



**Working Document:**  
**Responding to Safer Schools Review of Climate and Culture in**  
**Cariboo-Chilcotin 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 confirm existing strategy of the district's current strategic plan which supports 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 or contemplated by the plan.

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 over the year. There are several places in the plan where further planning and specific actions will arise from collaboration with partners including First Nations. 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 the commitment to this plan.

| <b>Develop a comprehensive communication strategy that ensures all members of the school community, as well as the broader community, are well-informed about school and district initiatives that positively affect student education, well-being, and safety.</b> |                                                                                                  |                     |                                         |                     |                                                     |
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| Recommendation                                                                                                                                                                                                                                                      | Action                                                                                           | Date                | Measure                                 | Status              | Key Focus Area of District Plan for Learner Success |
| Consult with a communications specialist to help the district reshape the narrative impacted by negative publicity by offering                                                                                                                                      | Focus Area Posts on district and school websites highlighting work and success in key goal areas | Fall 2024 - ongoing | All schools and departments represented | Complete - Maintain | Communication • Safe & Inclusive                    |

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| training for board members and staff on how to facilitate effective, open, consistent, and transparent communication.                                                                                       | Engage communications consultant                                                                                                            | Spring 2025        | Contract in place                            | Complete                | Communi-<br>cation •<br>Safe &<br>Inclusive |
|                                                                                                                                                                                                             | New website with engaging and user-friendly format                                                                                          | May 2025           | Published                                    | Complete                |                                             |
|                                                                                                                                                                                                             | Assessment of Communications needs                                                                                                          | Jun -Oct 2025      | Assessment findings report received          | In Progress             |                                             |
|                                                                                                                                                                                                             | Communications training for PVP and district leaders by communications consultant (3 PVP meeting sessions and monthly practice at meetings) | Aug 2025- Jun 2026 | Participation by PVP                         | In Progress<br>Complete |                                             |
|                                                                                                                                                                                                             | Communication working session for trustees                                                                                                  | Fall 2025          | Participation by trustees                    | Planning                |                                             |
|                                                                                                                                                                                                             | Social media integration strategy to direct traffic to district website                                                                     | Fall 2025          | Social Media Accounts redirecting to website | In Progress             |                                             |
|                                                                                                                                                                                                             | Development of a parent / caregiver app that supports push notifications                                                                    | Fall 2025          | App live                                     | In Progress             |                                             |
| 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 | Create new resource document                                                                                                                | Jun 2025           | Published on district and school websites    | Complete                | Communi-<br>cation •<br>Safe &<br>Inclusive |
|                                                                                                                                                                                                             | Provide schools with printed brochures                                                                                                      | Sep 2025           | Available at schools                         | In Progress             |                                             |
|                                                                                                                                                                                                             | Document provided to all families                                                                                                           | Sep 2025           | Sent via direct email, newsletter            |                         |                                             |
|                                                                                                                                                                                                             | Document reviewed by PVP with school PACs                                                                                                   | Fall 2025          | On PAC agenda at each school                 | In Progress             |                                             |

| <b>Ensure that the conditions for safe, caring, and inclusive school environments are grounded in best practice and informed by national and international expertise. Provide educators, Indigenous leadership and other community partners with knowledge and training on:</b> |                                                                                                              |                                                                                |                                                                             |                     |                                                     |
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| Recommendation                                                                                                                                                                                                                                                                  | Action                                                                                                       | Date                                                                           | Measure                                                                     | Status              | Key Focus Area of District Plan for Learner Success |
| The foundations of safe, caring and inclusive school communities                                                                                                                                                                                                                | 10 Steps/Circle of Courage Training                                                                          | Fall 2023-ongoing                                                              | Completed by all PVP, YEW, ISW, counsellors; offered to all education staff | Complete - Maintain | Safe & Inclusive                                    |
|                                                                                                                                                                                                                                                                                 | Partner with BC School Outreach Program                                                                      | Apr 2025 – Ongoing                                                             | Pilot schools engaged                                                       | In Progress         |                                                     |
|                                                                                                                                                                                                                                                                                 | Creating safer School Communities session (Safer Schools, MECC)                                              | Aug 12, 2025                                                                   | District team participate                                                   | In Progress         |                                                     |
|                                                                                                                                                                                                                                                                                 | Erase Foundations of School Safety modules completed by PVP and made available to staff                      | Feb 2026                                                                       | Available to staff                                                          | Planning            |                                                     |
| Threat assessment training                                                                                                                                                                                                                                                      | Continue to access SST training in Basic Threat Risk Assessment (PVP, other school staff, community members) | April 2024-ongoing (New format training done; Aug 27, 2025 for new or refresh) | All PVP trained                                                             | Complete - Maintain | Safe & Inclusive                                    |
|                                                                                                                                                                                                                                                                                 | Contract SST to create modules for                                                                           | Spring 2025                                                                    |                                                                             | In Progress         |                                                     |

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|                                                                                      | all staff on noticing and responding to worrisome behaviours                                              |                                                                              | Staff receive training by June 2026                                                                                                      |                                                |                                                  |
| Critical incident response and management training                                   | Access new SST Critical Incidents Response Training                                                       | Aug 25, 2025 booked for all PVP                                              | All PVP trained                                                                                                                          | In Progress                                    | Safe & Inclusive                                 |
| Cultural equity and sensitivity to address bias and racism training                  | Promote Ministry course Learning to be Anti-racist for all staff                                          | Feb 2025                                                                     | Featured in staff communications portal                                                                                                  | Complete – Maintain                            | Safe & Inclusive • Indigenous Learning & Culture |
|                                                                                      | PVP learning series. First session: Leading with Responsibility: an invitation into anti-racism education | Aug 21, 2025 first session                                                   | All PVP engaged in learning series                                                                                                       | In Progress                                    |                                                  |
|                                                                                      | District Anti-racism committee                                                                            | Jan 2026                                                                     | Active representative committee with Terms of Reference                                                                                  | Planning                                       |                                                  |
|                                                                                      | District anti-racism learning plan                                                                        | Spring 2026                                                                  | Plan co-constructed with committee                                                                                                       | Planning                                       |                                                  |
| Trauma-informed practice training                                                    | 10 Steps to Trauma-Informed School (Circle of Courage model)                                              | Ongoing (April 2026 training, direct work with alt program , pro-d session). | All PVP, Indigenous Support workers, youth engagement workers, counsellors trained<br><br>Offered to all education staff as pro-d option | Complete - Maintain<br><br>Complete - Maintain | Safe & Inclusive • Indigenous Learning & Culture |
| Provide parent sessions that focus on topics such as bullying, cultural sensitivity, | SST sessions on bullying, online safety, and additional topic selected in consultation with               | Fall, Winter, Spring 2025-2026                                               | Sessions provided                                                                                                                        | In Progress                                    | Safe & Inclusive                                 |

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| online safety; code of conduct; resolving conflict and communicating with children based on their age and stage.                                                                          | DPAC for students (in-school) and parents (evening virtual)<br><br>Promote erase family sessions through website | Fall 2025             | Linked on District website                                                 | In Progress         |                  |
| Ensure that codes of conduct are aligned with the Provincial Standards for Codes of Conduct, as outlined in Ministerial Order 89/2024.                                                    | Create team to review and provide feedback on school codes of conduct                                            | Fall 2025             | Plans reviewed against provincial criteria and feedback provided           | Planning            | Safe & Inclusive |
| 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. | Establish district director team to support PVP with decisions and supports related to code of conduct concerns  | Spring 2025 – ongoing | Created, evidence of access by PVP                                         | Complete - Maintain | Safe & Inclusive |
|                                                                                                                                                                                           | Requirement for meeting and return to school plan following a suspension                                         | Spring 2025 – ongoing | Consistent Use by PVP                                                      | Complete – Maintain |                  |
|                                                                                                                                                                                           | PVP conduct response scenarios and case studies at meetings                                                      | June 2025 - ongoing   | PVP involved                                                               | Complete - Maintain |                  |
| Develop a leadership program that provides mentorship and builds capacity.                                                                                                                | Enrolment of new PVP in BCPVPA Foundations course                                                                | Ongoing               | All new PVP participating                                                  | Complete            | Safe & Inclusive |
|                                                                                                                                                                                           | BCPVPA mentorship for new PVP                                                                                    | Sep 2025 – Jun 2026   | All new PVP registered                                                     | In Progress         |                  |
|                                                                                                                                                                                           | Intentional modeling and case studies by peers at PVP meetings of                                                | Spring 2025 - Ongoing | Evidence in PVP meeting agendas of presentations and activities led by PVP | Complete - Maintain |                  |

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|                                                                                                                                                                                       | <p>effective practice on relevant topics</p> <p>Create a program for aspiring formal leaders</p>                                                                                                                                                                                                        | Spring 2026                                                                           | Participants selected and participating<br>All new PVP participating                                                                                                | Planning                                                                                    |                                     |
| Encourage staff participation in developing proactive prevention initiatives and to ensure awareness of the Erase Report It tool and resources.                                       | <p>Erase tool on district and school website homepages and Students and Families pages</p> <p>Erase promoted with signage in schools and at assemblies in Sep, Jan, Mar</p> <p>Erase presented by PVP at PAC meeting</p> <p>PVP lead discussions with staff about conduct data and plans to address</p> | <p>Sep 2024 – ongoing</p> <p>Sep 2024 – ongoing</p> <p>Fall 2025</p> <p>Fall 2025</p> | <p>On website</p> <p>All schools hold all three assemblies and report to parents</p> <p>PAC meeting minutes reflect</p> <p>Staff meeting agenda minutes reflect</p> | <p>Complete - Maintain</p> <p>Complete - Maintain</p> <p>In Progress</p> <p>In Progress</p> | Safe & Inclusive                    |
| 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. | Ongoing consultation with IEC                                                                                                                                                                                                                                                                           | 2025-2026                                                                             | IEC Minutes reflect engagement                                                                                                                                      | Ongoing – IEC meetings                                                                      | Indigenous Learning & Culture       |
| <b>Through the updated FNEC (Bill 40) relationship:</b>                                                                                                                               |                                                                                                                                                                                                                                                                                                         |                                                                                       |                                                                                                                                                                     |                                                                                             |                                     |
| Recommendation                                                                                                                                                                        | Action                                                                                                                                                                                                                                                                                                  | Date                                                                                  | Measure                                                                                                                                                             | Status                                                                                      | Key Focus Area of District Plan for |

|                                                                                                                                                                                  |                                                                                                                                   |                                                             |                                                                                                                                                                                         |                                                                                                                 | Learner Success                                  |
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| Develop an anti-Indigenous racism strategy and systems improvement cycle through improved FNEC accountabilities (Terms of Reference)                                             | IEC Terms of reference<br><br>Collaborate with IEC on strategy and cycle                                                          | June 2025<br><br>2025-2026                                  | Approved by IEC<br><br>Documented cycle with District and IEC; Indigenous-specific anti-racism set of strategies and initiatives included in district anti-racism framework             | Complete<br><br>Planning (First planning meeting set with IEC for Jul 14, 2025 - deferred to Oct 2 IEC meeting) | Safe & Inclusive • Indigenous Learning & Culture |
| Inform the annual First Nations programs survey and community engagement calendar to support further relationship-building through the broader district communications strategy. | Community engagement calendar<br><br>Dinner for Board and Chiefs and Councils<br><br>Caregiver Indigenous service priority survey | Jun 2025<br><br>Fall 2025<br>Spring 2026<br><br>Spring 2026 | Calendar on website of opportunities for public engagement<br><br>Held twice annually<br><br>District-wide survey created in consultation with IEC and administered through all schools | Complete - Maintain<br><br>Planning<br><br>Planning                                                             | Safe & Inclusive • Indigenous Learning & Culture |

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| Promote and improve service delivery and programs for Indigenous Education, budget and policy planning, and preferential hiring for Indigenous Education positions. | Indigenous targeted Funds<br>Budget approval by IEC (formerly FNEC)                     | Historic and ongoing                   | IEC approved budget                              | Complete – Maintain                                 | Indigenous Learning & Culture                    |
|                                                                                                                                                                     | Continue respected programs (Indigenous Role Models, pow wows, lahal tournaments, etc.) | Historic and ongoing                   | Held                                             | Complete – Maintain                                 | Safe & Inclusive • Indigenous Learning & Culture |
|                                                                                                                                                                     | School annual plans for monthly cultural activities                                     | Sep 2024                               | Plan in place for each school                    | Complete – Maintain                                 |                                                  |
|                                                                                                                                                                     | Local cultural calendar of Indigenous learning themes and resources                     | Sep 2024 (review and extend 2025-2026) | Updated version published in department handbook | Complete – Maintain and extend                      |                                                  |
|                                                                                                                                                                     | Elder in-Residence program                                                              | Fall 2024 - Ongoing                    | Growing number of schools                        | Complete – Expand                                   |                                                  |
|                                                                                                                                                                     | Create District VP Indigenous learning role (focus on culture, language)                | Jan 2025                               | Filled                                           | Complete                                            |                                                  |
|                                                                                                                                                                     | LEAP (Local Education Agreement Platform) implemented with LEA Ed Coordinators          | Mar 2025                               | In use by all LEA teams                          | In Progress (active use by 2 LEA teams and growing) |                                                  |
|                                                                                                                                                                     | New School Community Annual Budget Consultation                                         | April 2025                             | Feedback reflected in budget                     | Complete - Maintain<br>In Progress                  | Safe & Inclusive<br><br>Safe & Inclusive •       |

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|                                                                                                                                                                                   | Agreement with CCTA on preferential hiring for Indigenous staff            | May 2025             | Reached, admin procedure developed                       |                                           | Indigenous Learning & Culture                                               |
|                                                                                                                                                                                   | Voluntary staff self-reporting of ancestry/ethnicity                       | Fall 2025            | HR systems in place for new hires and retro-active       | In Progress                               |                                                                             |
|                                                                                                                                                                                   | Voluntary student family self-reporting of ethnicity and language          | Fall 2025            | Added to registration                                    | In Progress                               |                                                                             |
|                                                                                                                                                                                   | Expand IDS and Capstone for Indigenous learning initiatives                | 2025 - 2026          | Establish baseline - Increase number of credits/projects | In Progress                               |                                                                             |
|                                                                                                                                                                                   | Provincial Teacher Mentorship Pilot Program (Focus on Indigenous teachers) | Sep 2025 - June 2027 | Participate as pilot district                            | Planning                                  | Instruction -al Capacity • Safe & Inclusive • Indigenous Learning & Culture |
|                                                                                                                                                                                   | Full policy framework and policy review                                    | TBD                  | Fully updated policy set approved                        | Planning (Board working session Aug 2025) | All                                                                         |
| 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. | Implementation of FNEsc Toolkit to Improve Attendance strategies           | Sep 2023- Ongoing    | Attendance rates (District Plan for Learner Success)     | In Progress                               | Instruction -al Capacity • Safe & Inclusive • Indigenous Learning & Culture |
|                                                                                                                                                                                   | Updated alt referral and exit process                                      | Sep 2024             | Implemented                                              | Complete in Williams Lake                 | Instruction -al Capacity •                                                  |

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|                                                                                    | <p>Dashboards created for review of attendance data</p> <p>File review of Alt Ed students (provincial program criteria)</p> <p>Co-location of 100 Mile Alt program with community service association</p> <p>Consolidation of leadership of both Alt programs</p> <p>Alt program designation in MyEd to monitor success and transitions</p> <p>Custom attendance reports and alerts in district reporting solution</p> <p>Positive attendance recognition and parent notification system</p> | <p>Fall 2024</p> <p>2024-2025 school year – Ongoing</p> <p>June 2025</p> <p>Effective Aug 2025</p> <p>Sep 2025</p> <p>Fall 2025</p> <p>Fall 2025</p> | <p>Created</p> <p>Compliance</p> <p>Lease secured</p> <p>Appointed</p> <p>In use by schools</p> <p>Created</p> <p>Activated</p> | <p>In progress in 100 Mile</p> <p>Complete – Maintain</p> <p>Complete – Maintain</p> <p>Complete</p> <p>Complete</p> <p>In Progress</p> <p>In Progress</p> <p>In Progress</p> | Safe & Inclusive                                 |
| Explore ways to honour and celebrate the rich diversity of the student population. | <p>Continue to have active attention to culture of belonging in school plans</p> <p>Individual student, school, and district cultural and</p>                                                                                                                                                                                                                                                                                                                                                | <p>Sep 2024 – ongoing</p> <p>Sep 2024 - ongoing</p>                                                                                                  | <p>Sense of Belonging and Welcoming School response on learning survey</p> <p>Posts on website</p>                              | <p>Complete– Maintain</p> <p>Complete - Maintain</p>                                                                                                                          | Safe & Inclusive • Indigenous Learning & Culture |

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|  | success<br>celebrations<br>highlighted in<br>Focus Area posts<br>(new: pushed by<br>school to websites) |  |  |  |  |
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