓ Ensuring the professional development and the wellness of all employees, and
  - ✓ Establishing harmonious employee relations.



# 2015-2016 Year in Review

**HR Assessment**  
Spring 2015

**Initial changes  
to HR Structure**  
Fall 2015 and  
ongoing

**New HR  
positions**  
Winter 2016

**Program Development  
Learning &  
Development, Staffing,  
HR Operations 2015-  
2016 and ongoing**



# 2016-2021 Strategic Action Plan Initiatives



## HR Actions:

- **Attract the teachers and staff** needed to serve our communities
- Make our process better to **fill all vacant positions** in a timely manner
- Build a **strong orientation/integration program** to help new employees want to stay
- Manage the **performance** of employees
- **Train** our employees to help them flourish in our environment



# 2016-2021 Strategic Action Plan Initiatives

## 4 ORGANIZATIONAL BEHAVIOUR AND EFFECTIVENESS

### HR Actions:

- Implement HR Strategic Plan to **ensure alignment** with the CSB's strategic plan
- **Communicate more and better** to keep our employees informed
- Review and modify the HR Department structure to better **support the CSB mission**
- Improve HR processes for **increased client satisfaction**



# Conclusions

- Your truthful feedback led to concrete plans and actions
- Ongoing projects
  - ✓ Staffing, Learning and Development, and HR Operations
- Steadily tackling:
  - ✓ New hire orientation, retention, and communication

**Our focus remains on hiring, retaining and developing our qualified and competent staff, which will ultimately lead to our students' success.**



# Questions?

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Meegwetch. Thank you. Merci.

