



Our
**REGINA
PUBLIC SCHOOLS**

2002
ANNUAL REPORT

*Their achievements
Our future*



achievement

Chairperson's Message



Cathy Hill
Chairperson
Subdivision 2

We have an obligation and duty to plan—not only for the students attending Regina Public Schools today, but also for those students who will walk through the doors tomorrow. In 2002 members of the Board and the Administration recognized a need to schedule time, outside of regular Board meetings, for system planning. As a result, the Board established a standing committee for Strategic Planning. This committee, consisting of all members of the Board, the Director of Education and Superintendents, set aside eight days in the 2002/2003 school year to ensure the time and focus needed for planning remains a priority and a significant part of the way we do business. Public consultation took place in 2000 and formed the foundation for our discussions as we set out to identify priority areas. These planning days, which are proving to be very valuable to the Board and Administration, will guide budget discussions and provide a framework for planning that takes place throughout the school division.

The Board established a budget for 2002 of over \$130 million. Provincial government funding, as a percentage of total Board revenue, increased to over 39% while property tax payers funded 56%. We will continue to lobby provincial MLAs, forwarding frequent reminders that there remains significant ground to be regained in the restoration of an equitable balance between provincial and local funding levels. We will also continue, in the face of uncertain fiscal times, to strive to set budgets that are realistic, responsive and sustainable.



In February, a formal partnership agreement was signed by the File Hills Qu'Appelle Tribal Council, O-TEE-PAYM-SOO-WUK Métis Local Inc., and the Regina Board of Education. This partnership was established to develop an education model to respond to the needs of First Nations and Métis students and to involve and include First Nations and Métis parents and community members in the education of their children. A steering committee was established and two schools—Albert Community School and Scott Collegiate—were chosen as pilot sites for the development and implementation of this project. The main objective of the model is to provide a Pre-Kindergarten to Grade 12 educational experience based on the provincial curriculum that First Nations and Métis children will find relevant. The ultimate goal is to provide an educational experience that will lead to success in elementary school, high school and beyond.

We are fortunate to be members of the Board of Education for a school division that is rich in tradition: a long service dinner is held each year to congratulate retirees and honour over 600 past and present employees who have worked in the school division for more than 25 years; we hold a parent convention and parent forum; we are invited to many annual events including the reception to honour new employees, school opening for over 2000 employees, graduation ceremonies, and Christmas concerts—the list goes on. It is an honour to be a part of these important, long-standing traditions.

Carrying out Regina Public Schools' mission—to instil the value of knowledge, the dignity of effort, and the worth of the individual—are over 2000 dedicated employees. Our Shared Values—I belong, I am responsible, I respect and I want to know—are brought to life each day by staff throughout this school division. Students, their families, and the community are well served by these outstanding individuals who perform a variety of roles in safe, caring, student-centred environments.

Schools are an important part of every community and the community is an important part of every school. On any given day, in any one of the Regina Public schools, you will see parents and members of the community actively involved in their schools. Parents spend hours volunteering their time, working with children and staff members. Businesses and organizations open their doors to students through their involvement as Partners in Education, Take Your Kids to Work Day, or providing other mentorship opportunities. We are a community that has a demonstrated history of working together.

Thank you for your loyalty, your support, and your involvement in Regina Public Schools.



Cathy Hill, Chairperson



Barb Saylor
Vice-Chairperson

Subdivision 6



Dr. John Conway

Subdivision 5



Ernie Pappas

Subdivision 3



Rhonda Parisian

Subdivision 4



Garry Schenher

Subdivision 7



Charmaine Styles

Subdivision 1

Director's Message



Bob Brown
Director of Education

Regina Public Schools has been providing outstanding education to the students of Regina for the past 117 years. While the world has changed dramatically over this span of years, the commitment within our school system to the young people we serve and to excellence in education has never wavered.

Education is a human endeavour. We are proud of the commitment of our employees who, on a daily basis, focus their efforts on making schools better for students. These individuals take advantage of professional growth opportunities, work in a collaborative manner with colleagues and regularly go "above and beyond" their respective roles to assist young people.

Our students continue to amaze us. From the Pre-Kindergarten child identifying farm animals to the young adults in high school debating world issues, from skills displayed in the arts and athletics to those displayed on a computer, from taking part in charitable events in our community to taking the time to listen to a friend, our schools are joyous places because of the learning and growth we are privileged to be a part of each and every day.

Our schools do not operate in isolation. The citizens of this community have supported Regina Public Schools throughout the years and in numerous ways. Parents continue to be actively involved in their children's education; businesses and organizations take part in our Partnerships in Education program; volunteers from the community donate their time and expertise; and ratepayers continue to support our schools. We thank each and every one of you.

While we are proud of our schools, we also understand that a focus on improvement and accountability is necessary to maintain excellence. In Regina Public Schools, students are tested in different grades in different subject areas using a variety of assessment devices. Depending on the test used, students in Regina Public Schools can be compared to their peers in our system, the province, the country or, in some cases, worldwide. The results of these tests are shared with students and their parents to demonstrate individual growth and to help re-focus or change programs to better meet the needs of students.

Education is a key component of a healthy, vibrant society. As with most things in the world today, it is a dynamic and changing enterprise that requires constant improvement to meet the needs of today's students. In Regina Public Schools we are committed to providing Learning For All in safe and caring schools. We thank you for your support and for your encouragement and for entrusting us with this very important task.

A handwritten signature in cursive script that reads "Bob Brown".

Bob Brown, Director of Education

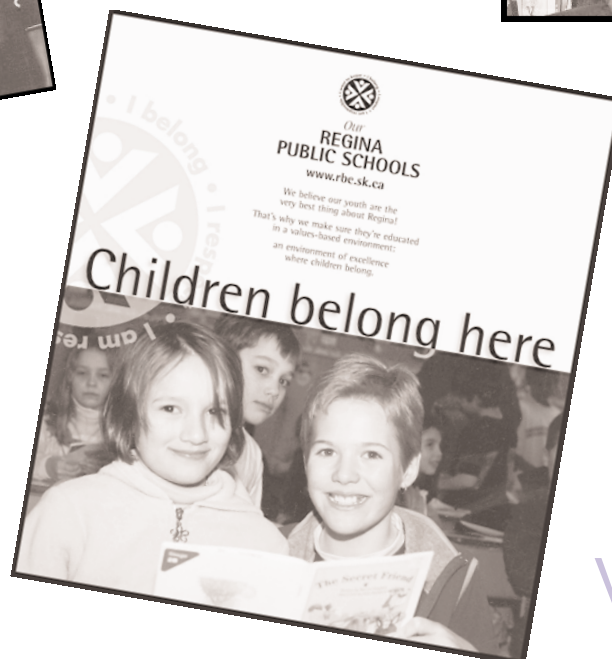
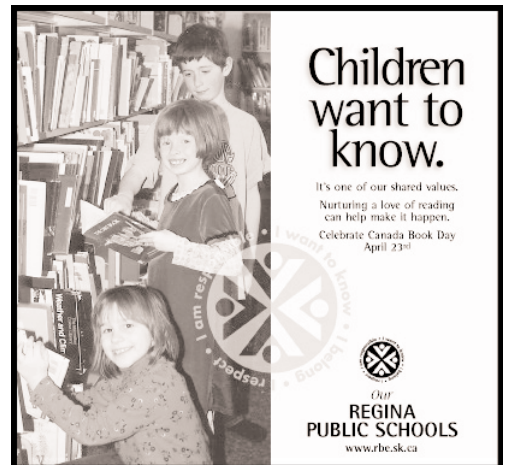
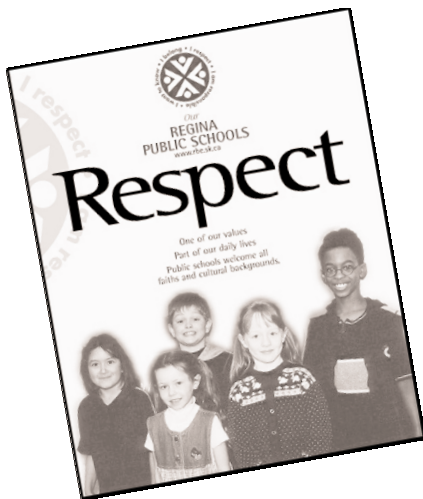


Taking shared values to the community

Regina Public Schools, in consultation with the community it serves, has developed statements of shared values that reflect and affirm our commitment to instill the value of knowledge, the dignity of effort and the worth of the individual. The expression of these shared values will confirm and guide the delivery of quality educational experiences for all children and young people attending Regina Public schools, now and in the future.

These statements are expressed in empowering “I” terms (I Belong, I Want To Know, I Respect, and I Am Responsible), keeping the focus on how they affect students’ sense of self and their relationships with others in their schools, their local communities, and the wider world.

We were delighted that our Shared Values initiative was recognized in 2001 with an award from the Regina Multifaith Forum. Throughout 2002 Regina Public Schools continued to emphasize our commitment to our Shared Values. We believe they form the basis for our efforts to achieve excellence in education and provide us with direction as we continually seek to improve.



values

Excellence in education

Achievements/Awards



Regina Public Schools had many outstanding achievements in 2002. Here are some of the highlights:

- Regina Public Schools received the Integrity Award for being a Learning Through The Arts site that has displayed excellence in program planning, professional development, research and program delivery.
- Balfour Collegiate and Cisco Systems received the 2002 Saskatchewan Labour Force Development Board's Training for Excellence Award in the category of Educational Partnerships.
- McDermid Community School was selected as the state/provincial winner of the 2001-02 International Reading Association Exemplary Reading Program Award.
- David (D.J.) Rodie (Campbell Collegiate) was 1 of 20 Canadian students to receive a 2002 TD Canada Trust Scholarship worth up to \$50,000. He was also the winner of the Youth Volunteer Award category of the Mayor's Community Volunteer Awards.
- Brothers William and Wallace Truong (Campbell Collegiate) received provincial gold medals in the Canadian Open Mathematics Challenge. William achieved the highest score in Saskatchewan.
- Jazmine Hastings (McLurg School) received The Commanding Officer, Saskatchewan's Best and Canada's Top Cadet awards (pictured above).
- Heather Dolmage (Massey School) won the Speake Medal for Excellence for Grade 5 Piano, representing the highest mark in Canada for that discipline and particular grade.
- Kim Werschler (McLurg School), Alix Finlayson (Massey School), and Amanda Kerr (Dr. L.M. Hanna School) qualified to attend the Indo-Pacific Games in Australia to compete in tumbling and trampoline gymnastics.
- Adam Young (Balfour Collegiate) was one of three winners of the 2002 CBC Youth Radio Competition.
- Kate Schutzman (Douglas Park School) was the winner of the Staples/Business Depot First Annual National Writing Challenge (shown in middle picture).



achievement

Scholarships

Regina Public Schools graduates were awarded scholarships in excess of \$1.57 million in June 2002. Grade 12 students were awarded scholarships to universities in British Columbia, Alberta, Ontario, Quebec and Nova Scotia, as well as several universities in the United States.

International Baccalaureate Diploma students who graduated from Campbell Collegiate did extremely well in their international examination results. In the 11 subject areas in which the 134 students wrote exams, their marks exceeded the world average in every subject area. This is the first time in the 11-year history of the IB Program in Regina Public Schools that the IB students have surpassed the world average in every subject area written. Thom Collegiate will have its first class of International Baccalaureate Diploma graduates in June 2003.

Winners of the Governor General's Academic Medal for 2002 were Kayla DeMars-Krentz (Balfour Collegiate), Mathew Fehr (Winston Knoll Collegiate), Carolyn Ingram (F.W. Johnson Collegiate), Elaina Lawn (Robert Usher Collegiate), Francine Linklater (Scott Collegiate), Davey McLellan (Sheldon-Williams Collegiate), D.J. Rodie (Campbell Collegiate), Erin Swift (Thom Collegiate), and Tashia Walters (Martin Collegiate).

School Improvement

The School Improvement initiative continued to be the primary focus for school-based change in 2002. The project provides a planning model based upon the building of a portfolio organized upon the seven areas that have been identified through research as indicators of an effective school:

- a safe and orderly environment
- clear and focused mission
- instructional leadership
- high expectations for success
- opportunity to learn and student time on task
- frequent monitoring of student progress
- positive home-school relations

Schools develop goals and action plans based on evidence of progress gathered in school portfolios and described in school profiles. Progress is monitored through surveys and other assessment strategies.

Highlights of annual assessments of student performance will be published in the 2003 Indicators Report.





Centennial Flag Day

To commemorate Regina's 100 years, Centennial Flag Day was celebrated on October 7th with flag-raising ceremonies at Regina Public schools. Official ceremonies with city councillors and Regina Public School trustees were held at seven schools (Davin, Grant Road, Wilfred Hunt, F.W. Johnson, Ruth Pawson, Rosemont, and Thom).

New Curriculum

Courses for teachers in the spring and fall enhanced Regina Public Schools' ability to implement new curriculum. Consultants and teacher-leaders provided sessions on the Adaptive Dimension—teaching techniques that allow students to work at their individual pace and achieve the same learning objectives. Professional development and new resources were provided for the renewed Grades 1-5 Language Arts curriculum, as well as curriculum for Native Studies 10 and for high school psychology and law.

Learning Through The Arts



Regina Public Schools is one of six original sites for the national Learning Through The Arts (LTTA) program. This year the program expanded from its original 9 schools to all 47 schools for students in Grades 3, 4 and 5. Additional artists were involved and teachers from the original participating schools mentored staff from the schools joining the program for the first time. The program uses the arts to help achieve curriculum objectives in many required subjects, including math, science, and language.

Research results released in 2002 showed LTTA schools had significantly higher achievement on mathematics computation and numerical estimation tests. Teachers at LTTA schools reported students becoming more focused and engaged in learning. Parent enthusiasm is high and the program supplements student achievement in a variety of subjects.



curriculum

Serving community aspirations

Involvement in Community Charities

Students and staff contribute to an impressive number of community charities throughout the year. The following are only a few examples of the activities in 2002:

- Regina Public Schools raised more than \$25,000 for the 2002 United Way Campaign.
- Thom Collegiate raised \$17,673 for cancer research.
- Dr. L.M. Hanna School raised \$5,321.29 for the Terry Fox Run.
- Arcola Community School raised funds for the Regina Humane Society.
- MacNeill School's Grade 8 students raised \$1,012.49 for the Cancer Society.
- Lakeview School raised a record \$1,000 for the Leader-Post Christmas Cheer Fund.
- Martin Collegiate raised \$800 in order to purchase books for the Grade 1 students of their associate schools.
- Students from Ruth M. Buck, Douglas Park, and W.H. Ford schools participated in the third annual Multiple Sclerosis Youth Bike Tour.
- The Centennial School SRC, in conjunction with Shoppers Drug Mart, collected \$600 for the Diabetes Foundation.
- Robert Usher Collegiate Students Against Drinking and Driving held many activities during National Students Against Impaired Driving Week.
- Massey School's Grade 7 French Immersion class hosted a pancake breakfast to raise funds and food for the Regina Food Bank.



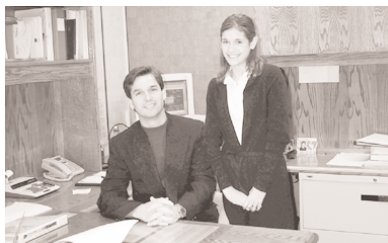
Urban First Nations/Métis Education Model

In 2002 the Regina Board of Education signed an agreement with the File Hills Qu'Appelle Tribal Council and O-TEE-PAYM-SOO-WUK Métis Local Inc. to create an Urban First Nations/Métis Education Model. The intended outcome is a model that involves the delivery of a holistic curriculum including academic, linguistic, ceremonial, and cultural components. The goals are to identify and respond to the needs of First Nations and Métis students, and to involve and include First Nations and Métis parents and the community in the education of their children. The result will be an educational experience that these children will find relevant and in which they will succeed.



Activities in 2002 included hiring a First Nations project coordinator and conducting an in-service program for Albert Community School and Scott Collegiate, the two schools that will be pilot sites for the program. Saskatchewan Learning has provided funding of \$300,000 per year for three years to help fund the project facilitator, research curricula development, resources and training. The resulting model will be a first of its kind.

community



Work Experience

The “netWORKS” array of programs at Regina Public Schools connects curriculum to employability skills.

Recent programs have included the following:

- Take Our Kids To Work—workshops prepare Grade 9 students for the experience of a day in a parent’s place of work.
- Career Spotlights—for one week in December, career professionals work with senior students to explore career paths not accessible through work experience or other programs; participating companies included Banadyga Mitchell Partnership (architects), Kanuka Thuringer (law firm), Leader-Post, and Saskatchewan Wheat Pool.
- Focus on Entrepreneurship—participation in Regina Chamber of Commerce workshops and other events on many topics, including computer technology, telecommunications, web site design, the hospitality industry, advertising, and transportation.
- Junior Achievement “Economics of Staying in School”—a one-day program in which business volunteers show Grade 8 students the value of continuing their education.
- Young Tradesperson—a mentoring program involving a wide variety of trades specialists opening their doors for senior students interested in this sector of the economy.
- Parents as Career Coaches—using National Career Week to provide parents with information to help their teens access information on programs, scholarships, labour markets, and other career-building resources.
- “In the Middle” Career Development—a workshop for teachers to support the Middle Level Career Guidance Curriculum.
- Real Game Series—training teachers to deliver six interactive career development programs that use career/life games that bring experiential learning to the classroom.
- Principal/Community Leader—a half-day program in which school administrators build linkages with community leaders by spending time in their workplace.

Diversity Video

The Employment Equity Steering Committee oversaw production of a video promoting employment diversity and linking diversity to Regina Public Schools’ Shared Values. The video is now being used for professional development events, new employee orientations and recruiting fairs. Every school has a copy for use within its local community.

networking

Partnership Achievements

In 2002 Regina Public Schools welcomed three new partnerships: Saskatchewan Government Insurance with Robert Usher Collegiate, Saskatchewan Sports Hall of Fame & Museum with McLurg School, and The Co-operators with Douglas Park School. Partnership agreements now in place involve 52 organizations at both the elementary and high school levels. Regina Public Schools also has two system alliances: Junior Achievement of South Saskatchewan and Saskatchewan Environment & Resource Management.



Community Access Program

As of 2002 the school division operates 17 sites for 20 hours each week on the national Community Access Program. The program is designed to give Canadians in all parts of the country access to the Internet. Many of the Regina Public Schools sites offer class and individual instruction in Internet use, and digital or video editing. Volunteers played an important role during the year, assisting users and maintaining equipment.



Inclusion Initiatives

Regina Public Schools provides an array of services that are focused on assisting parents, teachers, administrators, and School Board personnel in communicating, planning, and implementing services for students with special needs. Schools work with parents and education specialists to develop services and programs that accommodate the needs and abilities of individual students with special needs within an inclusionary philosophy.



Parent Forum

The Parent Involvement Committee plans events that meet the interests and needs of parents/guardians, especially related to parenting issues. Committee members are parent council members from several schools and Regina Public Schools personnel, including representatives from the trustees, elementary and secondary principals, and Regina Public School Board staff.





Day Care Launched

The Kids First Day Care was launched in October at Cochrane High School. The 13 participating teen moms are all students at the school. The day care is housed in brightly renovated and furnished surroundings. Daily operations are handled by five staff members and a board of directors oversees the day care and its \$125,000 budget.

Support from partnering organizations (Regina Rotary, Cosmopolitan Couples Club, Regina Nightingales, Human Resources Development Canada, Saskatchewan Social Services, Regina Firefighters, Regina Education and Action on Child Hunger, Regina Qu'Appelle Health Region, Planned Parenthood, Red Cross, and Regina Public Schools) made the program possible.

In the short term, the day care helps student mothers to finish their education and move on to employment in the community. In the longer term, parenting skills through the Kids First program will have a lasting effect on the children they are raising.

Community Schools Program



Within Regina Public Schools, 11 elementary and 4 high schools are designated as Community Schools. In 2002 Martin Collegiate, Thom Collegiate, and Cochrane High School joined Scott Collegiate as designated community high schools.

Community Schools are founded upon a tradition of community education and work to build strong relationships with community members, organizations, and families to improve educational opportunities for students and to strengthen the communities where the schools are located.

Night School

More than 300 students accessed 12 courses in Night School in 2002, showing significant growth over the program's first year in 1999, when 90 students registered in 7 courses. The program helps students and adults complete or upgrade specific Grade 12 requirements by attending classes two evenings per week.

New technology for learning

Achievements in Technology

Regina Public Schools Technology Services completed a number of new developments and installations in 2002 relating to system upgrades, student attendance and tracking, library services, and accessing government data. In total, Regina Public Schools maintains more than 7000 networked computers in schools and administrative offices, supporting learning programs and administration.



Library Automation

The project to catalogue and bar code all books in every school is two years ahead of schedule. More than 800,000 books have been processed, allowing searches on the web, circulation, and cataloguing.

In addition to 63 computers, barcode scanners, and the accompanying network infrastructure, the program involves new circulation desks and updated software that is more accessible to younger students searching for books. Testing was completed in 2002 and an inventory module will be implemented in 2003.



Robotics Lab

The robotics program at Martin Collegiate is being considered for development into a Grade 11 course following continued growth this year as an integral part of Grade 9 and 10 science.

In the 2002-03 year, all 94 Grade 9 students at the school completed a two-week unit in Lego Robotics in the first semester and 60 enrolled for further work in the second semester. Among Grade 10 students, 57 completed a six-week unit in the first semester and 73 registered for the second semester.



technology

Commitment and cooperation

Professional Skills for Career Advancement



Certificates were awarded to 130 employees who completed both levels of the Professional Skills for Career Advancement (PSCA) training program this year. Another 21 staff completed the first level of the program.

The PSCA program develops interpersonal skills for educational facilities staff, especially facility operators responsible for supervising other employees. Topics include change management, public relations, time management, effective teams, communications, problem solving, organization, and leadership.

The course was originally proposed during negotiations for the 1998 collective agreement with Canadian Union of Public Employees, Local 650, and was launched in 1999 with 20 staff participants.

Board/RPSTA Agreement



A local agreement between the Regina Public School Teachers Association (RPSTA) and the Regina Public School Board was signed on June 4, 2002—the fifth consecutive contract ratified and signed before the expiry of the previous agreement. The Board and the teachers continue to employ an Interest-Based Bargaining (problem-solving) approach to negotiations.

The agreement and its six Letters of Understanding demonstrate the willingness to work together to provide the best educational opportunity for students.

Long Service Recognition



For a number of years Regina Public Schools employees completing 25 years of service have been recognized by the Board with a gift of artwork created by local artists and an invitation to attend an annual dinner. In 2002 the Board recognized 60 employees with 25 years of service and introduced service recognition for employees who had completed 10 and 20 years of service. As a result, 612 employees received 10-year recognition pins and another 600 were awarded 20-year pins.

cooperation

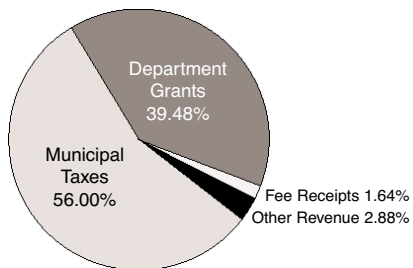
Financial Information

REVENUES	2002	2001
Municipal Taxes	\$74,286,096	\$75,315,615
Department Grants	52,372,525	48,671,023
Fee Receipts	2,176,621	2,170,939
Other Revenue (incl. Facility Rentals, GST Rebate, Reimbursements, Interest)	3,822,308	3,189,932
Total Revenue	\$132,657,550	\$129,347,509

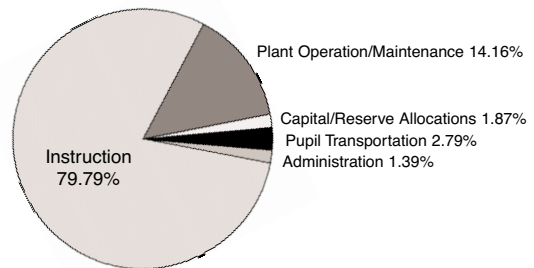
EXPENDITURES	2002		2001	
	TOTAL	Per Pupil	TOTAL	Per Pupil
Instruction (incl. Other Ed. Services, Tuition Fees, Ancillary)	\$105,760,574	\$4,752	\$101,127,231	\$4,448
Plant Operation/Maintenance	18,766,526	843	18,124,744	797
Capital/Reserve Allocations	2,483,048	112	4,095,934	180
Pupil Transportation	3,700,403	166	3,280,247	144
Administration	1,842,161	83	1,765,862	78
Total Expenditures	\$132,552,712	\$5,956	\$128,394,018	\$5,647

Surplus/(Deficit) for Year \$104,838 \$953,491

REVENUES



EXPENDITURES



budget



REGINA PUBLIC SCHOOLS

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