

SHAR MCCRORY ANSWERS DPAC QUESTIONS

Question 1 from CUPE:

If you are elected as a trustee, what do you view as your responsibility in relation to senior management?

(90 Seconds)

- **Support Students/ Support learning – work collaboratively and set direction to ensure student/staff safety and well being needs met and meet goals of district**
- **Evaluate performance of Superintendent – regular performance evaluation with Key Performance indicators based on strategic goals and measurable of district and gauge how Superintending is leading operations in achieving**
- **Ensure superintendent is evaluating Leadership staff regularly**
- **Advocate – bring back what we hear from students/staff/parents/guardians and communities, Bring larger issues to attention of Ministry of Education**
- **Monitoring/Accountability – ensure senior management is conducting operations timely and responsibly and acting on initiatives that are set as priorities for the district**
- **Curiosity – ask for clarification or options, make suggestions, and if needed seek more information to recommendations brought forward**
- **Transparency – ensure all issues brought to Board are also brought to public whenever possible and information is shared widely and timely whenever possible**
- **Fiscal Responsibility – ensure all budgetary targets are on task and timelines met**
- **Collaboration – work with management to ensure we are working towards positive change and goals set in our strategic plan**
- **Community - work together to build relationships with communities, stakeholders, schools, management, teachers and support staff, parent/guardians and students**
- **Respect – always come from a place respect and shared purpose**

Question 2 from PGDTA:

School District 57 continues to face a six-year shortage of teachers in all of its communities. This has already resulted in over 20 thousand hours of lost support to students and District assessment data shows that vulnerable students are not reaching education achievement benchmarks in multiple areas.

What are your ideas for teacher recruitment and retention and how would you advocate at both local and provincial levels for a fully funded serious recruitment and retention plan?

(90 Seconds)

- **Support teachers already working in our in district, do a wellness scan to know what is currently working and what is not, work together to support teachers by building positive, supportive relationships with our current staff**
- **Celebrate, showcase and share what amazing schools, teachers, students, staff and communities we live in!**
- **Advocate at all levels to MOE for funding for teachers support, incentives, and loan forgiveness**
- **Support dynamic professional development within current staffing and incoming staff**
- **Work collaboratively with Teachers and our stakeholders and partner groups to develop both long and short term recruitment and retention plans**
- **Look at best practices in other districts, provinces and what can we do better ?**
- **Work closely with our local post secondary partners to “grow local”**
- **Work with provincial and inter provincial post secondary institutions to bring teachers to our district.**
- **Look at incentives for staff who recruit to the district**
- **Have mentor/mentee programs with senior teachers and new teachers**
- **Incentives (moving fees, loan forgiveness, and signing bonus) and help support new teachers to the community with a wrap around approach – welcome feasts, meet the new teacher events, connections with partner groups.**
- **Look further, look harder and do more thinking outside the box activities with our partners to come up with more unique solutions**

Question 3 from DPAC:

Parents value accountability - what does that mean to you, how can a trustee work to increase accountability in SD57?

(90 Seconds)

Accountability – I can work on helping increase SD 57 accountability by:

- **Evaluation – Performance evaluation of the Superintendent – being accountable to actions of District**
- **Listening to what parents/guardians and all partners have to say**
- **Learning – preparing for meetings, doing my homework, looking up policies, asking questions, challenging ideas or issues, seeking more information and clarification, sourcing**
- **Advocating – bringing up issues and asking questions, ensuring items have action and don't get lost, follow up and be transparent**
- **Communicating – ensure all voices are heard including the student voice**
- **Decision making – student centered decisions at Board level – always consider how decisions will affect students and learning**
- **Set realistic goals and priorities – keep focus and planning on what we can achieve with short and long term goals (strategic plan) and check in on how we are doing regularly**
- **Ensure ethical, fiscal and legal integrity at all times**
- **Ensure equity and inclusivity at all times**
- **Strive to be better, strive to thrive**
- **Be open to feedback and willing to discuss issues at hand while protecting the rights of students, teachers and support staff.**
- **Come always with respect, an open heart and open mind**

Question 4:

Please provide a value Statement on Indigenous Education in School District 57.

(90 Seconds)

Our students are at the center of our Indigenous learning circle and we need to support their social emotional and spiritual learnings. We need to do this with trust, humility and respect, open minds and open hearts. We must all walk alongside Indigenous elders, leaders, teachers, and ancestors, listening to their songs, their stories and learning. The true history of Indigenous peoples is what we all need to learn and commit to learning about.

SD57 needs to commit and be accountable to Truth and Reconciliation and to have accountable actions on the 94 Calls to action. Every student, every staff member and every Trustee need to commit to learning and making change.