



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.

This is version 3 (2026.01.22) updated for progress to date. We will continue to update the plan and provide an end of school year report.

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.					
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	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 (Ongoing)	Communication • Safe & Inclusive

<p>impacted by negative publicity by offering training for board members and staff on how to facilitate effective, open, consistent, and transparent communication.</p>	Engage communications consultant	Spring 2025	Contract in place	Complete	<p>Communi- cation • Safe & Inclusive</p>
	New website with engaging and user-friendly format	May 2025	Published	Complete	
	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	Complete. (Ongoing)	
	Communication session for trustees	Fall 2025	Participation by trustees	Complete	
	Social media integration strategy to direct traffic to district website	Fall 2025	Social Media Accounts redirecting to website	Complete	
	Development of a parent / caregiver app that supports push notifications	Spring 2026	App live	In Progress (being built with vendor)	
	Assessment of Communications needs	Apr 2026	Assessment findings report received	In Progress	
<p>Develop a user-friendly format for the district's Communication Protocol for Families and Community that provides pertinent information and is easily accessible by</p>	Create new resource document	Jun 2025	Published on district and school websites	Complete	<p>Communi- cation • Safe & Inclusive</p>
	Provide schools with printed brochures	Sep 2025 Sep 2025	Available at schools Sent via direct email, newsletter	Complete	

parent/caregivers and community members	Document provided to all families Document reviewed by PVP with school PACs	Fall 2025	On PAC agenda at each school	Complete	
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:					
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 (Ongoing – next session booked for April 2026)	Safe & Inclusive
	Partner with BC School Outreach Program	Apr 2025 – Ongoing	Program working directly with a number of schools	Complete (Ongoing)	
	Creating safer School Communities session (Safer Schools, MECC)	Aug 12, 2025	District team participate	Complete	
	Erase Foundations of School Safety modules completed by PVP and made available to staff	Feb 2026	Available to staff (pro-d) and families (website)	Complete	
Critical incident response and management training	Access new SST Critical Incidents Response Training	Aug 25, 2025 booked for all PVP	All PVP trained	Complete	Safe & Inclusive

Threat assessment training	<p>Continue to access SST training in Basic Threat Risk Assessment (PVP, other school staff, community members)</p> <p>Contract SST to create modules for all staff on noticing and responding to worrisome behaviours</p>	<p>April 2024-ongoing (New format training done; Aug 27, 2025 for new or refresh) Spring 2025</p>	<p>All PVP trained</p> <p>Staff receive training by June 2026</p>	<p>Complete (Ongoing)</p> <p>In Progress (modules complete, reviewed with PVP)</p>	<p>Safe & Inclusive</p>
Cultural equity and sensitivity to address bias and racism training	<p>Promote Ministry course Learning to be Anti-racist for all staff</p> <p>PVP learning series. First session: Leading with Responsibility: an invitation into anti-racism education</p> <p>District Anti-racism committee</p> <p>District anti-racism learning plan</p>	<p>Feb 2025</p> <p>Aug 21, 2025 first session</p> <p>Jan 2026</p> <p>Fall 2026</p>	<p>Featured in staff communications portal</p> <p>All PVP engaged in learning series</p> <p>Active representative committee with Terms of Reference</p> <p>Plan co-constructed with committee</p>	<p>Complete</p> <p>In Progress (4 sessions to date)</p> <p>In Progress</p> <p>Planning</p>	<p>Safe & Inclusive • Indigenous Learning & Culture</p>
Trauma-informed practice training	<p>10 Steps to Trauma-Informed School (Circle of Courage model)</p>	<p>Ongoing (April 2026 training, direct work with alt</p>	<p>All PVP, Indigenous Support workers, youth engagement workers,</p>	<p>Complete (next session booked for April 2026)</p>	<p>Safe & Inclusive • Indigenous Learning & Culture</p>

		program , pro-d session).	counsellors trained; Offered to all education staff as pro-d option	Complete	
Provide parent sessions that focus on topics such as bullying, cultural sensitivity, online safety; code of conduct; resolving conflict and communicating with children based on their age and stage.	Promote erase family sessions through website SST sessions on bullying, online safety, and additional topic selected in consultation with DPAC for students (in-school) and parents (evening virtual)	Fall 2025 Fall, Winter, Spring 2025-2026	Linked on District website Sessions provided	Complete In Progress (1 session held, another booked for May, invited input from DPAC	Safe & Inclusive
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	Complete	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	Safe & Inclusive
	Requirement for meeting and return to school plan following a suspension	Spring 2025 – ongoing	Consistent Use by PVP	Complete	
	PVP conduct response scenarios and case studies at meetings	June 2025 - ongoing	PVP involved	Complete	
Develop a leadership program that	Enrolment of new PVP in BCPVPA Foundations course	Ongoing	All new PVP participating	Complete	Safe & Inclusive

provides mentorship and builds capacity.	BCPVPA mentorship for new PVP	Sep 2025 – Jun 2026	All new PVP engaged	Complete	
	Intentional modeling and case studies by peers at PVP meetings of effective practice on relevant topics	Spring 2025 - Ongoing	Evidence in PVP meeting agendas of presentations and activities led by PVP	Complete (Ongoing)	
	Create a program for aspiring formal leaders	Spring 2026	Participants selected and participating All PVP doing modules/sessions	Complete (Intake in progress;	
Encourage staff participation in developing proactive prevention initiatives and to ensure awareness of the Erase Report It tool and resources.	Erase tool on district and school website homepages and Students and Families pages	Sep 2024 – ongoing	On website	Complete	Safe & Inclusive
	Erase promoted with signage in schools and at assemblies in Sep, Jan, Mar	Sep 2024 – ongoing	All schools hold all three assemblies and report to parents	Complete (Ongoing)	
	Erase presented by PVP at PAC meeting	Fall 2025	PAC meeting minutes reflect	Complete	
	PVP lead discussions with staff about conduct data and plans to address	Fall 2025- June 2026	Staff meeting agenda minutes reflect	In Progress	
Engage the Indigenous Education Council (IEC) to co-construct initiatives addressing identified issues and concerns specific to	IEC Terms of reference	June 2025	Approved by IEC	Complete	Indigenous Learning & Culture
	Ongoing consultation with IEC	2025-2026	IEC Minutes reflect engagement	Ongoing – IEC meetings	

First Nations through a nation-informed approach.					
Through the updated FNEC (Bill 40) relationship:					
Recommendation	Action	Date	Measure	Status	Key Focus Area of District Plan for Learner Success
Develop an anti-Indigenous racism strategy and systems improvement cycle through improved FNEC accountabilities (Terms of Reference)	Collaborate with IEC on strategy and cycle	2025-2026	Documented cycle with District and IEC; Indigenous-specific anti-racism set of strategies and initiatives included in district anti-racism framework	In Progress (Equity Scan plan in discussion with IEC – proposals received)	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	Jun 2025	Calendar on website of opportunities for public engagement	Complete (Ongoing)	Safe & Inclusive • Indigenous Learning & Culture
	Dinner for Board and Chiefs and Councils	TBD by Group	Held twice annually-TBD by group	In Progress (Scheduled for Feb 4)	
	Caregiver Indigenous service priority survey	Spring 2026	District-wide survey created in consultation with IEC and administered through all schools	In Progress (Incorporated in self-ID process; review questions with IEC for coming year)	

Promote and improve service delivery and programs for Indigenous Education, budget and policy planning, and preferential hiring for Indigenous Education positions.	Indigenous targeted Funds Budget approval by IEC (formerly FNEC)	Historic and ongoing	IEC approved budget	Complete (Ongoing)	Indigenous Learning & Culture
	Continue respected programs (Indigenous Role Models, pow wows, lahal tournaments, etc.)	Historic and ongoing	Held	Complete (Ongoing)	Safe & Inclusive • Indigenous Learning & Culture
	School annual plans for monthly cultural activities	Sep 2024	Plan in place for each school	Complete (Ongoing)	
	Local cultural calendar of Indigenous learning themes and resources	Sep 2024 (review and extend 2025-2026)	Updated version published in department handbook	Complete (Ongoing)	
	Elder in-Residence program	Fall 2024 - Ongoing	Growing number of schools	Complete (Ongoing)	
	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 (Ongoing)	Safe & Inclusive

	Agreement with CCTA on preferential hiring for Indigenous staff	May 2025	Reached, admin procedure developed	In Progress	Safe & Inclusive • 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	
	TRU First Nations Teacher Ed Program	2026-2027	Students enrolled in dual credit		Instruction -al Capacity • Safe & Inclusive • Indigenous Learning & Culture
	Provincial Teacher Mentorship Pilot Program (Focus on Indigenous teachers)	Sep 2025 - June 2027	Participate as pilot district	Planning (Ministry is lead)	Safe & Inclusive • Indigenous Learning & Culture
	Full policy framework and policy review	TBD	Fully updated policy set approved	Planning (Board working session Aug 2025; waiting for BCSTA model)	All
Conduct a review of the current attendance support program and alternative education	Implementation of FNEESC Toolkit to Improve Attendance strategies	Sep 2023- Ongoing	Attendance rates (District Plan for Learner Success)	In Progress - ongoing	Instruction -al Capacity • Safe & Inclusive • Indigenous Learning

<p>programs to ensure their responsiveness/ success in meeting the needs of vulnerable learners.</p>	Updated alt referral and exit process	Sep 2024	Implemented	Complete	
	Dashboards created for review of attendance data	Fall 2024	Created	Complete	
	File review of Alt Ed students (provincial program criteria)	2024-2025 school year – Ongoing	Compliance	Complete	
	Co-location of 100 Mile Alt program with community service association	June 2025	Lease secured	Complete	
	Consolidation of leadership of both Alt programs	Effective Aug 2025	Appointed	Complete	
	Alt program designation in MyEd to monitor success and transitions	Sep 2025	In use by schools	Complete	
	Custom attendance reports and alerts in district reporting solution	Fall 2025	Created	Complete	
	Positive attendance recognition and parent notification system	Fall 2025	Activated	In Progress (student identification system complete; parent notification function	

				in progress)	
Explore ways to honour and celebrate the rich diversity of the student population.	Continue to have active attention to culture of belonging in school plans	Sep 2024 – ongoing	Sense of Belonging and Welcoming School response on learning survey	Complete (Ongoing)	Safe & Inclusive • Indigenous Learning & Culture
	Individual student, school, and district cultural and success celebrations highlighted in Focus Area posts (new: pushed by school to websites)	Sep 2024 - ongoing	Posts on website	Complete (Ongoing)	