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Message from the Chairperson

Greetings to all members of the Cree Nation, The process for "Effective Change", which the Council of Commissioners began in 2008, continues. In a concerted effort to improve the governance of the Cree School Board, the Council's decisions have always been made in the best interests of all students and members of the Cree Nation. So, in terms of improving the governance side of the Cree School Board, the Commissioners and I have engaged in various educational activities to help us better understand the Policy Governance Model (PGM). To help others also grasp this idea of a PGM, the Council developed the "Feast Story" that explains the underlying principles of the PGM. The long and short of it, this story describes the governance and operations components of the Cree School Board, which are now both better defined. The Council of Commissioners governs Cree education; while the Director General, along with his staff, manages the operations of Cree education by implementing the Council's Ends Policies.

As mentioned in the previous Annual report, the Council developed a Council Policy Manual that clearly sets out the purpose of the Cree School Board, outlines the vision, mission, and goals statements, and defines what benefits the Cree School Board will produce for whom and at

what cost. The Council Policy Manual also ensures transparency and accountability of its governance and operations systems through Monitoring reports. The Director General makes certain Council's Ends policies are being implemented by executing the Executive Limitations policies. The Council certifies accountability and transparency by monitoring the Director General's interpretation and evidence provided for each Ends policy. The Council also hold itself accountable through self-monitoring.

Council developed an Ownership Linkage Plan to better communicate and connect with the members of the Cree Nation. This Ownership Linkage process began with the community tours of 2011. The Council met with the Grand Council of the Crees in November 2011. At this meeting, the establishment of a Language Commission was raised. The Cree School Board came to the realization that it could not fulfill the perpetuation of the Cree language on its own. The Council also held an impromptu meeting with the regional Cree Youth Council in December 2011. In working with the Cree Youth Council, the Cree School Board hopes to be better informed of the educational needs of Cree youth. The Council of Commissioners scheduled tentative dates to meet with other Cree entities, organizations, and other interest groups in the near future. All these activities will enable the Council

to improve its communication, accountability and transparency processes with the members of the Cree Nation and, in turn, it will understand how its owners, stakeholders and other members of the Cree Nation view Cree education.

The Council also participated in meetings with the School Committees and the Pedagogical team this past year. The Council was invited to a meeting with the School Committees in February 2012. As a result of this meeting, the Council decided to meet with the School Committee Chairpersons in December 2012 to continue the dialogue in areas such as how to better promote parental involvement in Cree Education. The pedagogical team hosted a mini-conference on school improvement in May 2012; the Chairperson and Commissioners were invited to attend. The purpose of this meeting was to inform and update everyone concerned on the progress of the School Improvement process.

As well, the Executive Committees of the Cree and Kativik School Boards met on May 23, 2012. This was an historic and low-keyed meeting in Whapmagoostui, Quebec. This is the first time since their creations as School Boards through the James Bay and Northern Quebec Agreement that representatives from both School Boards met to compare common experiences as Aboriginal School Boards in Quebec. I foresee that there will be more



meetings in the future between the Cree School Board and Kativik School Board with a hope of developing a partnership so we can work on common challenges we encounter as Aboriginal School boards. If a partnership does come to fruition, these two School Boards can better support one another in their efforts to provide quality education within their respective territories.

The Policy Governance Model necessitates that the Commissioners work on Governance development that entails doing some work on "futuring." In this regard, the Council set up two committees: Governance Development and Audit Committees. Three Commissioners were assigned to each committee. With the Governance Development Committee, the Council has started to review all legislative documents to ensure that they align with its Council Policy Manual. The Governance Committee reviewed and recommended some changes to the general by-law, as well as the elections by-law for Commissioners and Chairperson.

The Governance Committee was assigned the task of reviewing the Cree Education Act. Since the creation of the Cree School Board, it has followed the existing Education Act at the time of the signing of the James Bay and Northern Quebec Agreement in 1975. While other school Boards in southern Quebec underwent several education reforms

during the past 34 years, the Cree School Board has been tied to an antiquated Cree Education Act. This Act, while is it called Cree Education Act, does not reflect Cree philosophy, values and traditions. It is time that the Cree created an Education Act with foundations truly based on Cree principles, values and philosophy.

It has been both an honour and a privilege to serve as a Chairperson for the remainder of Mr. Gordon Blackned's term. I thank the members of the Cree Nation for giving me the opportunity to serve as Chairperson. This past year has been an interesting, challenging and fulfilling experience. As I look back on Council's activities of this past year, I can say with certainty that these past eight months have been busy for the Commissioners and me.

May our Creator bless you all!

Kathleen J. Wootton
Chairperson





Message from the Director General

Greetings to all members of Cree Nation in Eeyou Istchee, It gives me great pleasure and honour once again to report the continuing work and efforts of the Cree School Board for 2011-12. The Cree School Board (CSB) is building the momentum leading toward real change and success in education for the future of the Cree Nation. This past year we have demonstrated building a stronger momentum toward meeting our objectives and reaching our vision.

This year we witnessed solid implementation in the action areas identified in our (5) Five-Year Strategic Action Plan. It is becoming more apparent that the focus must be on the action areas of the plan and executing the plan. We are learning that execution moves you forward to your goals and objectives you desire to achieve. We know progress is evident. Although the CSB consists in various parts, evidence shows that the parts are starting to come and work together. Of course, challenges are evident too but we are determined to move forward and uphold the mission and vision we have for our children's future and the Cree Nation at large.

Our main objective continues to be academic achievement and success for our students in their education both in the youth and adult sectors. The big learning curve is that the structures and systems within the Board must be established whether it is for information data, measuring performance and accountability, accurate clientele information, clear and purposeful job descriptions, clear operational policies and by-laws, etc. If we can establish, align and solidify our structures and systems effectively in the operations aspect of the Board this will ensure our prospects of becoming a high performing organization. Capacity-building is essential to make this happen. In both the CSB organization and community school operations, we are looking to produce the capabilities and

competencies of our human capital in all areas. Ultimately, we want to see the impacts in our classroom settings where our students are and give the best support systems we can to our teachers who have the responsibility to teach our children well. We will require highly qualified teachers who take their profession to heart and who have a deep passion to see our children learn and succeed as they advance through our education system.

The CSB is also entering and engaging into defining what we mean by "Cree Education". We want to be clear in how we define "Cree Education" and are determined to look at it deeply and comprehensively. In this major undertaking and effort we will include major stakeholders including other Cree entities in the Cree Nation. The intention will be to develop a "Cree Education Framework". From this framework we will determine what the Cree part of our education system will look like; we will then know how to shape, design and develop the Cree part of our curriculum, which will include more than just the Cree language and culture that we teach currently in our system. We anticipate a strong positive process and the significance of a true Cree spirit in how we do this. We are eager and excited to see what we hope will be a solid outcome in this highly important process.

The next (3) three years will be crucial as we continue to build momentum; the vision, mission, values and operating principles of the CSB must continue to guide us forward. We will continue to uphold and keep in the forefront the value of learning and the best education system we can create for the sake of our children, grandchildren and future generations.

Canada has marked 2020 as the year for achieving its goal of improving its rank in education on the world stage. This will be done in collaboration with all the provinces, under

what they call "Council of Ministries in Education, Canada" (CMEC). In seeking to improve its' ranking the federal government recognizes that success in Aboriginal Education across Canada must be inclusive. One of the country's and the provinces' prime objectives is to eliminate the gap between non-aboriginal and Aboriginal success in education across the country. The federal and provincial governments have made efforts to work in partnership with Aboriginal people across Canada to make this happen.

The question for us as Cree in our region is, "Where can we be in our efforts to improve education in our Cree Nation by 2020, in parallel with Canada and the provinces?" This is why we need to continue to build the momentum this coming year leading up to the next three years to solidify our work and efforts. And from there we believe the Cree School Board and our schools will roll along significantly and we will start to see real solid evidence and results of educational success leading to 2020. We are talking (8) eight years down the road but we all know time has a tendency to move too quickly. My message to the CSB staff in our mandate and work to improve our education system in the Cree Nation has been: "If we don't do it then who will? And if not now, when?" Most certainly now is our opportune time!

I want to sincerely thank our Chairperson Kathleen J. Wootton and the Council of Commissioners from each of our (9) nine communities for the support and strong leadership at the Council level and your continued guidance going forward. Also thank you to my management staff; your support and encouragement is much appreciated. I also want to thank all our staff in our schools and in the CSB organization for their hard work and efforts this past year. It will take every part to make the whole of Cree School Board work effectively and

succeed in our mandate for Cree education.

I trust our Cree School Board Annual Report 2011-12 will inspire you and provide you encouraging signs in our move toward success in education on behalf of the Cree Nation this far.

God Bless you and your families.

Abraham Jolly
Director General





Badabin Eeyou School Whapmagoostui



Badabin Eeyou School's Mission is to provide the students the Eeyou way of life: A safe learning environment with high quality teaching that is innovative, holistic and authentic to provide each student with the opportunity to reach their full potential and to become a responsible community member.

A Look Back On A Step Forward

2011-2012 was the first year of the implementation of the Local School Improvement Plan (LSIP) for Badabin Eeyou School. In line with the Cree School Board Strategic Plan to improve students' success rates, Badabin Eeyou School has readjusted its Vision and Mission. The teachers and staff members have implemented different research-based strategies throughout the school year to improve focus areas such as: Literacy, Mathematics, Attendance and Safe School. Improvement was noticed to some degree, but we cannot be satisfied until all students reach their full potential and succeed.

One thing is certain: Badabin Eeyou School is on the right track. The language used during meetings has evolved greatly from "Teaching" to "Learning". From "What should the student do to succeed?", to "What can we do, as educators, to help students succeed?". With the help of the Local Improvement Team members, a sharing of leadership occurred by setting structures and processes during cycle team meetings, building towards the ideal Professional Learning Community (PLC); where discus-

sions between teachers are predominantly focused on data collected in class and on sharing strategies that are successful. Now, more and more teachers, in collaboration with their students, are setting goals and regularly monitoring their progress to ensure their success.

As we reflect back, some adjustments will be needed for further growth. I wish to commend the teachers and staff members who accepted and were part of the change in the school culture. Some philosophies and habits had to be let go to leave room for better instruction; that means stepping out from a comfort zone into the unknown.

Success Stories from BES

Sarah Audlarock and Hannah Rupert have once again braved a crowd by standing on stage and expressing their feelings and opinions during the Regional Public Speaking Contest in Mistissini. Thank you to Ms. Jennifer O'Keefe, English teacher, for making it possible.

A week after a tragedy hit the community of Kuujuarapik/Whapmagoostui, Badabin Eeyou School received over 40 students and teachers from different Cree communities for the Regional Science Fair. Thank you to the secondary V students, Mrs. Deborah Yabsley, Ms. Helen Moore and Ms. Sally Rodrigo. A special thank you goes out to all teachers and students who participated and made the Science Fair a success.

Youth Fusion, an organization created to promote extra-curricular activities, was part of the family for the second half of the school year. Different activities from sports, games, art, radio and cooking were available for students, which increased students'

motivation in school. Thank you to Astride and Josh! I am happy to announce Youth Fusion will be with us for the 2012-2013 school year.

Our partners from Elephants Thoughts were also back this year to support our teachers in helping secondary IV and V students get ready for their final exams. This year's secondary V cohort held 12 students. Thanks to the dedication of the students and their teachers, we are looking at a possible double digit number of graduates. No words can describe how proud we all are of our students.

A Promising Future

An increasing number of parents are taking an interest in their children's education. The Parent School Committee and the Commissioner are devoted to encouraging parents to take the next step and get involved directly in the school and be part of the children's education.

Although Badabin Eeyou School faces a large turnover this summer, a core team of determined teachers will carry the flame. As change becomes a reality, we can only acknowledge that self-improvement is the only way to success.

**Mr. Joey Charland, Principal
Badabin Eeyou School**

Voyageur Memorial school Mistissini



Voyageur Memorial School has made significant progress over the past year on several fronts and, for this, we are proud of our accomplishments and the comments that we have received from many parents of our students.

Most notable, of course, is our Success for All reading program that has been in effect for three years and has been publicized by word of mouth, on social media and in the Nation magazine. The results of the reading improvements have been remarkable; from one student reading on level three years ago to more than one hundred on recent tests. All of this progress is the result of the combined efforts of the dedicated leadership of Facilitators Georgina Forward and Jacqueline Quinn, the tutoring support of Lina MacLeod and the hundreds of hours of work by skilled teachers, concerned parents and the students themselves. As with all new programs, the success is based on the support, the faith people have in possible outcomes and the combined efforts of the players involved.

Although the identical program does not exist in French our staff has been classifying the reading levels and the abilities of the elementary students and a series of books GB+ are being explored so that a similar system can be set up.

In the same direction, with respect to language, Voyageur Memorial School hosted the Cree School Board annual Regional Public Speaking contest. The feedback from guests, the public, at large and the teams that participated was very positive. The student participants show much promise as future leaders and/or public figures based on the performances noted here in Mistissini. A hearty thank you is

extended to the organizers, notably Leon Decontie, Betty Anne Forward and their team members.

Youth Fusion, an organization that plans and implements extra-curricular programs, was a great asset. In elementary school, the workers have become the "Pied Pipers" with a loyal group of followers. Art projects, drama club, cooking classes, a school newspaper, sports activities and tutoring are some of the programs from which our students benefitted. Thanks to all.

Elephant Thoughts is an integral part of our science program providing support to teachers as well as careful explanations to students and tutoring at several levels with a priority set for helping potential graduates. The support is appropriate and valuable and again thanks for work well done.

Leadership teams and the training provided by McRel allowed individuals to assume more assertive roles in the school system as well as the intricacies and challenges involved in decision making processes. The key is a combination of teamwork and cooperation.

A Career Fair was held with a focus on "exploring possibilities". The one-day event presented a cross-section of employment opportunities, not only in the region but also to areas outside the territory in general. The career fair was open to students especially with qualifications. The students were encouraged to pursue higher education through concerted efforts.

Once again this year several students attended a weekend session in leadership at McGill University in Montreal entitled "Eagle Spirit".



At Voyageur Memorial School of Mistissini, we aim for the global and harmonious development of all students, according to each personal capacity and to its full potential.

Paul Rabbitskin has chosen to retire this year. I take a moment to honour and thank him for his many years of service and, in fact, several decades of working with young persons as a teacher at Voyageur Memorial School. Paul's dedication to his students and his community makes him a pioneer in Cree education. His colleagues will surely miss his sense of humour.

For our potential graduates the horizon is bright and we are optimistic that this year more young persons will prove successful and make their parents, teachers and the community proud.

The future rests in the decisions made today by students, parents, teachers, students services personnel, support staff, administrators and the public at large. Education is based on performance and is linked to good work habits, punctuality and attendance. The adults who support students have a huge responsibility of setting good examples to ensure that young people assume the role of managing their own education. Opportunities need to be made available to them so that they can discover their potential and their passion in life. Let us be more vigilant in providing a structure for our students to help make their school experience world class.

**Bjorn Olsen, Interim Principal
Voyageur Memorial School**



James Bay Eeyou High School Chisasibi



James Bay Eeyou School's mission statement is "to provide positive learning experiences for all in a safe, caring and respectful learning environment."

Wachiya!

Our student enrollment at James Bay Eeyou School in August was 424 students.

James Bay Eeyou parents have taken a lead in terms of efforts to improve the lives of their children and the students are making great strides themselves.

Student Council, supported by staff, has a mandate of promoting awareness for others; an example of this was how students, teachers and staff took part in the "Sadie's' Walk" activity in September.

This year a Student Animator and a Re-adaptation Officer were hired to promote student activities and support students in need of assistance. They essentially provide services to students by creating a safe space for those in need of academic and/or behavioural support. This will assist in creating an inclusive environment in classrooms and in the school as well. Our new student lounge definitely assisted in promoting our school not only as an academic space but as a place where students could socialize in a positive manner. It is supervised by the student animator and is used by all grades.

A variety of programs have been initiated by student services throughout this past school year.

Personal safety, respect, and "bully proofing" are to be implemented within the scope of in-school community building with a continued focus into major areas for next year. Specifically, one major focus is to implement more programs to facilitate bully proofing in our school.

Next year our Guidance Department and the re-adaption officer plan to continue their focus on helping to develop a strong school community by supporting classroom teachers with their students' character development (empathy, cooperation, respect, etc.).

In addition to the needs of the students at James Bay Eeyou School, I encourage students, parents and guardians to find ways to participate in individual or group counseling. If these services interest you please contact the Guidance Department at any time during the upcoming school year.

This past year, students went to the Regional Public Speaking Contest in Mistissini. It was a great pleasure to have James Bay Eeyou School students participate in this event for each category: Cree, French and English. We have not had full participation in each category for the last five years. It is a great honour for us to have had our students fully take part this year. We are very proud of them for having the courage to participate and we hope this is the beginning of a great new trend!

The Career Fair was held in March and many professional entities were able to be present at this event. It was great work done by academic counselors.

Communication

Weekly staff communication was also used to keep everyone abreast of school activities and events. This past spring, we introduced e-mail to communicate with teachers to inform them of students' status (suspensions, re-instating into school, meetings.) we hope to encourage electronic forms of communication into our normal school activities to assist in effective teacher communication as well as supporting classroom safety.

Other events worthy of mention:

- Regional art exhibition was hosted by James Bay Eeyou School;
- Secondary 5 graduation: the secondary 5 students are planning to reward themselves for their work and accomplishments;
- Elephant Thoughts were in our school, and as usual, they were of a great support for students and teachers.

In conclusion, I would like to thank all members of the school staff for their dedicated work and support. Our Vice-Principal Fodé Diara is leaving so on behalf of the school staff and the community I would like to thank him for his hard work and dedication.

Meegwetch!

**Rita Jonah McLeod, Interim Principal
James Bay Eeyou School**

Waapinichikush Elementary School Chisasibi



Chisasibi had a year full of challenges and changes. We had many new teachers, a new management team and a big move in January. Our new elementary school is a wonderful architectural jewel.

We were fortunate to be able to host a grand opening ceremony for our new school. Members of all levels of government (grand chief, federal and provincial ministers and influential members of our community gathered on that special day in honour of our new beginning. The students sang in three languages (Cree, English and French) and represented our school brilliantly.

The climate and the energy of all people are at their upmost. At the elementary level, October was a challenging month with the implementation of the 50/50 in all 1st cycle classes. It's amazing to hear these little first graders speaking English or French so nicely after only a few months of practice. I really would like to acknowledge the dedication of the 1st cycle teachers who did a great job switching from Cree language to English or French and still bring their students to success all while preparing for the move. Everyone on staff deserves our utmost respect because while adjusting to the new school, the new rules, the bussing issue and the the schedule, they kept their spirits up by focusing on their students' learning.

We had to rebuild our committees and our Local School Improvement Plan (LSIP). In fact, we had to reconstruct our environment so it became a place centered on elementary students instead of secondary students by readjusting the schedule to 45-minute period instead of 75 to be in line with the shorter attention span of younger children. We kept training on literacy, and added training on COBA, on

Smart board in order to be more efficient and to be able to reach all types of learners.

We also rebuilt our leadership team and called it the new WESIT (Waapinichikush Elementary School Improvement Team); together we planned and structured our cycle meetings. We are still working on our mission and our LSIP as an organic document. The LSIP template was created by the Office of School Operations, and is now in the process of becoming the basis of our daily work. The WESIT, in partnership with all staff and management, is now working on the LSIP in order to adjust and move our ideas from thought into action. We already started working on awards to give students for respecting the new rules of the code of conduct.

We are really focusing on helping our children who have some learning difficulties. To be more efficient in doing so we have to be able to diagnose children at an early age. This is why all our kindergarten teachers, with the help of our special needs department, screened all their students. This was a great tool to help prepare our first graders for their studies. The work is far from being over and we have a lot of catching up to do but structuring our ways of implementing recommendations will definitely be beneficial.

Our school was honoured at the Science Fair as a team of 5th graders won the first prize. Also, we had a 5th grader represent us at the international level on "la Dictée PGL". As a tradition, once again, we learned a lot during the Multicultural Day.

Next year will be another year of big changes in our community, once again with new management and new teachers, but the structures that we put in place this year will help facilitate these changes. As



the principal of Waapinichikush Elementary School I would like to thank the members of the Cree Nation of Chisasibi, from the Elders to the children, in welcoming all the new people every year and helping them feel at home. Finally, I would like to take this opportunity to thank all the staff members for the efforts and the hard work they do in order to help all our students succeed and get the same opportunities as all the other children in the rest of the country.

Thank you.

**France Ferland, Principal
Catherine Gelineau, Vice-Principal**





Maquatua Eeyou School Wemindji

Continuous Improvement, Research-based Practices and Professional Learning Communities are some of the elements that Maquatua Eeyou School exemplifies.

Our Graduates

The community was extremely proud to witness the seven Secondary 5 graduates that took the stage in August. It was an extraordinary accomplishment to have such an increase in successful numbers. Desiree Ottereyes, Romeo Atsynia, Fabian Blackned, Nancy Shashaweskum, Kyle Cheezo, Diana Hughboy, and Dana Morrison's elegance belonged in the cover of "Vanity Fair". The inspiring words of Gordon Blackned, Rodney Mark and Tony Gull motivated the audience that filled the Wemindji Community Hall.

Attendance

The 2011-2012 school year commenced with a shared vision that involved improving our attendance rate. Dusty McBrine was placed in charge of following up on our students. He picked students up, motivated those that were on the brink of quitting, visited homes and gave tips to parents that requested it. This was done as well as providing resource to students in need of tutoring.

Healthy Mind in Healthy Body

Our school nurse Philip Tremblay, along with John Sparling, Christianne Boucher and Donna Harding, gave timeless hours to make sure that our Elementary as well as High School students had a nutritious meal every morning. In collaboration with Quebec's Petit Dejeuner program all our students started the morning on the "right stomach". Honorable mention goes to Amelie and Philip that made this a reality and to Donna Harding that never missed a day always making sure that the elementary baskets were ready when students came in each morning.

Safe School

Our newly hired Readaptation Officer, Eleanor Cowan, better known as the Success Coach, started by helping students in their quest for stability, integration and happiness. Eleanor has been instrumental in giving our students a chance to be Big Brothers to the delight of many Pre-K and Kindergarten students. Geraldine Georgekish, Vincent Berardinucci, Eleanor and the Bullyproofing Committee started by writing, presenting and analyzing a survey on bullying. The survey results gave way to workshops and anti-bullying songs all of which were done with the partnership and collaboration of the Cree Health Board. "Bully, bully go away" is now as popular as Justin Bieber's tunes with our early grades.

Literacy

All our students reading levels were assessed using the PM Benchmarks, which made us ready for a school-wide reading intervention. Our teachers Vincent Berardinucci and Melissa Sparling were influential in getting our Grade 1 students ready for formal English instruction with their "Jolly Phonics" activities and their never-ending patience and versatility.

Our Pre-Kindergarten, Kindergarten, and Grade 1 teachers started the "Read it Again Program", which gave our students the appropriate literacy foundation. Special thanks go to Barbara Georgekish and Frances Mark as well as the Cree Language and Cree Culture teachers for translating "Clifford" into Cree. These teachers took great pride in finding the right rhyming Cree words to their students' delight.

Public Speaking

The Public Speaking Committee pulled off a very exceptional night that the whole community enjoyed. Hilary Williams, Carmen Faries and Vincent Berardinucci made this event possible. The Elementary students participated and many budding politicians had a chance to get ready for their political careers. Raven Mark's speech was one of talent and passion that showed the great promise this young girl has in her future. Julianna Visitor and Brandon Gull made us reflect on what is going on in these young peoples' psyches. Tristan Dearhouse charmed the audience with his very personal account of music and videogames earning his well-deserved People's Choice at the Secondary Level.

Social Commitment

The staff of Maquatua Eeyou believes in well-rounded individuals. The committee, composed of Christianne Boucher, Philip Tremblay and Stacy Clark, made sure our students skipped, exercised, ran and raised funds for our foster children, for the Jump for the Heart Foundation as well as for the Terry Fox Run.

Reading Month

The Lights, Camera, Action, Hollywood Studio activities had our students reading away and the delightful character parade brought out our students' and parents' creativity. Melissa Sparling and Marsha Brown made sure all the participants and teachers got involved. The Reading Month Activity was sealed with a fierce competition that concluded the golden event.



Regional Science Fair

We were extremely proud of our scientists who participated in the Regional Science Fair in Whapmagoostui. All of our students placed in their age group. Chayse Danyluk and Josiah Atsynia, Grade 2 students, amazed the judges and achieved the Regional 1st place in their category.

Delma Shanush and Michelle Georgekish, fourth graders, dazzled the judges and brought home the gold as well. Samuel Robertson was our silver medalist and Jake Robertson brought home bronze.

After winning the Regional competition our seniors, Alyssa Ottereyes and Cain Stewart, represented the Cree School Board at the Quebec Aboriginal Provincial Science Fair in Kitigan Zibi, placing third in this provincial competition!

Purposeful Communities

Maquatua Eeyou School further integrated PLCs in their weekly schedules. Christi Lancaster provided much needed support and passion with her Professional Development workshops, which positively influenced many staff members. Teachers created an oral expectation timeline to integrate in all their lesson planning.

Communication

The Staff MES blog initiated by Christi gave people an opportunity to share resources and communicate more effectively. This blog also facilitated the creation of Youth Voice where our young talented editors Alyssa and Cain found their voice and reported

on school and community news as well as events at wemindjiyouth.blogspot.ca. Another venue of communication was our Facebook page Maquatua Eeyou School which already has 165 delighted likes.

Technology

We would like to thank the Cree School Board's IT Department, headed by François Turgeon, for helping us get out of the stone age by making our technical needs a priority. Many of our teachers have integrated Smartboards into their daily planning and the students are benefiting from this new tool.

Amy Bourbonnais embraced the role of helping all our teachers achieve the comfort level needed to use the Smartboards. Amy's support and professional development workshops gave many timid teachers the self-confidence to use the boards in all subjects.

Leadership Team

Our leadership team, composed of Natalie Mark, Vincent Berardinucci, Dinah Asquabaneskum, Brandi Taylor, Carmen Faries, Christi Lancaster and Rose Marie Farago, worked hard to achieve all the fractal needs.

Our Staff

We are very fortunate to have such a dedicated, supportive and flexible staff; without their dedication none of this would be possible.

We would like to wish Clarence Tomatuk a happy retirement and many fruitful hunting hours. Clarence, our CEA, retired in October after dedicating more

than half of his life to the Cree School Board. He wore many hats in his educational career and was known to always pursue academic excellence.

The departure of our former Vice-Principal Hardy Audate was a big loss for MES but a great gain for the School Operations Department. He is greatly missed; however, his warmth and devotion have left a lasting impression on students and staff alike.

We wish a gentle farewell to Shauna Simpson who is leaving us to help the Cree School Board's Special Education Department at the Regional Level. Shauna leaves feeling confident that all our Secondary 4 and 5 students have mastered the art of essay writing.

Best of luck to Mourad Cherif and Scott Wilson in their future endeavours!

We are excited to start working with our newly appointed CEA Lee Ann Gilpin soon. We can hardly wait to select and appoint our new Vice-Principal.

A heartfelt thank you to the Wemindji community, its entities and the parents of all our students! Without parents' partnership, engagement, support and collaboration we could not make anything happen. Everyone at MES looks forward to the 2012-2013 school year that will probably bring innumerable challenges and further success!

Rose Marie Farago, Principal Maquatua Eeyou School



Wabannutao Eeyou School Eastmain

Wachiya!

As we are writing this report some of our students have started their final exams; which means another school year is coming to an end. We had an interesting and fun school year with many challenges:

To start, our registration of pre-kindergarten students was a record high with a total of thirty-three (33) students. This made two classes: group 1 and group 2. This year marks an average of two hundred and ten (210) registered students, which is another record high for WES as it shows our community is certainly growing in population. We also welcomed our new teaching and support staff: Wendy Mark-Stewart, Sarah Mark-Stewart, Jenifer Spencer, Kris Baker, Christine Lefebvre, Olugbemi Amurawaiye and Margie Lannon as well as our newly hired Documentation Technician Veronica Gilpin.

Our successful pedagogical activities include the following highlights:

- Local Science Fair (February);
- Scholastic Books Fairs (November & May);
- Christmas Concert with the theme Improving Literacy;
- Production of WES school newsletter with secondary 5 students;
- Participation in the regional & provincial science fairs; we are proud to say that our students won prizes at both events;
- Visits from the Elephant Thoughts group to help with Science Fair and Tutoring for secondary 4 and 5;

- Two Attendance/Punctuality celebrations were held with the assistance of the Cree Nation of Eastmain Chief and Council. We appreciate their assistance and their support of our school plans.

We are extremely proud of our school team as they continue to show their dedication, commitment and hard work to improve services for our students. Through their work in PLC, school leadership team, literacy and math improvement plans, attendance/punctuality, vocabulary, oral language development and fractals we can see the difference it has made for the students. We have many good English and Cree readers and writers at the elementary level. We see this through our peer-reading groups, class observations and walk-throughs and it is very impressive. Our language specialists Natasa, Lise, Elizabeth, and Barbara have spent many long hours throughout the school year assessing students for phonics, reading, and writing skills for each term. They were also testing the kindergarten to grade 2 levels at the end of the year for their language skills. This is to prepare for new school year since their language of instruction is English next year.

Our students also benefitted from our after school programs: Elijah's computer club, art club, chess club and various sports activities.

In our journey together in school improvement, our focus for 2012-2013 will be on reading, language arts and math with plans for each group to use all the resources and training given by the Cree School Board. Each group (grades 1 to 6 and secondary 1

through 5) have separate success plans. Improving attendance/punctuality and safe school action plans are also part of our Local School Improvement Plan (LSIP) in alignment with the CSB's strategic goals for success. It is our hope that by June 2013 our students will be better prepared to succeed in the local, CSB, MELS & CATS exams and be more competent in language and math skills. In order to be successful in our school journey together everyone has a stake in this plan: students, teachers, parents, guardians, administration, Elders and the community as a whole.

Special mentions

We would like to wish a happy retirement to our long-time teacher Barbara Connors. We thank you for your services to the school and community and we wish you all the best for the future. Enjoy your time with your family! We also want to thank our teachers who are taking time off work to study: Meaghan Fullerton, Jennifer Power, Sarah Mark-Stewart, Wendy Mark-Stewart, and Jason Jenkyns. We wish them the best in their studies and hopefully they can all return to our school in the future.

We also want to express our appreciation to the Elephant Thoughts group that worked with our school to tutor and prepare our secondary 4 and 5 students for their language arts, math, history and science exams. Their help in this area of the curriculum has helped the students tremendously to pass their exams and to raise our graduation rate. The students have been very cooperative and receptive to their



tutors. This successful program is in its second year for WES. We know many our Secondary 5 students have registered for college studies and we wish them the best as they continue their educational journey outside of the community.

It has been a challenging year for Wabannutao Eeyou School and we would like to thank all those involved in making this a good learning experience and a successful year. We would like to extend a special thanks to our Vice-Principal Marie-Monique Villeneuve and to Head Teacher Adrian Cheezo, who took over the school operations and management tasks between February and May while I was on my leave. We are proud of the school leadership team that met regularly and were actively involved in giving their input for school improvement; fractals on oral language development, vocabulary and improving attendance/punctuality and also attending training sessions given by the MCREL group. We are proud to say that it was the same team working together for the last two years; now we are going to add two new members next year due to the leave of Barbara and Jennifer.

Newton Hamilton, our MCREL consultant, has been with us since last spring and hopefully he can continue his work with us next year. His work with the WES team has helped tremendously in organization, training and putting focus on our school improvement plans and we deeply appreciate his services to our team and school. We are also very fortunate to have a great team of dedicated teachers and support staff committed to continuous improvement and providing

better services to our students.

We look forward to the new school year with enthusiasm and to implementing our 2012-2013 LSIP school improvement plans. With the guidance and strength of our Creator we can continue our educational journey together in hopes of success for all.

Dorothy Gilpin, School Principal
Marie-Monique Villeneuve, Vice-Principal
Margaret Cheezo, CEA

The mission of Wabannutao Eeyou School is to provide each of our students with an eeyou-based education that will help prepare them to serve their families, community, eeyou nation, and the larger society in a capable and confident manner.





École Luke Mettaweskum School strives to make our children confident and diligent lifelong learners committed to becoming responsible citizens. At ELMS we encourage parents and community members to be active participants in all aspects of school life.

École Luke Mettaweskum School Nemaska

École Luke Mettaweskum School in Nemaska has had a very interesting and challenging school year. The main focus has been on school improvement and as leaders we have received Success in Sight training from consultants with McRel. We have worked together with other professionals as we strive to create and provide a Guaranteed and Viable Curriculum.

Our guiding principles and required components are identified throughout all schools and the common purpose is “to improve the quality of teaching and learning” so that our students may achieve proficiency in Language and Mathematics.

The main highlights related to this objective are identified in our Local School Improvement Plan (LSIP), which includes the ongoing work with our Leadership Team. Aside from our language fractals, other initiatives include the following:

Reading

The Cree School Board has provided support by offering training on Effective Literacy Practices to our administration, teachers and Leadership Team. This training has enabled our staff to develop an understanding of and how to apply techniques for teaching reading across all content areas. The workshops provided by Angela Puma were very interesting and helped our staff to recognize their own strengths, their struggles and identify strategies in providing effective instructional reading practices.

Mathematics

According to statistics through Canadian Achievement Tests, and based on measurable objectives, Mathematics is an area where our students have achieved competency on an increased level. Tutoring programs provided by Elephant Thoughts have assisted in meeting this objective. This means of support has proven to be highly effective.

This past year our school continued to encounter challenges in student absenteeism and initiatives, such as after school sports, clubs and tutoring, were offered throughout the year. We have realized that consistency of strict and well-structured procedures greatly assist in the monitoring of attendance.

A “Safe School” is priority for our students and staff. We are continuously working on Anti-Bully Programs that involve assistance from local resources such as the Wellness Centre and Social Services. We also work closely with these local entities to assist those students who struggle with personal and social issues that affect or hinder their academic achievement.

Throughout the year we had special motivational speakers visit our school who shared stories of their experiences, struggles and successes with our students. Their words of support and encouragement made a difference in many of our students’ behaviour and attitudes towards taking responsibility for themselves and their education.

Our Secondary 5 graduation was held in October; we sincerely congratulate our students and wish them continued success as they journey forward in their education.



In November, our Secondary 5 students had the opportunity to visit colleges in Quebec and Ontario. As the school year ended we celebrated eight (8) graduates and were very proud of each and every one of them. One of these students, Georgina Jolly, was a recipient for an award at the CSB Annual Art competition.

In December, upon word of the crisis in Attawapiskat, our students and teachers took the initiative to create and produce Christmas cards that they sold at the annual crafts sale. The proceeds went to the community of Attawapiskat and were presented to the Chief and delegates when they visited Nemaska in March. We are proud of our students for the empathy and support they showed toward “Shannon’s Dream”, the students and the community of Attawapiskat.

Blue Metropolis Project & Book Launch 2012

École Luke Mettaweskum School was one of six schools in Quebec chosen to work on the Quebec Roots Project 2012. The book launch was in celebration of the accomplishment of the students and their teachers who worked with the guidance and encouragement of a team of Quebec writers and photographers and the Blue Metropolis Foundation to create a book of images and text that highlighted the community where the students live. For more information about the project please visit www.bluemetropolis.org

In early March a few of our Secondary students participated in a traditional journey that involved travelling on snowshoes and toboggans. They headed out into the fog under the guidance of two young adults, Anderson Jolly and Diane Cheezo. This journey was an important part of their lives, which initiated them with a rite of passage that taught them how to live out on the land. While acquiring survival skills, this memorable journey also gave them the time to reflect and make important decisions on their lifelong learning. As it states in one of the classrooms, “Education is not only in school, it is for life.”

At this time as the school year comes to a close amongst the midst of exams and everything else, we are excitingly planning for the Regional Annie Whiskeychan Day celebration which our school will be hosting. We look forward to this event as we acknowledge our traditions and show pride in our Cree Language and Culture.

In closing, on behalf of the staff of our school, I would like to wish all our students a safe and happy summer. We look forward to their return as we continue to work together to ensure and increase student success! In the own words of our students, “The best way to make your dreams come true is to wake up!”, and “If you really want to succeed in life, stop wishing and start doing, YOU can do it!”, and “Someday this will all make sense!”.

**Lillian Jolly Diamond, Principal
École Luke Mettaweskum School**





This school year has been a year of growth and positive change for the Waskaganish schools. Our staff grew closer as a team and embraced new methods and initiatives to increase student success. Teachers, parents, support staff, administrative and professional staff worked together to meet and overcome any challenges we faced. We collaborated to provide a safe and supportive learning environment for all of our students, and as school principal I couldn't be any prouder of our efforts.

As a staff we learned to take ownership of all students of the Waskaganish schools and collectively work together to provide the best learning opportunities for all of our students. We have embraced the idea that all students can learn, and are now working to find new and innovative educational practices to ensure that this happens. The staff and leadership team worked together to build our current Local School Improvement Plan and are committed to making sure its action plans are followed through.

Though cycle team meetings or professional learning community meetings have long been a tradition in the Waskaganish schools we committed to improving and restructuring these important meetings to make sure our focus is always on student success. Working norms and the implementation of the four roles (facilitator, process observer, time keeper and recorder) at all staff meetings helped us be more efficient and productive in the time spent together working collaboratively. We look forward to continuing to grow as a staff and strive to acquire the competencies and skills needed to grow into a true professional learning community.

We also were fortunate to have many professional development opportunities for our staff

École Wiinibekuu School and École Annie Whiskeychan Memorial Elementary School Waskaganish

this year. In November we had a two-day workshop for all staff and members of the parent committee on how to best provide a safe and supportive learning environment. This important workshop was facilitated by our MCREL consultants and the school leadership team. During the workshop we collaborated together on ways we could best enforce and support positive behaviours from students and staff. The staff collectively agreed to always enforce positive behaviour, follow the golden rule of treating others as you would want to be treated, always be responsible and dedicated to our job of educating children, and to always welcome our students in a positive manner. Not only did we all agree to these commitments, but we agreed to hold each other accountable if these agreements were not respected. This process helped us grow together as a staff team.

Our additional professional development opportunities came from Angela Puma and André Charlebois, literacy consultants who visited Waskaganish twice during the school year to provide professional help with literacy development for our students. Dr. Lori Cox also came for two days to help us with our understanding of our special needs students and the important pre-screening process that must be done in their early school years, in order to provide them with the best support. We also had a week long Individual Education Plan (I.E.P.) workshop with Juel Chouinard and Sarah MacNeil of our regional special needs department. These workshops helped demonstrate to our teachers how to complete an I.E.P. for our special needs students. We will be following up with another I.E.P. workshop this coming fall in order to eventually train all teachers on how to create and utilize this valuable educational tool. And

finally, Elephant Thoughts gave workshops on how to make science fun in the classroom and introduced the staff and students to a critical thinking program that can benefit all competencies and subject areas.

Of course as always our school had many extra-curricular events. We started off the school year with a welcome back barbeque for all staff and students. We then had our annual clean-up of the shores of the Rupert River in the community. Later in the fall, the teachers organized our famous Fall Festival and Haunted Hallway, followed by a Halloween dance. Right before Christmas we hosted the annual Christmas concert where the entire community could delight in the voices of our students singing holiday songs in Cree, French, and English.

In early Spring the grade one and two teachers organized the traditional first snowshoe walk for the cycle one elementary students. Elders of the community helped us with this wonderful event. Students were taught by the Elders how to carry and walk with their snowshoes, and after following an Elder on their first snowshoe walk, a wonderful feast was prepared in the traditional structures by the river.

Cree Day was a success again this year, and all staff contributed to this wonderful event to honour the late Annie Whiskeychan, who began the Cree language programs in our schools. Many events were held in the traditional structures outside the Annie Whiskeychan Memorial Elementary School, and all staff, students, and community members appreciated the activities. In the school gymnasium all classes proudly displayed the handmade Cree models they created together. The work and creativity that went into producing these traditional models was truly impressive. The day ended with a traditional feast by



the Rupert River as the sun set on this glorious day.

Our schools also hosted Zoo Guts workshops, organized by Elephant Thoughts, where students had the opportunity to learn about the internal organ system of different animal species by arranging the simulated organs into giant inflatable animals. Our elementary and cycle one secondary students adored this hands-on activity that taught them biology in a fun and innovative way. We also had two visits from the Quebec Artists in Schools Program; in early March we had an ice sculpting workshop from Quebec Artist Jacques Baril, and in early May we had pottery workshops hosted by Quebec artists Michel Louis Viala and Sara Mills. The students enjoyed both workshops very much and were happy to have had the opportunity to explore their artistic side.

Youth Fusion was back this year to provide our secondary students with leadership opportunities and extra-curricular activities. Youth Fusion was able to guide and support our very active student council, which met every week for lunch to organize activities for their fellow students. The student council organized and maintained our student lounge, organized a traditional ice fishing trip, a leadership weekend in Waswanipi, a "clean streets of Waskaganish" campaign, an anti-bullying campaign as well as opened a healthy food canteen in the school. Youth Fusion also partnered with the Cree Health Board to provide weekly healthy cooking classes for our students.

We also hosted our annual science fair and hosted two public speaking contests. The first was held in March for the secondary students and the second was held in May for our elementary students.

As usual our students did a wonderful job with their speeches, and we appreciated all the parents who came out to support these wonderful events. We look forward to hosting the regional public speaking contest in the 2012/2013 school year as it will soon be the 25th anniversary of the creation of this important annual event in Waskaganish many years ago.

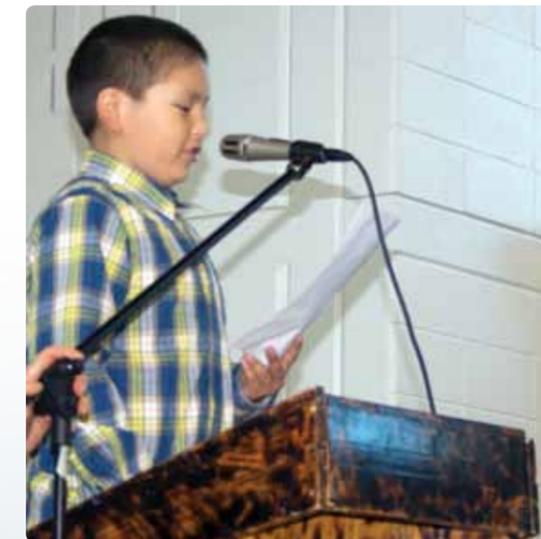
Also, a heartfelt goodbye must be given to our C.E.A. Gerti Murdoch, who will be retiring after over 30 years of service with the Cree School Board. Gerti has given so much to the Waskaganish school community over the years and has constantly given 100% to the students and staff that she loved so much. Her hard work and devotion is greatly appreciated, and she will be missed very much. We must also say goodbye to our wonderful bus driver Roy Blackned, who has bussed our community's children to school for over thirty years. Roy is retiring this June and will be missed. Best of luck to Gerti and Roy in all their future plans!

An enormous thank you must also go out to all the teachers, staff, and parents who have worked so hard to make this school year a success. Thank you also to the members of my administrative team, Louis Bernier and Ginette Dumas, for all your hard work and support. Finally, of course, thank you to all our wonderful students at the Waskaganish schools who will continue to be our great source of pride and inspiration.

**Lisa Shallhorn, School Principal
École Wiinibekuu School and
École Annie Whiskeychan Memorial School**



Our children's education should contribute to their confidence and pride in their Cree language, history and culture.





Waapihtiwewan School Oujé-Bougoumou

The Waapihtiwewan School community is very proud of our many success stories from the 2011 – 2012 academic year. Our accomplishments include participation in the regional science fair, the art exhibit, and the public speaking contest.

The following students were awarded for their effort and commitment in these areas:

Local Science Fair Winners

Cycle 3 Elementary
Cole Brazeau & Xandra Bosum

Cycle 1 Secondary
Sonia St. Denis

Cycle 2 Secondary
Ariel Moore & Shania Shecapio

Regional Science Fair

Sonia St-Denis 3rd place Cycle 1 Secondary

Local Art Exhibit Winners

Chelsea Bosum – Grade 2
Makana Shecapio – Grade 5
Isaiah Coonishish – Grade 5
Alex Lacroix – Secondary 2
Jayden Shecapio Blacksmith – Secondary 2
Josée Bernier – Secondary 4

Regional Art Exhibit Winners

Chelsea Bosum – Grade 2
Makana Shecapio – Grade 5

Public Speaking

Sonia St-Denis - Participant

“The grade 6 class worked hard all year preparing for the big day of graduation. A great accomplishment by the grade 6 students was the completion of short stories. They drafted rough copies, self-edited them, typed them on computers and designed a cover page. These stories took a lot of time and perseverance on the part of the students but the effort was worthwhile.”

- Kyla Nadeau, Grade 6 Teacher

I am most proud of the following accomplishments this year:

- On November 11, students made projects underlining Remembrance Day and the signature of the James Bay and the Québec Northern Agreement (in my personal experience it's the first time in the history of the school);
- Students in Secondary 4 were offered a national history course that centered on the history of Natives in Canada, the Cree and Oujé-Bougoumou;

- A collaboration between the band office and the school for a scrapbook art project on the history of Oujé-Bougoumou;
- Involvement in the Cree Cultural Institute's grand opening with a presentation on the history of Ouje-Bougoumou.

- Charles Levesque, Secondary Teacher

“We did a lot of work this year, and the students worked hard to finish their work and are now ready to move forward to the next level. I wish them all the best of luck and continued success.”

- Kitty M. Neeposh, Kindergarten Teacher



Youth Fusion is a non-profit organization that has been present in Waapihtiwewan School since January of 2011. Its goal has been to enrich students' school experience by facilitating engaging activities. Youth Fusion initiated the school's Student Council this past year, which had the students involved in the planning of school events such as School Spirit Days, Halloween Fear Factor, the 2012 Winter Carnival and our first annual Youth Fusion Leadership Conference, which brought together almost forty (40) student leaders from four (4) communities (Oujé-Bougoumou, Waswanipi, Mistissini, and Waskaganish) for a weekend full of team-building activities that provided the opportunity to strengthen the connection between youth from different communities.

Youth Fusion also ran a Music Program which encompassed all areas of musical study including playing instruments, learning music theory, recording and performing. Students were guided in methods on how to attain various skills, starting from the ground up, with great results. Many of our music students are now competent players, have performed live at the 2011 Oujé-Bougoumou Winter Gala and recorded both original and cover songs.

Throughout the last year we have seen great accomplishments of our students. Many have met fitness goals through running, weight training and yoga club, while others have learned to cook healthy homemade meals for their families in cooking class. The students' improvements that stand out the

most have been their increased confidence, pride and assertiveness that they have gained through participation in positive extra-curricular activities.

Cassandra Hunter and Dustin Good
Leadership Coordinator & Music Coordinator
Youth Fusion, Waapihtiwewan School

Our Leadership Team, in collaboration with the entire school staff, was successful in creating a Local School Improvement Plan for the 2012-13 school year. The LSIP is an organizational tool used to help prioritize goals set for both our teachers and students. We will be able to collect data and monitor and adjust our school's progress which in turn will collectively hold us all more accountable for daily operation of our school.

“For me, the highlight of the school year has been the changes we've made with the LSIP. I have noticed an improvement in the school's atmosphere and willingness of students to learn.”

- Juliette Iserhoff



I must also acknowledge teacher commitment to our Cycle Team meetings. Teachers met on a regular basis to discuss student achievements and challenges, as well as pedagogical strategies and resources that could be used to improve upon the classroom setting and help with student interactions. I congratulate the staff on making this initiative a success.

I would like to thank our departing staff members for their years of service to our school. We are sad to be losing Jane St-Gelais, Annie Gray, Nicole Gilbert, Daniel Gervais and Charles Levesque but wish them the best of luck in their future endeavours. You are true companions on the journey for knowledge.

Finally, I would like to take this opportunity to thank our teachers, staff and parent volunteers for their unwavering support and dedication to our students. Your persistence and flexibility shows every day in the lives of our students. We must continue to work together in order to provide our students with the education they deserve.

**Tracey Harding, Principal
Waapihtiwewan School**

Waapihtiwewan School will be a place which will help to establish the means by which the Ouje-Bougoumou young people will be empowered to contribute to and further the Cree goal of self determination.



Sabtuan Adult Education Services

The Mission of Adult Education Services is to promote and facilitate the social and professional integration of Cree and Eeyou Istchee adults by increasing their ability, competence and qualification to introduce the socio-economic sector with confidence.

It has been a busy year for Sabtuan Adult Education Services (SAES) of the Cree School Board. Various things happened for the benefit of our students and the major focus has been improvements within our department and the hiring of additional personnel to improve services for our students.

To summarize, the Director of SAES of the Cree School Board created a Management Team within the department. The team is as follows: Centre Director of Sabtuan Regional Vocational Training Center (SRVTC) in Waswanipi and Coordinator of General Education, Coordinator of Vocational Training, Coordinator of Administrative Services and the Director of SAES, all based in Mistissini. We take the opportunity to warmly welcome these new employees.

Different initiatives took place such as one-week training for teachers in both the General Education and Vocational Training sectors. We also started a Hands-on Guide to assist our Local Education Consultants. In the same vein, we initiated the development of new guidelines to manage our new service of Customized and Community Courses. The guidelines will assist employees by providing a structured and systematic approach for the start-up and delivery of future courses in the communities.

An orientation program for adults that want to familiarize themselves with the mining industry was also developed. The implementation phase is planned for the next school year. Many training sessions were given to our staff, among them training in the use of Jade-Tosca data management software, Excel, the Common Core Basis Education Program, RECIT and so on.

We planned to manage and deliver a total of 48 programs this past academic year, and we actually

surpassed our initial plans by delivering a total of 57 programs throughout the Cree territory. We also collaborated with CHRD, four school boards and many local organizations such as Cree Economic Development, Band Council, Cree Jobs Partnership, tourism associations and so on. The Plan Nord committees from the Quebec Government and the mining organizations proved challenging, but as our participation was solicited, we managed to respond well to each request for services.

Once again this year five adult groups from various programs participated in orientation trips to Whapmagoostui, Waskaganish, Eastmain and Nemaska.

In line with the Improvement Plan for SAES, we advertised more often compared to the previous school year. We are in the process of assessing the impact of this new advertising initiative.

In March 2012 the SRVTC, with regional outreach, successfully opened its doors to over 300 members of Waswanipi and neighbouring communities. Interactive exhibits by its pedagogues drew great interest from the visitors who voiced their appreciation. The event was covered in the May 18, 2012 issue of The Nation. Currently, nine programs are being run on the premises with seventy-one (71) students on the roster. Responding to the opportunities presented by the Plan Nord, the SRVTC is nearing completion of its Drilling and Blasting Program that was made possible by collaboration with the Waswanipi Band Council. An Ore Extraction Program began in May in partnership with Metanor's nearby Bachelor mine. Furthermore, the 50-room residence has been nearly full since January 2012 and will remain so until late in 2013.

The residents are fed in our cafeteria and the food is well appreciated. Everything is in place to provide living accommodations conducive to learning.

Sabtuan Adult Education Services of the Cree School Board takes this opportunity to congratulate all students that went into our classrooms and workshops. Special congratulations to those that finished their programs of study and to all the graduates. For others, we encourage them to complete their studies in our facilities and obtain their diploma.

On the right is a summary of graduates for General Education, Vocational and training programs offered in the communities including SRVTC and customized and community courses. The numbers on the table list those that will receive their certification from MELS in General Education and Vocational programs. We are continually improving our data collection, which will provide an insight on the number of registrants we receive each year and identify those who have not yet received their accreditation for the course(s) and/or program(s) followed. We can confirm that 463 adult students registered in General Education this year. Of these students, 13 successfully met the requirements to obtain their secondary school diploma and many others are progressing to achieve the same goal. Over 21 different Vocational programs in a variety of fields were offered in our communities this year. Many of the programs are currently on-going and the programs that have concluded, 121 students graduated (see table on the right).



Community graduate results for General Upgrading, Vocational Training Programs by community and at the SRVTC

Programs	Oujé-									SRVTC	Total	
	Chisasibi	Eastmain	Mistissini	Nemaska	Bougoumou	Waskaganish	Waswanipi	Wemindji	Whapmagoostui			
General Education												
English General Upgrading	n/a	1	1	1	0	2	2	0	n/a		7	
French General Upgrading	n/a	0	2	0	0	2	2	0	n/a		6	
Vocational Training												
Accounting								9			3	12
Automobile Mechanics											3	3
Carpentry (including RAC)	18	11				16						45
Drilling and Blasting			6									6
Home Care Assistance									8			8
Northern Building Maintenance			6									6
Northern Heavy Equipment Operations						1		11				12
Professional Cooking									1		3	4
Sawmill (Sciage)								8				8
Secretarial Studies			0	3								3
Starting a Business	4					1					1	6
Trucking Class 1								8				8
Community and Customized												
Health and Safety on Construction Sites			38									38
Computer software training						12	19	19				50

We would like to acknowledge all of our graduates for their hard work and dedication in completing their respective programs. We wish them well in their future endeavours. Also, we would like to take this opportunity to thank all our support staff, Education Consultants, and teachers for their continued support in our endeavours of Adult Education Services. We, as a team, also acknowledge the Council of

Commissioners of the Cree School Board, the Director General and Chairman of the Cree School Board for their continued support in our mission.

The Sabtuan Adult Education Services staff of the Cree School Board would like to express their sincere gratitude to Mr. Matthew Iserhoff, Coordinator of Adult Education – General Education, and Mrs. Annie Iserhoff – Local Education Consultant in Mistissini, for

all their dedication to the youth and adult learners in the Cree School Board. From the bottom of our hearts we wish you both a very enjoyable retirement.

Pierre Desjardins, M.Ed. CRHA
Director of Adult Education



Post Secondary Student Services

“Post Secondary Student Enrollment increases by 11% in 2011-2012”

We are pleased to provide some highlights relating to the 2011-2012 school year, **the most important of which is that the enrollment in programs increased by 11% this past year** which marks the single most important growth in attendance for many years.

Over the past year Post Secondary Student Services worked with all other Departments of the Board to develop and implement strategies and target resources to ensure an alignment of our efforts to the vision and objectives of the Cree School Board's Five-Year Strategic Action Plan. Our focus in this regard is to improve fundamental services to students and to help ensure greater success rates of our student clientele.

In addition, we are pleased to report that Post Secondary Student Services has worked with other Departments and other Cree entities to ensure that programs are available to encourage work sponsored studies in programs such as Policing and Teacher Training, among others. We believe that by establishing these linkages between studies and employment we will improve the success rates of our students and obviously generate employment upon graduation, a great incentive for all students.

This brief report will provide an overview and a comparative summary of the post secondary student clientele and some initiatives of Post Secondary Student Services.

The mission of the Post Secondary Student Services Program is to encourage JBNQA beneficiaries to acquire post secondary level education and/or professional qualifications for personal accomplishment, financial autonomy and the well-being of the collective. Our vision is that all eligible JBNQA beneficiaries acquire professional and/or academic qualifications. Our goal is to achieve excellence in the delivery of support services to post secondary students.

An important goal of the PSSS is to support Cree students to succeed in developing and obtaining academic and professional credentials. Special emphasis is placed on improving support services to students through guidance and social counselling and targeting financial assistance to maximize the success of our students in their studies. We strongly believe and the Cree Nation recognizes that the students are the future leaders of our Nation as they attain their goals and aspirations as professionals and hopefully move on to serve our local communities and members in the future.

PSSS Statistical Information

We are pleased to provide some statistical information that demonstrates the demographics of the PSSS program. During the academic year of 2011-2012, the Department of Post Secondary Student Services provided assistance to 494 students. We sponsored 315 college students, 129 university students and 71 students in vocational and other programs.

Level of Community Enrollment

This comparative table represents the number of sponsored students by community of origin. The PSSS student clientele shows an increase from the previous academic year.

Comparison of Student Enrollment by Community of Affiliation

	2010-11	2011-12	Change
Chisasibi	73	88	15
Eastmain	8	7	-1
Mistissini	97	108	11
Nemaska	30	26	-4
Oujé-Bougoumou	23	34	11
Waskaganish	100	110	10
Waswanipi	64	67	3
Wemindji	27	32	5
Whapmagoostui	21	22	1
Grand Total	443	494	51

Age Distribution of our Sponsored Students

The table below shows the comparison of the age groups of sponsored students for the last 2 years and indicates an overall increase in each age group.

Age Distribution of our Sponsored Students

	2010-11	2011-12	Change
Under 20	45	48	3
20-24	99	131	32
25-29	98	97	-1
30-34	74	80	6
35-39	58	67	9
Over 40	69	71	2
Totals	443	494	51



Enrollment at the University and CEGEP Levels

The table below provides the category of institutions where students were enrolled and the number of graduates, potential and confirmed for this year and for the previous year. Although the number of graduates has not yet been confirmed for 2011-12, we have an idea of how many will be going on to further their studies or enter the workforce. PSSS offers all the graduates our heartfelt congratulations for persevering and completing your programs of study!

Type of Institution	2009-2010		2010-2011		Potential Graduates
	Enrolments	Graduates	Enrolments	Graduates	
College	301	57	269	13	104
University	126	24	130	13	30
Vocational/Other	17	4	43	0	13
Total	444	85	442	26	147*

**As of June 16, 2011*

Highlights

This academic year has been one filled with change and plans have been developed for further improvement in the services provided to students.

We are proud to announce the launch of the PSSS online financial assistance application in which 134 online applications were received. We anticipate more Cree members will utilize this new and important tool to apply for financial and educational assistance.

Post Secondary Students Services is working towards the implementation of direct deposit on a trial basis for the Fall 2012 semester.

Post Secondary Student Services seeks to recognize, encourage and promote academic excellence. PSSS acknowledges and recognizes post secondary students who achieved academic excellence. Fourteen post secondary students achieved outstanding averages in their studies and received Academic Excellence Recognition Awards.

The PSSS satellite office in Gatineau relocated to a new office in the Fall of 2011. The grand opening of the office in February 2012 was a success. The PSSS library was dedicated and named after Billy Diamond.

Continuation to Improve PSSS Student Services

As identified in the annual report of 2010-11, the PSSS team continues to move forward in improving support services to post secondary students. Many initiatives have been developed to improve the services to students. Work is in progress to the assessment of Post Secondary Student Services department to ensure delivery of improved support services.

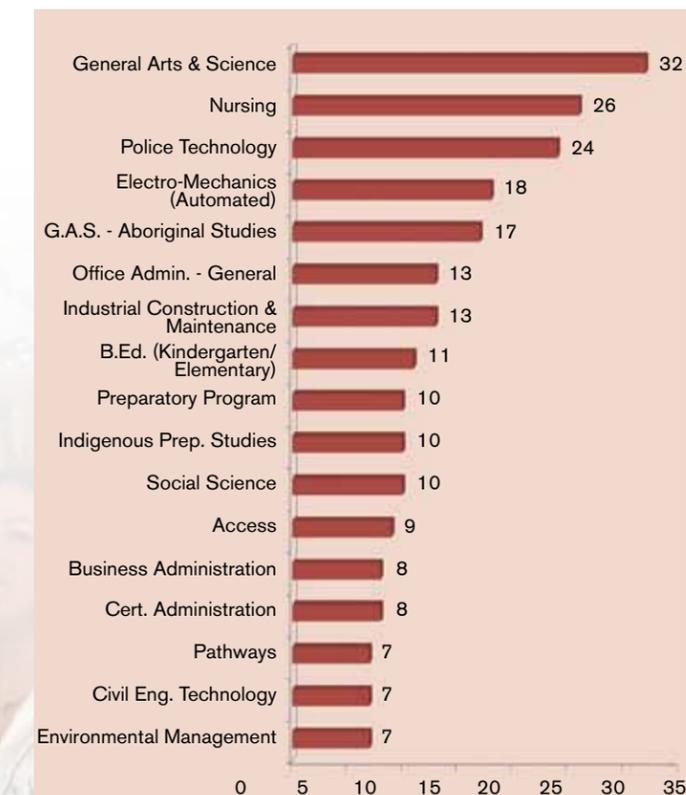
In the course of all the activity related to executing initiatives, the students remain our first and foremost priority. We are confident that with the continued efforts of PSSS our students will continue to strive to obtain their educational and career goals.

In closing, I would like to acknowledge the support given by the Council of Commissioners, Senior Management and our Post Secondary students for their support in our services and the PSSS team for their continued hard work and collaboration.

Jane L. Blacksmith
Director of Post Secondary
Student Services

Most Popular Programs in 2011-2012

The chart below shows many students are in preparatory programs (General Arts and Science, Access and Social Science) to acquire prerequisites to enter a career program or enroll in university programs. graduates, potential and confirmed for this year and for the previous year. Although the number of graduates has not yet been confirmed for 2011-12, we have an idea of how many will be going on to further their studies or enter the workforce. PSSS offers





Special Education Services

Overview of Special Education Services 2011-12

The Special Education Services (SES) department, initiated in 2004, currently comprises four team members located at the Chisasibi office, one coordinator and three consultants; and three Montreal-based consulting services. These consulting services have a seventeen-year professional relationship with the CSB; and include a full-time school board psychologist, Learning Associates of Montreal and a special education consultant. One of the three regional consultants worked on the Guaranteed and Viable Curriculum (GVC) and therefore was absent for three-quarters of the school year.

The services provided from the regional offices included school-based workshops using an accompaniment and capacity-building training model for the following audiences: administrators, teachers, educators, parents, and some health and social services professionals. An example of the workshops consists of: Pre-Kindergarten and Kindergarten Screening; Individual Education Plan (IEP) Orientation and Teacher Training; Educator Roles and Responsibilities in collaboration with the School Administration; Educator Cueing, Prompting, and Visual Scheduling; Autism Basics, and others.

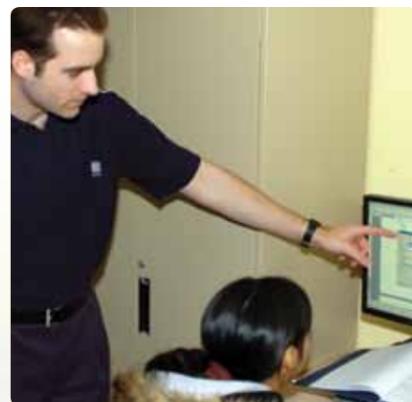
The services contracted from the Montreal-based consultants encompassed individual student counseling with parent, teacher, and administration follow-up sessions and crisis intervention; standardized psycho-educational testing and follow-up teacher and parent meetings; and development of Intervention Plans (IP) for students with autistic and severe special needs.

Collaborative relationships were initiated with the Cree Health Board, two provincial Anglophone special education

committees at the consultant and coordinator levels, the Ministry of Education Leisure and Sports, and several doctors providing services to students with special needs.

Regional Consultant Services

Overall, an accompaniment and capacity-building approach involving the school team was used to support school improvement. The scope of this approach included discussing training arrangements and schedules in advance with schools and taking on mutual responsibilities to organize the session schedules, content of the agendas, materials to be used, etc., and in one case co-training with the consultants. With the objective of supporting student success, a working relationship began growing between the school-based Special Education Department Heads and regional Special Education Services. On the initiation of the regional services and agreement of the Special Education Department Heads in the school, the training provided for educators was extended to parents and health and social service workers.



Regional Consultants

The two data charts below represent the work of two regional consultants during an eight-month period. Both consultants, one a special education consultant and the second a counselor in re-education, addressed student success through an intervention objective focused on Educator Training and Development, Pre-Kindergarten and Kindergarten Screening Training, and IEP Teacher Training and Development. The following provides a snapshot of these school improvement interventions.

School visits	Informal and formal meetings with school administration, teachers, educators, parents and others	School telephone	Workshops	Special Education student file analysis	Student observations	Educator observations
38	150	200	43 ranging from 2 to 4 hours	4 schools	13 students	62 educator and student pairs observed in teaching and learning situations

Number and types of school improvement workshops

Pre-Kindergarten and Kindergarten screening	One-on-one IEP training	Group IEP Teacher Training	How to observe students?	Introduction and orientation to Offer of Service with educators	Educator role and responsibilities	Students with Autism	Building Social Stories for non-verbal students	Prompting, Cueing and Visual Scheduling Techniques
12	12	2	1	8	1	3	2	2
Teacher audience	Teacher audience	Teacher and administration audience (40 participants)	Teachers, educators, and administration audience	Teachers, educators, and administration audience	Educator audience	Educators, parents, and health and social service worker audience	Educators, parents, and health and social service worker audience	Educators, parents, and health and social service worker audience



Special Education Services



Montreal-based Consultants

Psychologist

The consultations on the chart below may include several types of intervention such as: individual meetings/counseling sessions with students, meetings/counseling sessions with parents/guardians, meetings with teachers concerning a student, meetings with administration concerning a student, meetings with outside agencies community and Montreal-based agencies classroom observations and formal assessment/testing sessions.

Communities	Number of students referred
Chisasibi	43
Eastmain	33
Mistissini	39
Nemaska	29
Oujé-Bougoumou	22
Waskaganish	52
Waswanipi	48
Wemindji	38
Whapmagoostui	46
Total	350

Education consultant

The consultations on the chart below may include several types of interventions such as: reading and mathematics testing, Intervention Plan (IP) development and updating, identifying students for standardized testing, recommending students for coding and Individual Education Plans (IEPs), developing programs for students needing modified learning paths, and meetings with students, parents, teachers, educators, other professionals, and the special education department heads as applicable.

Communities	Number of students referred
Chisasibi	8
Mistissini - Trip 1	29
Waskaganish	8
Wemindji	8
Whapmagoostui	8
Mistissini - Trip 2	12
Total	73

Learning Associates of Montreal

The consultations on the chart below may include several types of interventions such as: standardized testing and meeting with teachers, parents, school administrators and other professionals as required to discuss results and follow-up.

Communities	Number of students referred for standardized testing
Chisasibi	8
Eastmain	10
Mistissini	5
Nemaska	11
Oujé-Bougoumou	6
Waskaganish	17
Waswanipi	13
Wemindji	6
Whapmagoostui	11
Total	87

Prepared by Juel Chouinard in collaboration with Sarah MacNeil, Claire Robinson and Keith Marchessault, Glenda Bernstein and the Learning Associates of Montreal.

Cree Programs



This past year, Cree Programs staff and Elders held a workshop to record the Cree terminology for the land. Most of these words, like 'aashitihtaakaam' and 'aukikaam' the younger generations have had not the opportunity to learn. Many of the geographical terms have been entered into the Cree Lexicon. Staff worked with Professor Marie-Odile Junker, linguist and Mimi Neacappo, student, of Carleton University in analyzing these geographical words. Advanced Cree words were provided by Jimmy and Vera George, two Elders from Whapmagoostui, who attended the session. It is only when one fluently speaks and studies the Cree Language does one discover and understand how rich and meaningful the spoken word of the liiyu/iinu truly is.

The third edition of the Cree Lexicon was prepared by the consultants. Different versions are available, South Cree-English, North Cree-English, South Cree-French, North Cree-French, and this edition is also printed in French-Cree and English-Cree and in the two dialects. Different formats are available. Cree language teachers can make orders through this office. Publications can be ordered through an online company at Lulu.com. For further information please contact Mabel Pepabano, office agent, Cree Programs at mpepabano@cscree.qc.ca.

This year the Cree School Board signed an agreement with the publishers of the Robert Munch story books. Twenty-six titles will be adapted into the two dialects of the nine Cree communities. The aim is to have them ready for August 2012. The students studying their language will certainly enjoy reading these books. Linda Visitor will oversee the translations.

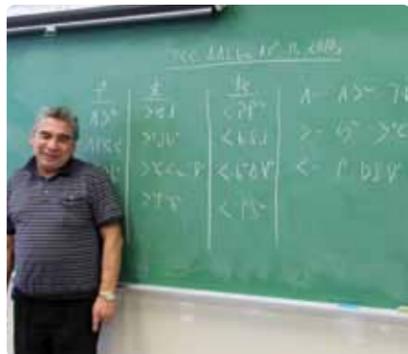
I want to thank the staff for all their hard work and commitment, and I encourage them to continue documenting the Cree Language even though sometimes it can be very challenging.

Daisy Herodier
Coordinator, Cree Programs





Professional Development



It was a year full of exciting challenges for everyone in Professional Development.

Bachelor of Education with a First Nations option

This year, 2011-2012, was the second year of the Bachelor of Education for First Nations and Inuit Education. The students have completed their second year of the four-year program on campus at McGill University. It was a challenge for the students in terms of finding housing, routes of public transportation, and for some, schools for their children. We have 11 students in the program to date. They will continue Year 3 on campus at McGill University. We always encourage and support them as much as we possibly can and hope they will continue the good work.

Our plan is to have a second group start training, after we review and refine the program. We hope to start recruiting the new group in the near future, as there is an urgent need for Cree teachers.

Bachelor of Education for Certified Teachers

We continue the Bachelor of Education for Certified Teachers Program, wherein remains seven students. Each of them is at different stages and close to completion of their programs. We had two more graduates from the B.Ed program at McGill University.

Certificate in Aboriginal Literacy: Cree

Courses were given in the Certificate in Aboriginal Literacy; we have given seven of the ten courses in the program. The students are always anxious and look forward to the next course in the program. We will be offering the last three

courses in the next year. With the three courses, most students will graduate in June 2013.

We will continue to offer this program as it is very much in demand with the Cree Nation.

Certificate in Inclusive Education

We worked on the candidates' files for the Certificate in Inclusive Education and offered one course with a study skills session. We also experienced a course by video-conference and received a good evaluation regarding that endeavour.

We will continue with the program in the Fall Session of 2012.

Graduate Certificate in Educational Leadership

There were two on-line courses in this program this year, both of which went very well. This program will continue in the Fall Session of 2012.

We will continue to offer the courses in the programs as needed by the teachers and other staff of the Cree School Board, as we need to continue to support our teachers and educators with professional development in their respective fields.

I would like to thank everyone at Professional Development, the Education Consultants Mary Bear, Rose Dixon and Judy Washapabano and the support staff Phyllis Pachano and Delcy Washapabano for all their work. Thank you!

Debbie House Cox
Coordinator, Professional Development

Instructional Services



This 2011-2012 school year, Instructional Services has maintained momentum and focus on its major goal: the development of the Cree School Board's Guaranteed and Viable Curriculum. The writing of the elementary language arts, French, English and Cree from kindergarten to grade 6 and the math for both sectors are in final stages of production: edit, revision and layout for preparation of printing the curriculum binders. Also complete is the Secondary science curriculum, under the direction of Jeremy Rhodes of Elephant Thoughts, and is ready for implementation this coming school year.

Our GVC language arts and math teams deserve a great round of applause for their commitment and effort in writing a language and math curriculum for all elementary levels. Their main task has been to identify and pace essential content from the Quebec Education Program by each grade level and clearly indicate what students will learn over the course of a school year. Recognition for the many hours of work and contribution to the project go to the following people: Anick Charette, Andre Charlebois, Renée Labbé, Lucy Trapper, Martha Dixon, Danielle Duplante, Lucy Shem, Pearl Weistche, Frances Visitor, Alice Duff, Ethel Blackned, Catherine Rutherford, Karen Gilpin, Barbara Connors, Debbie House, Marco Pego, Brian Dioszeghy, Marsha Brown, Ingrid Taylor and Stephanie Vucko.

The planning for the upcoming implementation, training and monitoring of the GVC has also taken shape. The 2012 June Blitz information session given by GVC presenters in each school informed school personnel of the next phases of support and training for teachers and principals.

The Cree School Board end-of-cycle elementary assessments have been written for language arts and math. These assessments, referred to as learning evaluation situations, are a model similar to the MELS exams and administered in all schools in June 2012. What is exciting about the exams, which were written by our teams is that

consultants who are also part of the GVC curriculum writing team along with teachers, brought the knowledge of the content in the GVC to the writing of the Cree School Board regional evaluations, thereby creating an assessment tool that is aligned to the GVC and will monitor and collect data on student outcomes. The themes and ideas selected for the evaluations are in connection with the experience and background of our students. Prior knowledge and the experience of the child is critical to maximize student engagement and success. A future goal is to create a bank of these types of assessments.

The Literacy Initiative, in partnership with the Department of School Operations, has completed its second year of training teachers in all sectors in best practices in literacy. A focus this year was on reading comprehension strategies. Two-day workshops were offered to Elementary and Secondary sectors by Angela Puma, Andre Charlebois, and Danielle Leplante.

On behalf of the staff, we salute the dedicated work of our regional library consultant, Claude Gosselin as he enters into his retirement this July 2012. He has offered support and trained all of the Documentation Technicians in our schools in his six years as regional consultant. Thank you Claude, all the best to you!

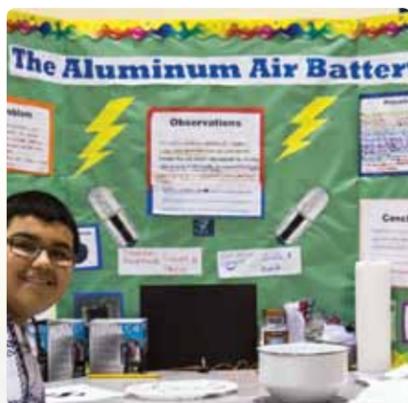
I want to acknowledge the dedication of our staff and the willingness to adapt and meet the challenge required to be agents of change. The role we have as pedagogical leaders is critical to building effective schools to meet our rapidly changing society and modern career demands.

Sherry Weistche
Interim Coordinator of Instructional Services





Student Services



Another school year is coming to an end! It is always an exciting time of the year when we think of all the students who will be graduating from Kindergarten, Elementary School and Secondary School in the schools of the Cree School Board. I take great pleasure in sending congratulations to each of our graduates and I wish them continued success in their academic endeavours.

Our department has had another year full of activities! The *Bully Proofing Our Schools* program with Jane Middleton-Moz continued this year with the training of Team Leaders in each of the schools. Our manual is completed and we should be able to put it to use in the schools for the 2012-2013 school year. We will provide training for all the school principals in the coming school year as well. Our teams in the schools will be working with the other entities in the community, as all stakeholders must come together to share their concerns and work towards a safer school community. I am very pleased with the all the work that has been done in the Bully Proofing Our Schools Program during this school year. It is encouraging to see the teams working together to provide a safe and healthy learning environment for our students. Thank you to all the team members in the schools for all their hard work.

The 2011-2012 regional events were hosted by the following schools:

- Badabin Eeyou School in Whapmagoostui hosted the Regional Science Fair. I wish to take this opportunity to thank Joey Charland and his team for the success of this event;
- Voyageur Memorial School in Mistissini hosted the Regional Public Speaking Contest. Thank you to Bjorn Olsen, Leon Decontie and their organizing team;

- James Bay Eeyou School in Chisasibi hosted the Regional Art Exhibit and it was wonderful to see the art work done by our students. Thank you to Lise Simard and Lucie Schofield;
- Wiinibekuu and Annie Whiskeychan Schools in Waskaganish had artists through the Artists in Schools Program visiting their school this year. The projects were ice-sculpting and pottery-making, which the students enjoyed very much;
- The Quebec Aboriginal Science Fair was hosted by the Algonquin First Nation of Kitigan Zibi this year. Our students from James Bay Eeyou, Maquatua Eeyou and Wabanutao Eeyou Schools were participants. Congratulations to the team of Alyssa Ottereyes and Cain Stewart from Maquatua Eeyou who placed third in their category.

Our Executive Secretary at Student Services, Maggie Rednose-Bugden, will be leaving us at the end of this school year to enjoy her much deserved retirement. Maggie has worked for the Cree School Board for many years and we wish her all the best in her new chapter of life that she is about to begin. I personally want to express my sincere appreciation for her dedication and daily contribution to the work we do in our department. Thank you Maggie! Enjoy your retirement!

In conclusion, I would like to thank my staff for all their work and never-ending support!

Nellie S. Pachanos
Coordinator of Student Services

Secretary General



Council of Commissioners

This year 2011-2012, the Council of Commissioners consisted of:

- Gordon Blackned, Chairman (Term ended on) August 17, 2011
- Kathleen J. Wootton, Chairperson (Officially elected on) November 3, 2011
- Darlene Cheechoo, Vice-Chairperson *School Commissioner – Waskaganish*
- Daniel Mark-Stewart, Third Executive Member *School Commissioner – Eastmain*
- Tony Gull *School Commissioner – Wemindji*
- John Shem *School Commissioner – Whapmagoostui*
- Sophie H. Bosum *School Commissioner – Oujé-Bougoumou*
- Mabel Bearskin *School Commissioner – Chisasibi*
- Emily G. Mianscum *School Commissioner – Waswanipi*
- George Blacksmith *School Commissioner – Mistissini*
- Annie Mapachee *Observer Status – Washaw Sibi*

Elections

- Waswanipi – Emily G. Mianscum successor to Allan Happyjack
- Mistissini – George Blacksmith successor to Kathleen J. Wootton
- Eastmain – Daniel Mark-Stewart re-elected

Chairman Gordon Blackned was elected as Chief of Waskaganish in August 2011. In accordance to the Elections By-law for Chairman of the Cree School Board and the General by-law, the Cree School Board called for an election for the office of the Chairperson for the remainder of his term (ending June 30, 2012). On November 3, 2011 Ms. Kathleen J. Wootton was officially elected Chairperson of the Cree School Board in a run-off election.

At this time we would like to wish the best of success to Chief Gordon Blackned in his new appointment as Chief for the community of Waskaganish. Gordon served the Cree School Board for over thirty years in many capacities, from teacher to School Principal to Director General to Chairperson. We thank him for his many years of service and know that he is never too far away from us, in friendship and in Cree Education.

Upcoming Elections

Chairperson of the Cree School Board
School Commissioner – Waskaganish
School Commissioner – Wemindji
School Commissioner – Whapmagoostui

Meetings

Council of Commissioners:

- Five (5) regular meetings
- Seven (7) special meetings

Executive Committee:

- Twenty-two (22) regular meetings
- Four (4) special meetings

Senior Management:

- four (4) regular meetings

Special Event: Education Assembly, February 2012

The Cree School Board hosted an Education Assembly consisting of the School Committee members, School Commissioners, Community Education Administrators and Directors on February 9, 2012 in Gatineau, Quebec. Prior to this day, the Cree School Board met with the CSB Post Secondary students and School Committee members to present their 5-Year Strategic Action Plan along with the School Improvement Plans.

On February 9, the Post Secondary students were invited to join the School Committee members at the Education Assembly to:

1. Review the report on the 2007 Education Assembly and what actions taken to date from that assembly;
2. Review of the Teacher Recruitment Process;
3. Observe a Presentation on School Registration and Attendance;
4. Observe Orientation and Retention of Teachers and other professional staff working in our schools.

Four working groups were initiated for the School Committee consultation process along with one group for the Community Education Administrators with feedback provided by these groups. A final report will be completed by 2012 and distributed to all School Committee members and school staff.

Many thanks go out to the Working Group that organized the Education Assembly for the School Committees and the CSB Post Secondary students.

There is much more work to be done and only together can we achieve these goals for the benefit of our Cree students.

Bella Mianscum, Secretary General



Human Resources Services



For this past school year, Human Resources Services has continued its efforts to provide sound, reliable advice and support to the schools and departments of the Cree School Board.

The 2011-2012 year has continued to be one of ongoing change because of the strategic direction being set by the Cree School Board. Along with other services and pedagogical management, Human Resources has continued to participate in the work of departmental planning so as to align with the strategic direction, all with the intention of improving the services provided to the schools and departments of the Cree School Board.

We hired a coordinator in November 2011 who will concentrate on recruitment and help in the implementation of our improvement plan.

We have also implemented an employee assistance program by contracting the firm of Shepelle-fgi. This program aimed to provide the employees of the Board and their immediate family, a resource to help them when they encounter difficulties in their professional and personal lives.

In the future we will continue to strive to improve the services we provide and to partner with other departments and schools in the education of our students.

Natalie Petawabano
Director of Human Resources Services

Our mission at Human Resources Services is to provide quality services to Cree youth and adults by attracting, developing and retaining the most talented and qualified employees.

Material Resources Services



Main Tasks

Negotiations – Capital Projects – Housing – Renovations, Repairs and Maintenance – Buildings Inventory – Moving and Storage – Purchasing – Daily School Transportation – Power Energy Management – Vehicles – General Insurance.

Achievements

1. Negotiations:

- Pursued the negotiations with MELS for new Capital Investment Projects.
- Obtained from MELS the approval for the extension of Badabin Eeyou School in Whapmagoostui.
- Obtained from MELS the approval for the extension of Annie Whiskeychan Elementary School in Waskaganish.
- Obtained from MELS the Approval for the construction of 10 new housing units in Waskaganish (2) and Mistissini (8).
- Obtained from MELS the Approval for the construction of 8 new housing units in Wemindji (6) and Eastmain (2).
- Prepared a study to justify a new building for the elementary Maquatua Eeyou School in Wemindji.
- Prepared and deposited at MELS a technical audit for the JBES reorganization.
- Deposited at MELS the study for the 2012-2013 yearly Supplementary Allocation (\$2.85M) projects.

2. Capital Projects:

- Finished the construction of the new Waapinichikush Elementary School in Chisasibi;
- Finished the construction of the extension for the VMS Elementary School building in Mistissini;
- Finished the construction of nineteen (19) housing units

in Whapmagoostui, Waskaganish, Mistissini and Oujé-Bougoumou;

- Finished the construction of another ten (10) new housing units in Waskaganish and Mistissini;
- Started and finished most of the 2011-2012 (\$2.8M) Supplementary Allocation projects in the communities;
- Moved the Gatineau PSSS office to a new location and found a new location to move the Montreal Office;
- Closed most of the finished construction contracts.

3. Housing:

- After building twenty-one (21) new housing units in 2007-2008, thirty (30) in 2009-2010, nineteen (19) in 2010-2011 and ten (10) in 2011-2012 for a total of eighty (80) the need for housing was reduced in several communities;
- Updated the housing occupancy lists for the communities on a monthly basis.

4. Renovations and repairs not limited to the following:

- Repairs and renovations were done in the school buildings of Wemindji, Eastmain, Waskaganish, Nemaska and Mistissini for a total amount of \$650,000.00;
- Repairs and renovations were done in some housing units in Wemindji, Eastmain, Waskaganish, Mistissini, Oujé-Bougoumou and Waswanipi for a total amount of \$2,150,000.00;
- Followed up the maintenance and food catering contracts for the SRVTC in Waswanipi;
- Implemented the preventive maintenance program.



Our mission is to ensure and offer our students and employees the enjoyment of the safest, most innovative and pleasant facilities for their learning and working environments. Our duty is to facilitate the reach of their goals and endeavors by providing professional and valuable resources and services.



Material Resources Services



5. Buildings Inventory:

- Implemented the MELS-SIMACS system for the CSB premises;
- New premises were added as superficies areas to "Annex C" of the Funding Rules Agreement and for the purpose of the funding and of the User Fees conciliation with the Bands.

6. Moving and Storage:

- Followed up the moving and storage activities.

7. Purchasing:

- In addition to the procurement of computer equipment many items for the schools and the departments were purchased;
- Arranged for the recycling of the computer equipment;
- Followed up the leases for buildings, equipment and vehicles;
- Arranged for the aerial and terrestrial charters.

8. Daily School Transportation:

- Followed up the school bus transportation contracts for the period from 2009-2010 to 2013-2014 to local transporters in the communities.

9. Power Energy Management:

- Followed up the Hydro Quebec invoicing "HELIOS" billing system;
- Followed up the heating oil supplies;
- Followed up the high pressure fuel equipment certifications.

10. Vehicles:

- A continuous follow up for the vehicles including the maintenance and the coordination with the S.A.A.Q.;
- New vehicles were purchased including the traded in of the old ones;
- A new five-year vehicles replacement schedule was prepared for the next five-year period;
- One school bus was purchased to replace the obsolete one in Whapmagoostui.

11. Insurance:

- Called for tenders and signed contracts for the insurance of the Property and Liability Portfolios for the fiscal year of 2012-2013.

12. Others:

- A computerized buildings' preventive maintenance system was finalized and implementation in schools is ongoing.
- Most of Material Resources Services Department staff attended training sessions to improve their knowledge, production and efficiency.

Moussa Habak
Director of Material Resources Services

Information and Technologies Services



Information and Technologies Services' purpose is to ensure that employees and students have the proper information systems, technological tools and infrastructure to carry out the overall organization's mission.

Department's Vision

- Help schools improve the way education is delivered using technological services and resources through teaching and learning;
- Provide students with the technological resources to enrich the educational experience;
- Help staff improve productivity with proper technological tools and Information Systems;
- Establish, provide and maintain the necessary technological infrastructure services and resources to support continuous improvement in the CSB's ability to fulfill its main mission;
- Provide leadership and governance in the effective use of technologies.

As part of the global reorganization initiative started two years ago, the Information & Technologies Department has worked with the other regional departments to refocus its agenda, initiatives and priorities to make them geared toward the organization's Strategic Action Plan 2010-2015. Similar to our colleagues in other departments, and as our vision states, we are also committed to doing everything in our power to support the schools in order to help them achieve their own action plans and increase the level of graduation over the upcoming years.

Specific initiatives taken during 2011-2012 for improving the I.T. business:

- At the beginning of the school year the I.T. team committed itself to the introduction of new internal procedures in response to requests for assistance by providing an acknowledgement to the requester on the same day and by returning

with a solution within the next 24 to 48 hours. This is now in place and rigorously respected by the I.T. team members;

- We took initiatives to provide much needed training to teachers on the use of great technology implementations in the classrooms such as Smart Board technology;
 - Introduced broadband connectivity through the ECN Fiber Optic links to some of the communities where it is available;
 - Improvement of networking infrastructure all over the schools to improve connectivity and quality of service;
 - Better ways of notifying the communities of the visits of computer technicians in advance of their arrival;
 - Coaching, training, mentoring and assisting the local computer technicians;
 - Implementation of better tools for remote assistance; and
 - Drafted new policies on technology and telecommunication acquisitions, breach of security and disaster procedures and defining the role of the I.T. department within the organization.
- Specific initiatives taken during 2011-2012 for changing and adding to the I.T. business:
- Assisting other departments and schools with their own initiatives;
 - New revamped website;
 - Assisting School Operations/Data Management in implementing new school data management tools and preparing staff for training;
 - As a newly added responsibility, we have taken charge of all corporate voice and cell phone

- telecommunication services and streamlined all services and charges by standardizing plans and replacing obsolete equipment and closely monitoring usage;
- Acquired more technologies such as Smart Boards and computers for the schools, increasing the installed base of computers and other devices from 1500 to approximately 2000;
- Full implementation of technologies at the new elementary school in Chisasibi; and
- 85% of all school computers were migrated from Windows XP to Windows 7.

All initiatives were done respecting the funding allocation approved for the I.T. services department. The above initiatives also helped to greatly reduce the number of support calls to our helpdesk and improved the efficiency and stability of our infrastructure.

Other News and Accomplishments

We wish to send our warmest welcome to Mr. James McCracken, who joined the I.T. team in May 2012. Mr. McCracken will be based at the James Bay Eeyou School in Chisasibi at the Education Service/Adult Education administrative office.

I would like to extend my sincere thanks to all members of the I.T. team as you have shown dedication in your work but also great efficiency considering the tasks at hand during the past year. I wish to commend every member of the team for their ongoing hard work and commitment.

François "Frank" Turgeon
Director of Information & Technologies





Finance and Administrative Services

The Cree School Board continues to target the implementation of a number of new and evolving Management Strategies focusing on reporting and the allocation of scarce resources to the initiatives identified in the Strategic Action Plan. As we have previously identified, the Strategic Action Plan deals with a host of issues relating to School Improvement Initiatives, Language of Instruction and all related issues.

In order to secure the necessary resources to implement the Strategic Action Plan, the Finance Department was mandated to develop a financial plan to identify the significant resources required to implement the Strategic Action Plan. This plan was approved by Council and is known as the "Blueprint for the Funding of the Strategic Action Plan (BFSAP)". This plan had set aside close to \$7M for 2011-2012 to target the special initiatives derived from the Strategic Action Plan. The funding under the BFSAP will require a significant shift in resources over the coming years as the plan calls for a freezing of most internal funding allocations and a redirection of funds relating to overall escalation of salaries, prices and clientele to targeted areas identified in the Strategic Action Plan.

This requires all departments and all schools to look at staffing restrictions and to reduce costs of an administrative nature wherever possible. At present we are developing staffing ratios based on accepted norms and will look at implementing various cost saving strategies developed by external professionals and employed in a variety of institutional and other corporate environments.

The overall approach is to allow independent budget supervisors to make their own decisions on

how best to decrease spending and salary costs. The BFSAP is a revenue-based solution that will permit the growth in funding to be redirected but which will require all administrators to do more with less since salaries will escalate but funding will not, therefore forcing internal compression throughout the Board.

All new spending is governed by the Strategic Action Plan so all funding increases, save for operation and maintenance of new facilities, is now targeted to address Council priorities as expressed in the Strategic Action Plan.

During the year, Finance was required to participate in new forums of financial reporting and monitoring in order to comply with the new Council Policy Manual that provides for, among others, certain decentralization of decision-making and at the same time requires reporting by Finance on a host of measures and control mechanisms, which will ensure that Council is fully aware of compliance issues.

All Directors and many other staff are implicated in these monitoring reports and they provide all Managers and the Council with tools to allow us to evaluate the achievement of various goals and objectives particularly as expressed by Council.

An important measure determined by Council was the need for the creation of an Audit Committee.

The Audit Committee is a standing committee of the Council of Commissioners established to assist the Council in fulfilling its oversight responsibilities with respect to:

- The integrity of financial statements, management's discussion and analysis and other information provided to the Governments of Canada and Quebec and others;
- The adequacy and effectiveness of the system of

internal controls, implemented and maintained by CSB Management;

- The understanding of risks, specifically around financial reporting;
- The promotion of legal and ethical conduct; and
- The independence, qualifications, and performance of the external auditors.

The Audit Committee undertook its mission with enthusiasm and continues to play an important role in the financial monitoring responsibilities of Council.

Throughout the year we worked with the Management Group to implement a number of measures related to the Organizational Review that target many different issues throughout the Board. In Finance we undertook a review and developed new mechanisms to improve the finance department work streams. This has allowed us an opportunity to step back from the day to day operations and evaluate how we can address our responsibilities more effectively and efficiently.

Throughout the year these many different activities have permitted the department to improve the delivery of services to the many Departments and Schools of the Board.

The following sections of this report are devoted to summarizing our financial position for the year ending June 30, 2011 and to reviewing data on student enrollment and the financial allocation of resources within the Board in a very summarized and graphical form.

Matthew Rabbitskin
Director of Finance and Administration



Financial Highlights

For the year ending June 30, 2011

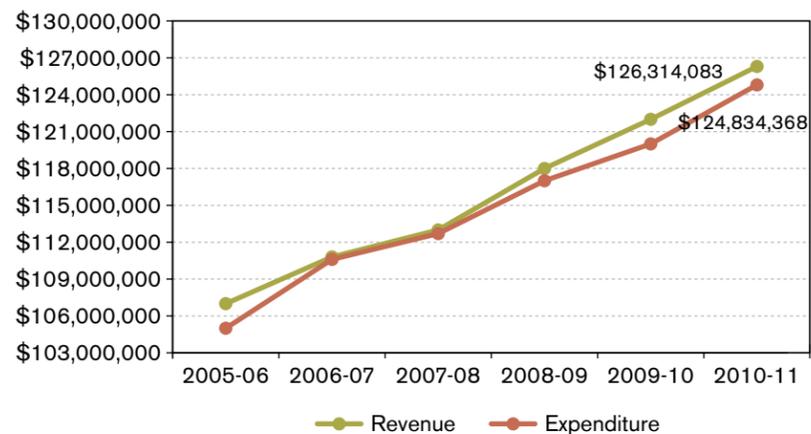
Total Expenditures of the Board for the year ending June 30, 2011	\$124,834,368
Current Year Surplus for year ending June 30, 2011	\$1,479,715
Combined Accumulated Surplus at June 30, 2011	\$21,757,573
Combined Internal Appropriated Surplus at June 30, 2011	\$17,888,578
Available Surplus at June 30, 2011	\$3,868,995
Tangible Capital Assets	\$140,164,762

Combined Statement of Operations

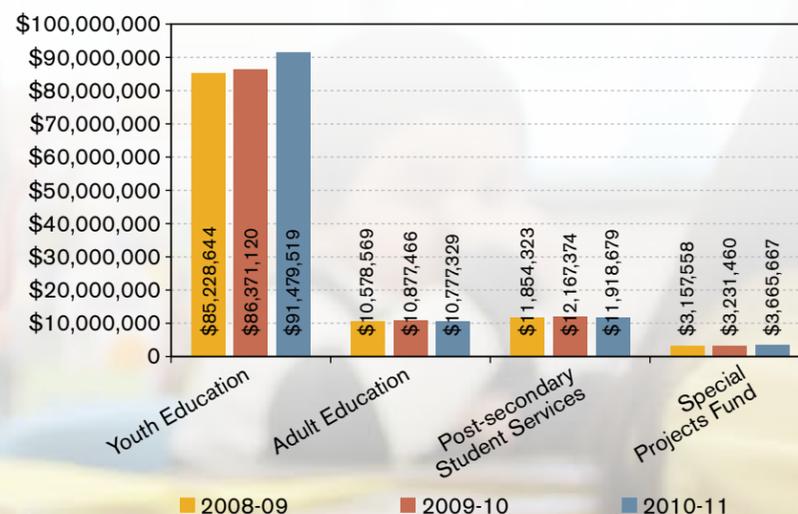
For the year ending June 30, 2011

	Budget 2011 \$	Actual 2011 \$	Actual 2010 \$
Revenue			
Quebec Department of Education, Sports and Recreation	112,062,724	115,275,488	111,911,567
Housing and office rental	560,000	572,980	554,712
Cree Regional Authority Human Resources Development	68,322	54,006	83,813
Indian and Northern Affairs Canada	1,080,600	1,217,614	1,132,370
Niskamoon Corporation	3,249,300	2,394,047	2,015,277
Amortization of deferred capital contributions	-	6,472,132	6,104,690
Proceeds on disposal of tangible capital assets	-	82,000	2,500
Others	223,918	245,816	169,307
Total Revenue	117,244,864	126,314,083	121,974,236
Expenditure			
Salaries and benefits	62,022,099	57,793,043	55,617,728
Employer's contributions	5,953,389	5,767,746	5,541,781
Retroactive salary adjustments	-	374,292	-
Travel and accommodation	5,977,400	4,144,066	3,960,201
Stationery, material and supplies	1,007,289	800,117	816,480
Pedagogical material	2,349,148	1,661,022	1,727,299
Contracts and professional services	10,687,546	9,714,878	7,590,587
Student assistance	9,830,798	9,872,169	9,876,684
Trainees assistance	602,000	400,559	128,493
Transportation	4,189,130	3,996,160	4,104,220
Telecommunications	1,456,209	1,446,953	1,447,404
Heating and electricity	2,293,178	2,263,126	2,036,524
Maintenance and repairs	1,564,204	1,497,537	1,411,012
Users' fees	9,015,965	9,015,965	8,179,790
Building rentals	1,002,291	1,104,706	1,110,024
Special projects	4,398,222	3,539,354	3,122,997
Capital projects - expenditure not capitalized	-	337,738	942,845
Amortization of tangible capital assets	-	7,059,285	6,760,431
Others	6,542,169	4,045,652	5,619,497
Total Expenditure	128,891,037	124,834,368	119,993,997
Surplus (Deficit) for the Year	(11,646,173)	1,479,715	1,980,239

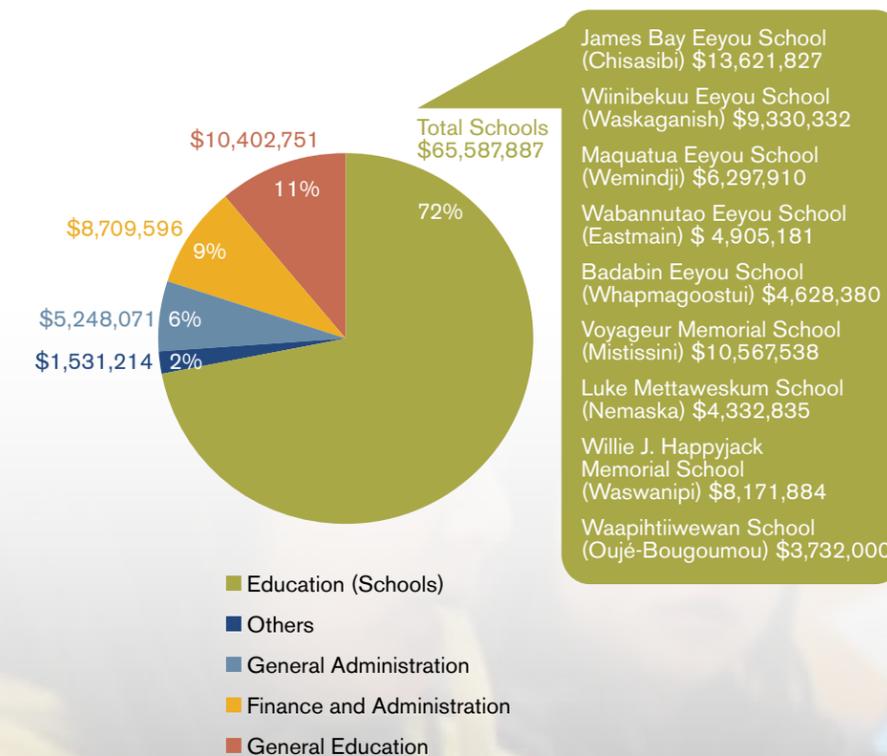
Evolution of Total Revenue and Expenditure



Evolution of Expenditure by Fund and Activity

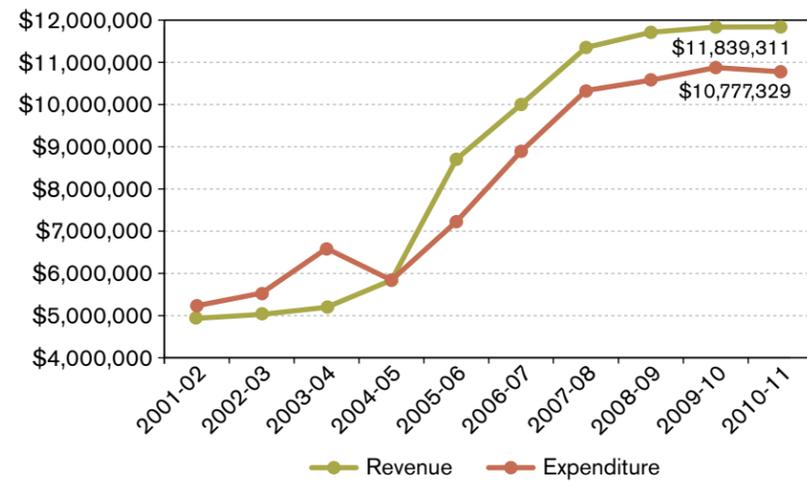


Youth Education - Expenditure by Department for 2010-11

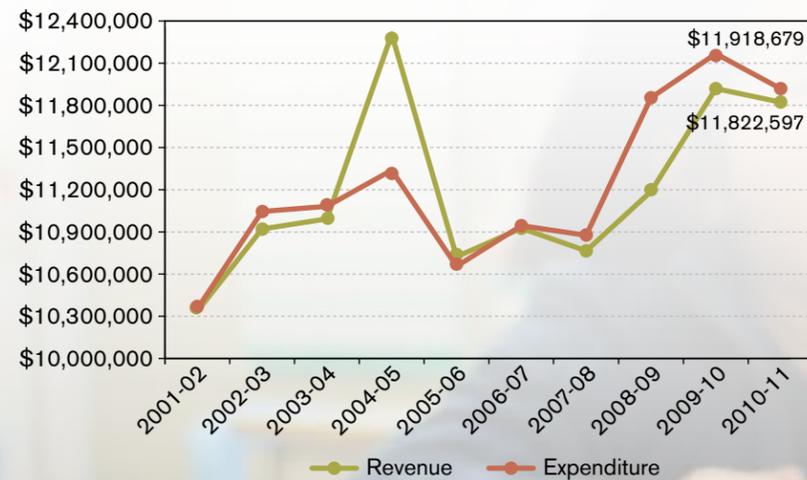


- James Bay Eeyou School (Chisasibi) \$13,621,827
- Wiinibekuu Eeyou School (Waskaganish) \$9,330,332
- Maquatua Eeyou School (Wemindji) \$6,297,910
- Wabannutao Eeyou School (Eastmain) \$4,905,181
- Badabin Eeyou School (Whapmagoostui) \$4,628,380
- Voyageur Memorial School (Mistissini) \$10,567,538
- Luke Mettaweskum School (Nemaska) \$4,332,835
- Willie J. Happyjack Memorial School (Waswanipi) \$8,171,884
- Waapihtiwewan School (Oujé-Bougoumou) \$3,732,000

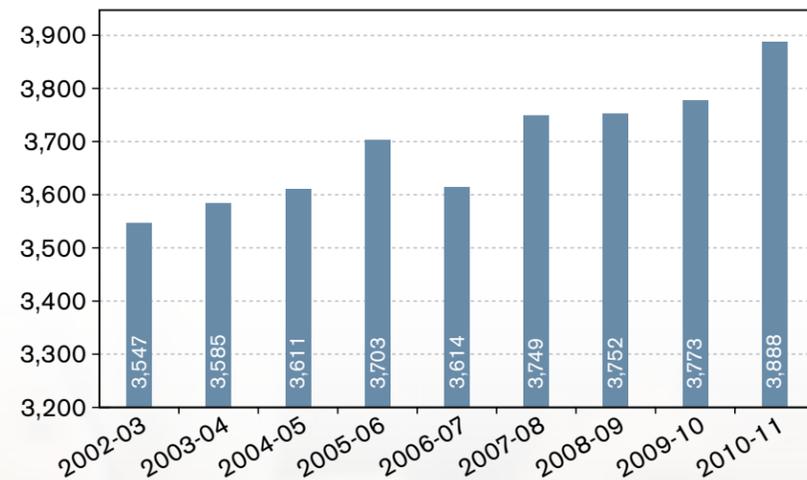
Evolution of Adult Education Revenue and Expenditure



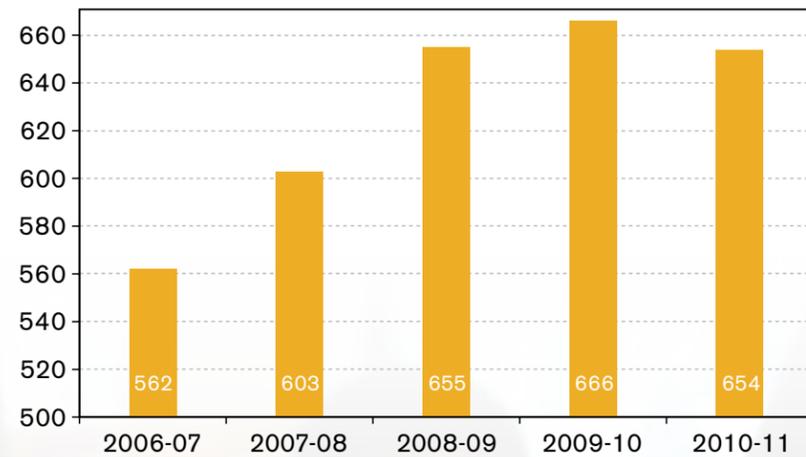
Evolution of Post-secondary Student Services Revenue and Expenditure



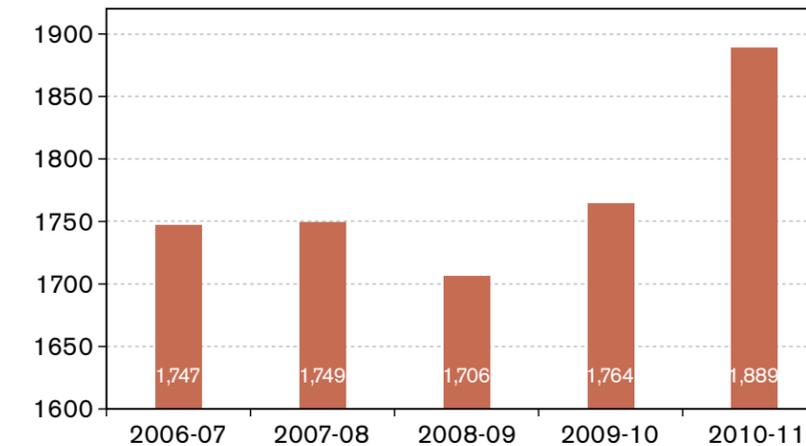
Evolution of Student Clientele - Youth Education



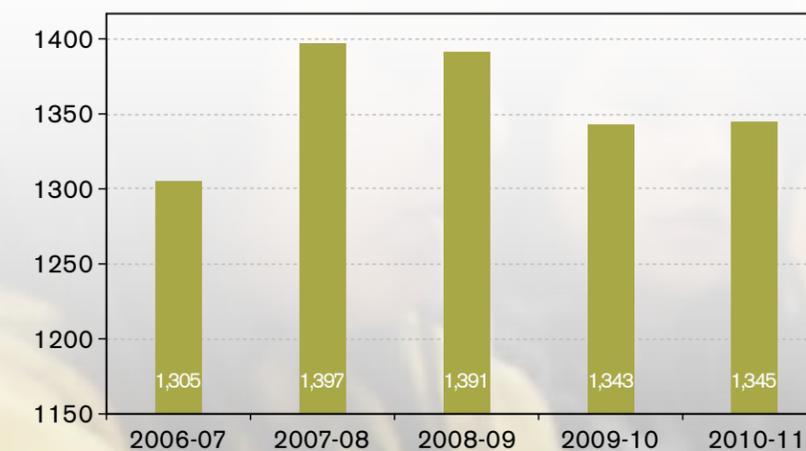
Evolution of Student Clientele - Pre-kindergarten and Kindergarten Levels



Evolution of Student Clientele - Elementary Level



Evolution of Student Clientele - Secondary Level



Council of Commissioners



Darlene Cheechoo
Vice-Chairperson, Waskaganish



Kathleen J. Wootton
Chairperson



Daniel Mark-Stewart
Third Executive Member, Eastmain



Emily G. Mianscum
Waswanipi



Teddy Wapachee
Nemaska



George Blacksmith
Mistissini



Tony Gull
Wemindji



John Shem
Whapmagoostui



Mabel Bearskin
Chisasibi



Sophie Bosum
Oujé-Bougoumou

Directors



Left to right:
Jane L. Blacksmith, Bella Mianscum, Pierre Desjardins, Natalie Petawabano,
François "Frank" Turgeon, Kim Quinn, Abraham Jolly, Joe MacNeil

Organigram

James Bay Northern Quebec Agreement Beneficiaries

Chairperson
Kathleen J. Wootton

School Committee Chairpersons

Benny Blacksmith/Daisy Shecapio	Oujé-Bougoumou
Thomas Mark	Wemindji
Gloria Jolly	Waswanipi
Alvin Cheezo	Eastmain
Lois Blackned	Waskaganish
James Diamond	Nemaska
John S. Matoush	Mistissini
Ruth Masty	Whapmagoostui
Jeannie Pelletier/Christina Kitty	Chisasibi

Council of Commissioners

Sophie H. Bosum	Oujé-Bougoumou
Tony Gull	Wemindji
Emily G. Mianscum	Waswanipi
Daniel Mark-Stewart	Eastmain
Darlene Cheechoo	Waskaganish
Teddy Wapachee	Nemaska
George Blacksmith	Mistissini
John Shem	Whapmagoostui
Mabel Bearskin	Chisasibi

Executive Committee

Kathleen J. Wootton	Chairperson
Darlene Cheechoo	Vice-Chairperson
Daniel Mark-Stewart	Third Member

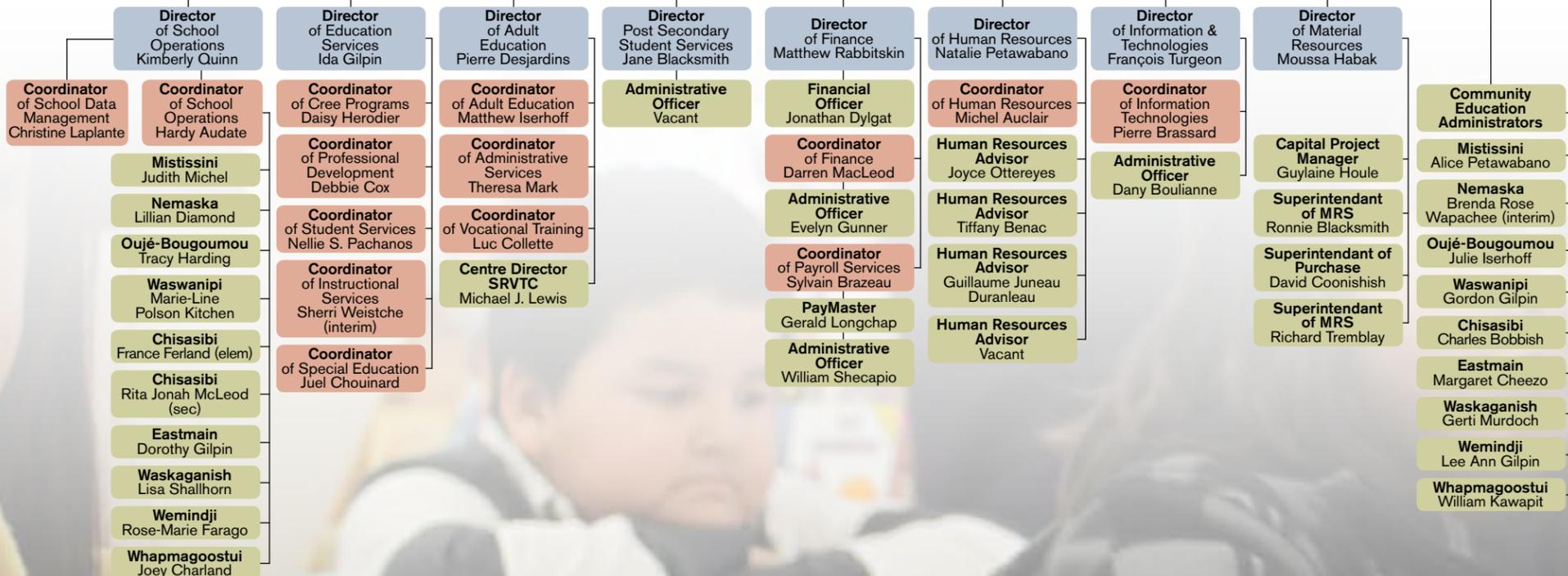
Cree School Board Management Group

Director General
Abraham Jolly

Deputy Director General
William Joseph MacNeil

Administrative Officer
Jennifer Mianscum

Secretary-General
Bella Mianscum



Cree School Board

Administration Office
203 Main Street
Mistissini, Quebec G0W 1C0
Tel: (418) 923-2764
Fax: (418) 923-2072
Website: www.cs Cree.qc.ca

Sabtuan Adult Education Services Office

203 Main Street
Mistissini, Quebec G0W 1C0
Tel: (418) 923-3347
Fax: (418) 923-2270

Please consult the website (www.csbaes.ca) for Adult Education Services Offices in each community.

Education Services

Chisasibi, James Bay JOM 1E0
Tel: (819) 855-2230
Fax: (819) 855-2724

Post Secondary Student Services

1950 Sherbrooke St. West, Suite 100
Montreal, Quebec H3H 1E7
Tel: (514) 846-1155
Fax: (514) 846-1266
Toll Free: 1 800-463-7402

Sabtuan Regional Vocational Training Center

1 Elder David Neeposh
Waswanipi, Quebec JOY 3C0
Tel: (819) 753-4040
Fax: (418) 753-2640

Credits

Many thanks to the following people:
CSB Council of Commissioners
Kathleen J. Wootton, Chairperson
Darlene Cheechoo, Vice Chairperson
Daniel Mark-Stewart, Third Executive Member
CSB Directors and Coordinators
CSB School Principals and Community Education Administrators

Special thanks to the following organizations:

Minister of Education, Leisure and Sports
Indian and Northern Affairs Canada
Cree Human Resources Development of Cree Regional Authority
Niskamoon Corporation

Acknowledgements:

Project Management: Abraham Jolly, Director General
Project Coordinator: Lina Petawabano, Administrative Technician
Photo Courtesy: Harriet Trapper, Schools and Departments
Designer: Beesum Communications
Printing: L'Empreinte



CSB Mission

To provide for life-long learning while instilling the Cree identity in partnership with our communities to allow each student to attain the qualifications and competencies to become a successful contributor to the Cree Nation and society at large.



