

MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES OF THE EVERGREEN SCHOOL DIVISION HELD AT GIMLI, TUESDAY, September 9th, 2025, AT 6:30 P.M. AT THE EVERGREEN SUPPORT CENTRE

MEMBERS PRESENT: Sandra Davies (Chair), Jillian Yorga, Gladys Kohler, Penny Helgason, Amanda Mosher, Dianna Auer

MEMBERS ABSENT: Colette Banks

ADMINISTRATION: Mr. Hill, Superintendent, Mr. Moore, Secretary Treasurer

In accordance with the revised procedure by-law, all motions have a recorded vote. The recording occurs by noting on each motion those trustees opposed, abstained or absent. When no trustees are recorded it represents a unanimous vote.

1. INAGURAL MEETING – SELECTING BOARD CHAIR AND VICE CHAIR

1a. CALL TO ORDER

Secretary Treasurer Moore called the meeting to order at 6:30PM

1b. BOARD CHAIR ELECTION:

Secretary Treasurer Moore opened the floor for nominations for the position of Board Chairperson.

- Trustee Davies nominated by Trustee Kohler. Trustee Davies accepted.

Nomination process was closed.

Trustee Davies was declared as Board Chair for the ensuing year.

Board Chair Davies chaired the balance of the meeting.

1c. VICE CHAIR ELECTION

Board Chair Davies opened the floor for nominations for the position of Vice Chair.

- Trustee Yorga was nominated by Trustee Kohler. Trustee Yorga accepted.

Nomination process was closed.

Trustee Yorga was selected as Vice Chair for the ensuring year.

2. ADOPTION OF AGENDA:

2a. MOVED BY: Trustee Kohler
SECONDED BY: Trustee Mosher

That the agenda be adopted as distributed.

CARRIED

3. MINUTES OF LAST BOARD MEETING:

ADOPTION OF MINUTES:

- 3a. MOVED BY: Trustee Auer
 SECONDED BY: Trustee Yorga

That the minutes from the Regular Meeting held on June 17th, 2025, be adopted as distributed.

CARRIED

- 3b. MOVED BY: Trustee Mosher
 SECONDED BY: Trustee Helgason

That the minutes from the Special Meeting held on August 26th, 2025, be adopted as distributed.

CARRIED

4. VISITORS AND DELEGATIONS:

5. SUPERINTENDENT'S DEPARTMENT REPORTS:

- 5a. MOVED BY: Trustee Auer
 SECONDED BY: Trustee Kohler

That the Board approve the Superintendent's Department Reports.

CARRIED

- 5b. MOVED BY: Trustee Kohler
 SECONDED BY: Trustee Helgason

Motion that the Board approve the first reading of changes to By-Law 6/24 Meeting Procedure. Amend section 3.1 – removing bullet 7.2 Education Committee of the Whole Board and bulletin 7.3 Finance Committee of the Whole Board. Amend section 6.5 to read "The number of Trustees on any Committee shall be one less than a quorum of the Board, except for Committee of the Board as a Whole and Audit Committee".

CARRIED

- 5c. MOVED BY: Trustee Yorga
 SECONDED BY: Trustee Kohler

Motion that the Board direct the Policy Committee to review By-Law 5/22 Trustee Indemnity.

CARRIED

6. CORRESPONDENCE AND INFORMATION PACKAGE:

- 6a. MOVED BY: Trustee Mosher
 SECONDED BY: Trustee Kohler

That the Correspondence & Information Package be received.

CARRIED

7. OTHER

7a. MOVED BY: Trustee Auer
SECONDED BY: Trustee Yorga

Motion that the Board move back to in-camera.

CARRIED

7b. MOVED BY: Trustee Mosher
SECONDED BY: Trustee Yorga

Motion that the Board extends this meeting past 9:15 p.m.

CARRIED

7c. MOVED BY: Trustee Yorga
SECONDED BY: Trustee Helgason

Motion that the Board move back to in-camera.

CARRIED

8. COMMITTEE REPORTS

COMMITTEE of the WHOLE BOARD (In-Camera) RECOMMENDATION:

8a. MOVED BY: Trustee Yorga
SECONDED BY: Trustee Mosher

Motion that the Board Chair accept proposed contract changes for employee 12514.

CARRIED


9. ADJOURNMENT:

9a. MOVED BY: Trustee Auer

That the meeting be adjourned at 9:37 p.m.

CARRIED


Chairperson


Secretary-Treasurer

Superintendent's Report to the Board – Sept 9, 2025

5.1 Superintendent Report

1. Summer / Pre-Startup Learning

- a. In July, I was able to attend a “practitioners day” at the SSSR (“Triple SR) conference in Calgary – it featured some incredible speakers whose work is directly relevant to our work here in Evergreen, including:
 - i. Dr. Matt Burns – he is now connected to the UFLI resource we use. Having conducted the first peer-reviewed study of the Benchmark Assessment System (a reading tool that was commonplace in schools until recently), revealing its “shocking” low level of accuracy: “flipping a coin would be better.” (<https://www.apmreports.org/story/2023/12/11/benchmark-assessment-system-reading-test-often-wrong>)
 - ii. Dr. Hugh Catts – Dr. Catts promotes the importance of knowledge equity for reading comprehension, and advocates a ‘science of learning’ approach beyond just reading instruction. “Knowledge must accumulate over time to ensure a level of depth that allows for a critical analysis of the subject matter.” (<https://files.eric.ed.gov/fulltext/EJ1322088.pdf>)
- b. In August I attended the MASS summer institute, which featured Dr. Steven Katz, speaking about system leadership. One key takeaway for Evergreen was the concept of *lateral leadership* and the role, for example, that principals can play as leaders among principals – this concept resonated with our work as a principal group and also with the evolution of our Leadership Development Program.
- c. Before the start of the school year, various groups from among our teaching staff were in for additional learning and training:
 - i. Student services staff receiving training in Working Effectively with Violent & Aggressive States (WEVAS®) <https://www.wevas.net/>
 - ii. K-3; 4-6; 7-8 Grade groups also met to develop pacing guides for math instruction and review next steps in priority areas
 - iii. Intervention teachers spent a day in orientation for the school year
 - iv. Principals, along with a staff partner from their school attended a first “Data Team” meeting
 - v. Principals attended a beginning of year Principals meeting

Thanks to staff who volunteered to come in during the break and our staff who delivered training.

- d. We continue to work with Peguis First Nation – prior to the start of the school year, Britney Morrish (SLP) and Kelly Milne (Indigenous Ed Consultant) visited Peguis to provide a day of training for staff on Structured Literacy.

2. School Events

- a. Thanks to our schools for hosting open houses at each of our schools this year on Sept. 2 or Sept 4, and thanks for trustees for stopping by the open houses.
- b. Oct 12 will be a 'strong beginnings' day for K-6 schools; Oct 19 will be an admin day for K-6 schools: these days work in tandem to assist with our early literacy screening, data collection and analysis, and other assessments.

3. Alternative Education

- a. We continue to evolve our alternative education offerings, as these are identified by MEECL as one of the "3 keys" to safe and caring schools and efforts to improve presence, engagement and school safety. This includes a GHS off-campus site hosted at Dr. George Johnson School and a multi-week in-school alternative classroom trial beginning at REMS this month.

4. My Evergreen Classroom

We've now formally launched an evolved version of MEC, which addresses both the complexity of teaching and learning and the need for a granular description of "what that looks like" for key strategies that we're referring to as the Evergreen Eight. These strategies are derived from resources such as "Teach Like a Champion" (Doug Lemov) and "Teaching Walkthrus" (Tom Sherrington) document. This is supported through our work with Dr. Zach Groshell and the Steplab tools for instructional coaching.

5. Staff Celebration – June 2025

We had over 100 staff members attend our annual staff recognition / celebration event. We heard lots of positive feedback. Thanks to committee members trustee Banks, Kohler and Chair Davies for doing the important planning work for this event!

6. Continuous Improvement Report

Our Director of Programs and Student Services, Jessica Worden, leads the completion of the Divisions Continuous Improvement Report. Prior to the release of the full document, a series of 12 sneak peaks will be released. The Board's PR/Advocacy committee can consider the scheduling of in-person sessions to share our results in each school community via Parent Advisory Councils, and also consider the role of the report and our results in other annual sessions with the public.

Sneak Peaks are below:

1. 12 Weeks of Evergreen Progress Begins

Welcome to the start of our **12-week Evergreen Progress Series!** Each week, we'll share key data from our **2024–2025 Continuous Improvement Report** (to be released in November 2025)—because we believe public education works best when it's **transparent, accountable, and connected to the community.**

In 2022, Evergreen launched a focused **5-Year Education Plan** with clear goals for **literacy, numeracy, Indigenous education, well-being, and instructional excellence**. We didn't just set targets—we built a system to track progress, reflect honestly, and make real-time adjustments.

This upcoming report shows what's possible when a division commits to **evidence-based teaching, a shared vision of excellence, and true equity and inclusion**.

Over the next 12 weeks, we'll give you **sneak-peeks** at our data and stories that will make you #EvergreenProud.

Let's go! 🚀

#EvergreenProud #TransparencyMatters #LearningTodayImprovingTomorrow

2. 📖 **Literacy Is on the Rise—Here's Why**

One of the clearest takeaways from our upcoming 2024–2025 report? **More students are reading at grade level.**

This year, Evergreen saw a **10.56% increase** in the number of students reading at or above benchmark compared to Spring 2024. That's not just a statistic—it's a sign that our system is working.

This growth reflects the core of our 5-Year Education Plan. We committed to:

- ♦ Using evidence-based instruction rooted in Rosenshine's Principles
- ♦ Implementing consistent, direct teaching of foundational reading and language skills
- ♦ Providing meaningful support for teachers through coaching, walkthroughs, and resources like UFLI, REWARDS, and Reading Apprenticeship

In Evergreen, we don't just hope kids will learn to read—we **plan for it, teach for it, and support it until it happens**.

More readers = more confidence, more independence, and more possibilities.

#StructuredLiteracy #EveryStudentReads #EvergreenExcellence

3. 🎒 **Kindergarten's Literacy Leap**


Our biggest literacy gains this year came from the smallest members of our community.

In 2024–2025, **Kindergarten students in Evergreen improved their reading proficiency by a remarkable 36.24%**—the largest gain across all grades.

This is what happens when we invest early and intentionally. Evergreen's 5-Year Education Plan includes:

- 👤 Full-time Kindergarten in every school
- 👩 Highly trained teachers delivering daily reading instruction grounded in structured literacy
- 👥 All-hands-on-deck support from intervention teachers, speech-language pathologists, and

classroom EAs

 An aligned K–3 literacy framework across the division

Kindergarten isn't just a stepping stone—it's a launchpad. And this year's results prove what's possible when early literacy is a priority.





#EarlyYearsMatter #KindergartenCounts #ReadingStartsHere

4. Indigenous Student Progress & Purpose

Equity and reconciliation are at the heart of Evergreen's work—and that commitment is showing up in our student results.

This year, our report shows an **8.84% increase** in Indigenous students reading at grade level—a second year of significant growth.

This progress isn't by accident. It's grounded in our Education Plan and the guidance of *Mamàhtawisiwin: The Wonder We Are Born With*. In 2024–2025, we:

-  Deepened our partnership with Elders and Knowledge Keepers
-  Embedded Indigenous ways of knowing, doing and being
-  Tracked and responded to disaggregated student outcomes
-  Used evidence-informed instructional strategies that promote greater equity and inclusion


We are proud of these results—and even more committed to the work ahead. Educational equity means **every student** has the opportunity to thrive.

#EquityInAction #Mamahtawisiwin #IndigenousEducation #EvergreenMovesForward

5. Grade 3 Reading – Evergreen Results


In Evergreen School Division, **77.68% of Grade 3 students** were reading at grade level by the end of the 2024–2025 school year—based on our universal DIBELS screener.

That's not just progress—it's a powerful sign of what's possible when a school division focuses on **evidence-based reading instruction** and **early intervention**.





 For context: Province-wide, only **44.9% of Grade 3 students** met expectations in all three sub-competencies of the provincial reading assessment last year.

In Evergreen, we're outperforming that benchmark by more than 30 percentage points—and doing so with a diverse group of learners across small-town and rural communities.

Why does this matter?

 Research shows that **Grade 3 reading is one of the strongest predictors of future academic success**. Students who are not reading at grade level by the end of Grade 3 are significantly more likely to struggle in later years.

Here's how we're closing that gap:

-  Daily, structured literacy instruction from K–3
-  Targeted coaching and interventions aligned with Rosenshine's Principles
-  Progress monitoring to ensure no student falls through the cracks
-  A shared, division-wide commitment to early reading success

We're on track to meet our 2026 goal of 80% at grade level—and proving that **with the right instruction, most students can get there.**

#Grade3Matters #ReadingMilestone #DIBELS #EvergreenExcellence #EvidenceBasedInstruction

6. 🏡 Evergreen High School Exam Highlights — Outperforming Province-Wide Trends

At Evergreen School Division, our academic approach is focused, intentional—and proven to deliver results.

Grade 9 Social Studies:

- In **2023/24**, only 54% of students scored above 70%.
- In **2024/25**, that shifted dramatically: **90% of students passed the final assessment**, with an **average mark of 75%**.

Grade 11 Pre-Calculus:

- In **2024/25**, **91% of students passed** the final assessment, with an **average mark of 71%**.

These averages reflect the power of **common exams**, **divisional moderation**, and a shared instructional vision using *My Evergreen Classroom*. It's a clear example of meaningful improvement across the board.

Provincial Context:

- Provincial averages have struggled to rebound post-pandemic. In Manitoba, Grade 12 Pre-Calculus scores have declined, averaging **62.4% in 2024**—a sharp drop from earlier years [Grade 12 provincial exam results take beating after pandemic – Winnipeg Free Press](#)
- Evergreen's high school students excelled in Pre-Calculus, with **81.5% average** on provincial exams in 2024—**the highest result of any school division in Manitoba**:
 - [High School Graduation Rates and Student Achievement Statistics | Manitoba Education and Early Childhood Learning](#)
 - <https://www.winnipegfreepress.com/breakingnews/2025/04/11/divisions-get-math-money-from-province>

What drives this success?

- Evergreen has implemented **division-wide common assessments** in high school math, science, and social studies courses
- We use **data-informed instruction**, **collaborative planning**, and **professional learning** aligned with our instructional goals for student growth.
- Our strategic focus? Ensure **students reach ≥ 70% across high school**—a key target in our 5-Year Education Plan.

Evergreen students aren't just meeting expectations—they're exceeding them. Whether it's Social Studies or Pre-Calculus, our division is outperforming provincial norms and proving that intentional instruction leads to real achievement.


#HighSchoolSuccess #PreCalBoost #EvergreenExcellence #AchievementInAction

7. **Writing Gains Across the Grades**

Evergreen's commitment to structured literacy is paying off—not just in reading, but in writing too.

Our 2024-2025 results show strong growth in student writing across multiple grade levels:

 Grade 4 Writing Report Card: 64% → **75%**

 Grade 4 Writing Assessment: 46% → **67%**

 Grade 7 Writing Report Card: 55% → **63%**

We credit this growth to direct, explicit writing instruction grounded in The Writing Revolution! [The Need - The Writing Revolution - Empower teachers to help students](#)


These results align with our 5-Year Education Plan goal: ensuring students master foundational literacy skills—because writing is thinking, and clear thinking leads to lifelong success.


#WritingMatters #StructuredLiteracy #StudentSuccess #EvergreenExcellence

8. **Math Momentum**

Evergreen students are making exciting gains in math, especially in the early years—thanks to intentional teaching, common assessments, and coaching support.

Highlights from 2024–2025:

 Grade 4 Summative Math Assessment: **62%** scored 61% or higher (up from 37%)

 Grade 4 Math Report Card: **84%** received 3 or 4 in Knowledge & Understanding

This success supports our long-term goal:

By 2026, 80% of students meeting key math benchmarks across grades.

Here's how we're getting there:

- ◆ Direct, explicit math instruction based on Evergreen's scope and sequence
- ◆ Use of Jump Math and divisional common assessments
- ◆ Coaching support for teachers to improve lesson clarity and student mastery

We're building math confidence—and proving that every student can succeed with the right support.

#MathSuccess #NumeracyMatters #EvidenceBasedTeaching #EvergreenProud

9. **Learning Behaviours = Readiness to Thrive**

Evergreen tracks more than just academic scores—we also look at the habits and behaviours that help students succeed long-term.

Our 2024–2025 data shows big growth in Grade 3 learning behaviours:

- ✓ Personal Management: 57% → **72%**
- ✓ Active Participation: 57% → **72%**
- ✓ Social Responsibility: 65% → **69%**

Why does this matter?

Learning behaviours—like staying organized, participating in class, and showing care for others—help students thrive both in school and beyond.

Our focus included:

- ◆ Helping teachers reflect on learning behaviour data to adjust instruction
- ◆ Supporting new staff with classroom management strategies
- ◆ Promoting positive student habits across K–12

These gains are about more than marks—they're about helping students become capable, confident, and caring citizens.

#LearningBehaviours #StudentWellbeing #EvergreenValues

10. 🏡 Land-Based Learning & Cultural Connections

In Evergreen, we believe learning should reflect who students are—and where they come from.

In 2024–2025, every school in the division hosted Elders or Knowledge Keepers for cultural teachings. Two schools even created dedicated land-based learning classes.

We also:

- 🦅 Grew our EAGLES program for Indigenous and non-Indigenous students
- 🏠 Hosted a 4-part PLC on land-based learning
- 📊 Saw 87% of staff complete treaty training

These efforts are part of our commitment to Mamàhtawisiwin: The Wonder We Are Born With and to embedding Indigenous perspectives into everyday learning.

When students see themselves reflected in the curriculum, they feel a deeper sense of belonging—and that supports both achievement and well-being.

#LandBasedLearning #IndigenousEducation #Mamahtawisiwin #EquityAndBelonging

11. 🌟 Instructional Leadership That Makes a Difference

The biggest driver of student success? Great teaching. And in Evergreen, we're growing instructional leadership at every level.

In 2024–2025, we saw:

- 👤 All school leaders trained in updated “My Evergreen Classroom” strategies

- 👤 83% of principals and division leaders in Steplab Ambassador Training
- ✂ Over 35% of professional staff attended highly regarded education conferences
- 📅 Four division-wide PD days focused on lesson design and student participation

We also launched:

- 🗺 Teacher walkthroughs & coaching aligned to Rosenshine's Principles
- 👥 Leadership Development Program (15% of teachers joined!)
- 🌱 Summer onboarding for 9 new hires in Evergreen's instructional model

This isn't surface-level change—it's cultural transformation.

Great teaching, every day, in every classroom. That's the Evergreen promise.

🎧 **Learn more about the vision for education in Evergreen.** Listen here:

✂ [Chalk & Talk | Anna Stokke](#)

#InstructionalLeadership #EvergreenEight #ProfessionalGrowth #EvergreenCulture

12. 📚 Toward a Knowledge-Rich Future

In Evergreen, we're shifting toward something powerful: a **knowledge-rich approach** to teaching and learning.

Why? Because knowledge is equity.

When students build deep background knowledge, they gain the tools to think critically, challenge injustice, and participate fully in society.

Here's how we're making that shift:

- ✓ Embedding meaningful content across subjects—from science to social studies to language arts
- ✓ Emphasizing structured, content-rich lessons grounded in evidence
- ✓ Ensuring every student—regardless of background—gets access to powerful knowledge

As our 5-Year Education Plan reminds us, literacy and critical thinking aren't separate goals—they go hand in hand. And it all begins with what we teach, how we teach it, and how we ensure every student can learn it.

🎧 Want to learn more about the growing movement toward knowledge-rich education?

Listen to Season 3 of the **Knowledge Matters Podcast**:

✂ <https://knowledgematterscampaign.org/podcast/>

#KnowledgeIsEquity #EvergreenMovesForward #KnowledgeMatters #DemocraticRenewal
#ExplicitInstruction #EvergreenExcellence

Secretary Treasurer Report
Sep 9th, 2025

Restructure Recap / Update

GHS

- Install outdoor basketball court / 4 square
- Extend the parking lot for additional staff
- Modify existing parking spaces to facilitate increase in drop off traffic (as per traffic study)

ACI

- Created Foods / Nutrition / Sewing Room – in previous Library space
- Purchase equipment and supplies for the above program
- Moved Library
- Moved Cafeteria
- Created Resource room
- Relocated Gym equipment from AEMS
- Expanded Band room

RCI

- Created Woods Shop and STEAM Lab (room 14 - & 12) – equipment hook-up continuing
- Purchased equipment and supplies for the Shop and STEAM Program – in progress
- Created passage from room 14 to room 12
- Enhanced cabinets / countertops in room 10 and room 12
- Installed outdoor basketball court / 4 square

Contracts / Projects

- ACI Boiler Replacement – on track to be completed by end of September
- Atrieve SIS (Student Information System) – installed and secretaries trained – continue to provide support through external consultant and training internal staff
- Artic Wolfe – Cyber security – installation continues
- Valley Fibre contract signed to replace phone system in Oct
- Valley Fibre contract signed to provide “Locate Services”.
- Health and Wellness Service Contract – under review – would provide staff with access to Manitoba Health and Wellness services.

Fraserwood Land

- RM of Armstrong requests to be a delegate at a meeting to present their plans for use of the land.

Daycare Building

- Update on status of Daycare Building – project put on hold.

Meetings / Correspondence

- ACI Boiler Replacement Project Update Meetings
- Secretary Meeting – kickoff for school
- Kii Health
- Auditors
- Principal Meeting – kickoff for school
- CUPE – Discuss Communication of details in new agreement
- CPA Training – Microsoft BI