



RESPONSE PLAN:

Safer Schools Review of Climate and Culture in Cariboo-Chilcotin School District

August 2025

Background

Almost 3,000 people gave their personal input on school safety and inclusivity during the Ministry of Education review of *Cariboo-Chilcotin School District* during the 2024-25 school year.

With student safety and school climate being a central topic of discussion around the district, in response the *Minister of Education and Child Care* retained the provincial safety specialists *Safer Schools Together* to conduct a review of the school district.

Recommendations from the culture and climate report highlight the need for the district to build on existing efforts around anti-Indigenous racism, to expand its working partnership with the *First Nations Education Council*, promote and improve service delivery and programs for *Indigenous Education*, and explore ways to honour and celebrate the rich diversity of the student population.

Many of these recommendations reinforce existing priorities within the district's current strategic plan, which is aligned with the *Framework for Enhancing Student Learning (FESL)*. The District's strategic plan will be further adjusted to include recommendations from the Review that were not already underway.

Going Forward

The Board and leadership are committed to implementing the recommendations as part of the continuous improvement cycle of Cariboo-Chilcotin School District. The first iteration of actions, timelines, and measures of success are planned and will be monitored, adjusted, and further developed through the year ahead. Successes will be built upon, and progress will be shared with the school district community as part of the communications plan and FESL reporting.

The district looks forward to the intentional work, engagement with community, and positive outcomes that will arise from the fulfillment of its commitment to this plan.

On the pages that follow, details are presented for action on each key recommendation.

Recommendation	Action	Measure	Status
<i>Retain communications support that will help the district reshape the narrative impacted by negative publicity by offering training for board members and staff on how to facilitate effective, open, consistent, and transparent communication</i>	Focus Area posts on district and school websites highlighting work and success in key goal areas	All schools and departments represented	Completed; Maintain
	Retain communications support	Contract in place	Completed
	New website with engaging and user-friendly format	Launched sites, and training	Completed
	Assessment of Communications needs	Assessment findings report received	In Progress
	Communications training for Principals and Vice-Principals (PVP) and district leaders by communications consultant (three PVP meeting sessions and monthly practice at meetings)	Participation by PVP and district leaders	In Progress
	Communication working session for trustees	Participation by trustees	Planning
	Social media integration strategy to direct traffic to district website	Social Media Accounts redirecting to website	In Progress
	Development of a parent / caregiver app that supports push notifications	App live	In Progress

Recommendation	Action	Measure	Status
<i>Develop a user-friendly format for the district's Communication Protocol for Families and Community that provides pertinent information and is easily accessible by parent/caregivers and community members</i>	Create new resource document	Published on district and school websites	Completed
	Provide schools with printed brochures; Document provided to all families	Available at schools Sent via direct email, newsletter	In Progress
	Document reviewed by PVP with school Parent Advisory Councils (PAC)	On PAC agenda at each school	In Progress

Abbreviations used:

FESL – Framework for Enhancing Student Learning

PVP – Principals and Vice Principals

SST – Safer Schools Together

MECC – Ministry of Education and Child Care

PAC – Parent Advisory Council

DPAC – District Parent Advisory Council

IEC – Indigenous Education Council (Formerly FNEC – First Nations Education Council)

BCPVPA – British Columbia Principals and Vice Principals Association

LEAP – Local Education Agreement Platform

Recommendation	Action	Measure	Status
<i>The foundations of safe, caring and inclusive school communities</i>	10 Steps/Circle of Courage Training	Completed by all PVP, YEW, ISW, counsellors; offered to all education staff	Completed; Maintain
	Partner with BC School Outreach Program	Pilot schools engaged	In Progress
	Creating safer School Communities session – Safer Schools Together (SST), Ministry of Education and Childcare (MECC)	District team participate	In Progress
<i>Threat assessment training</i>	Continue to access SST training in Basic Threat Risk Assessment (PVP, other school staff, community members)	All PVP trained Refresh, and new training for new staff	Completed initial In Progress Maintain
	Contract SST to create modules for all staff on noticing and responding to worrisome behaviours	Staff receive training by June 2026	In Progress
<i>Critical incident response and management training</i>	Access new SST Critical Incidents Response Training	All PVP trained	In Progress
<i>Cultural equity and sensitivity to address bias and racism training</i>	Promote Ministry course Learning to be Anti-racist for all staff	Featured in staff communications portal	Completed; Maintain
	PVP learning series. First session: Leading with Responsibility: an invitation into anti-racism education	All PVP engaged in learning series	In Progress
	District Anti-racism committee	Active representative committee with Terms of Reference	Planning
	District anti-racism learning plan	Plan co-construct-ed with committee	Planning

Recommendation	Action	Measure	Status
<i>Trauma-informed practice training</i>	Training in 10 Steps to Trauma-Informed School (Circle of Courage model)	All PVP, Indigenous Support workers, youth engagement workers, counsellors trained	Completed; Maintain
	Further training, collaboration with alt program, pro-d session	Offered to all education staff as pro-d option	Completed; Maintain
<i>Provide parent sessions that focus on topics such as bullying, cultural sensitivity, online safety; code of conduct; resolving conflict; communicating with children based on age and stage</i>	SST sessions on bullying, online safety, and additional topics selected in consultation with DPAC – for students (in-school) and parents (evening virtual)	Sessions provided	In Progress
<i>Ensure that codes of conduct are aligned with the Provincial Standards for Codes of Conduct, as outlined in Ministerial Order 89/2024</i>	Create team to review and provide feedback on school codes of conduct	Plans reviewed against provincial criteria and feedback provided	Planning
<i>Align student behaviour and progressive disciplinary actions with the school's Code of Conduct to more effectively address safety concerns such as bullying, violence, and substance use</i>	Establish district directors team to support PVP with decisions and supports related to code of conduct concerns	Created; evidence of access by PVP	Completed; Maintain
	Requirement for meeting and return to school plan following a suspension	Consistent Use by PVP	Completed; Maintain
	PVP conduct response scenarios and case studies at meetings	PVP involved	Completed; Maintain

Recommendation	Action	Measure	Status
<i>Develop a leadership program that provides mentorship and builds capacity</i>	Enrolment of new PVP in BCPVPA Foundations course	All new PVP participating	Complete
	BCPVPA mentorship for new PVP	All new PVP registered	In Progress
	Intentional modeling and case studies by peers at PVP meetings of effective practice on relevant topics	Evidence in PVP meeting agendas of presentations and activities led by PVP	Completed; Maintain
	Create a program for aspiring formal leaders	Participants selected and participating All new PVP participating	Planning
<i>Encourage staff participation in developing proactive prevention initiatives and to ensure awareness of the Erase Report It tool and resources</i>	Erase tool on district and school website homepages and on Students and Families pages	Published on website	Completed; Maintain
	Erase promoted with signage in schools and at assemblies in Sep, Jan, Mar	All schools hold all three assemblies and report to parents	Completed; Maintain
	Erase presented by PVP at PAC meeting	PAC meeting minutes reflect	In Progress
	PVP lead discussions with staff about conduct data and plans to address	Staff meeting agenda minutes reflect	In Progress
<i>Engage the First Nations Education Council (FNEC) to co-construct initiatives addressing identified issues and concerns specific to First Nations through a nation-informed approach</i>	Ongoing consultation with Indigenous Education Council (IEC)	IEC Minutes reflect engagement	Ongoing at IEC meetings

Recommendation	Action	Measure	Status
<i>Develop an anti-Indigenous racism strategy and systems improvement cycle through improved FNEC accountabilities (Terms of Reference)</i>	IEC Terms of reference	Approved by IEC	Completed
	Collaborate with IEC on strategy and cycle	Documented cycle with District and IEC; Indigenous-specific anti-racism set of strategies and initiatives included in district anti-racism framework	Planning (First IEC planning meeting was set for Jul 14, deferred to Oct 2, 2025)
<i>Inform the annual First Nations programs survey and community engagement calendar to support further relationship-building through the broader district communications strategy</i>	Community engagement calendar	Calendar on website with opportunities for public engagement	Completed; Maintain
	Dinner for Board and Chiefs and Councils	Held twice annually	Planning
	Caregiver Indigenous service priority survey	District-wide survey created in consultation with IEC and administered through all schools	Planning

Recommendation	Action	Measure	Status
<i>Promote and improve service delivery and programs for Indigenous Education, budget and policy planning, and preferential hiring for Indigenous Education positions</i>	Indigenous targeted Funds Budget approval by IEC (formerly FNEC)	IEC approved budget	Completed; Maintain
	Continue respected programs like Indigenous Role Models, pow wows, lahal tournaments, etc	Held	Completed; Maintain
	School annual plans for monthly cultural activities	Plan in place for each school	Completed; Maintain
	Local cultural calendar of Indigenous learning themes and resources	Updated version published in department handbook	Completed; Maintain and extend
	Elder in-Residence program	Growing number of schools	Completed; Expand
	Create District VP Indigenous learning role (focus on culture, language)	Filled	Completed
	LEAP (Local Education Agreement Platform) implemented with LEAP Ed Coordinators	In use by all LEA teams	In Progress (Active use by 2 LEA teams, and growing)
	New School Community Annual Budget Consultation	Feedback reflected in budget	Completed; Maintain
	Agreement with CCTA on preferential hiring for Indigenous staff	Reached; admin procedure developed	In Progress
	Voluntary staff self-reporting of ancestry/ethnicity	HR systems in place for new hires and retro-active	In Progress
	Voluntary student family self-reporting of ethnicity and language	Added to registration	In Progress

<i>Recommendation</i>	<i>Action</i>	<i>Measure</i>	<i>Status</i>
	Expand IDS and Capstone for Indigenous learning initiatives	Establish baseline; Increase number of credits/projects	In Progress
	Provincial Teacher Mentorship Pilot Program (Focus on Indigenous teachers)	Participate as pilot district	Planning
	Full policy framework and policy review	Fully updated policy set approved	Planning

Recommendation	Action	Measure	Status
<i>Conduct a review of the current attendance support program and alternative education programs to ensure their responsiveness/success in meeting the needs of vulnerable learners</i>	Implementation of FNEESC Toolkit to Improve Attendance strategies	Attendance rates (District Plan for Learner Success)	In Progress
	Updated alt referral and exit process	Implemented	Completed at Williams Lake; In progress at 100 Mile
	Dashboards created for review of attendance data	Created	Completed; Maintain
	File review of Alt Ed students (provincial program criteria)	Compliance	Completed; Maintain
	Co-location of 100 Mile Alt program with community service association	Lease secured	Completed
	Consolidation of leadership for both Alt programs	Appointed	Completed
	Alt program designation in MyEd to monitor success and transitions	In use by schools	In Progress
	Custom attendance reports and alerts in district reporting solution	Created	In Progress
	Positive attendance recognition and parent notification system	Activated	In Progress

<i>Recommendation</i>	<i>Action</i>	<i>Measure</i>	<i>Status</i>
<i>Explore ways to honour and celebrate the rich diversity of the student population</i>	School Plans continue to place attention on culture of belonging	Sense of Belonging and Welcoming School response on learning survey	Completed; Maintain
	Individual student, school, and district cultural and success celebrations highlighted in Focus Area posts (New: pushed by school to websites)	Posts on website	Completed; Maintain

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