



Name of Organization: Lord Selkirk School Division

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Years Applicable: February 2023 – December 2024

To request this document in an alternate format, please contact:

lssd.boardoffice@lssd.ca or call 204-482-5942

Part 1. Baseline Report

Overview of Programs and Services

The Lord Selkirk School Division (LSSD) serves students in the communities of the City of Selkirk, Lockport, St. Andrews, Petersfield, Clandeboye, East Selkirk, Clandeboye, Petersfield, and lakeshore communities of Belair, Grand Marais and Grand Beach. With a population of approximately 3,900 students from Kindergarten to Grade 12, including 15 schools and one alternative campus.

LSSD is committed to providing quality educational programs and opportunities for its community of learners, including a wide variety of program options for students including French Immersion, Ukrainian Bilingual, Technical-Vocational, Performing Arts and Athletics.

Within each educational program and school, LSSD is committed to creating a safe, inclusive and respectful learning environment to support and enable learners to develop the knowledge, skills and values to reach their full potential.

LSSD also supports a Continuing Education program that is offered to the public, including various options of courses, workshops, leisure activities, and fitness programs throughout the school year.

LSSD schools are an integral part of the community, with many public groups accessing school facilities for recreational activities and events in the evenings. Due to Covid-19, many in-person events were put on hold and provided online (virtually) to the greatest extent possible, however, LSSD will continue to work steadily towards reintegrating in-person public events while following Manitoba public health guidelines.

Accessibility Achievements

Lord Selkirk School Division has included within its mission statement a commitment to creating a safe and inclusive environment.

The current policies promote accessibility and inclusion:

- Policy A-02 - Vision and Mission
- Policy A-05 - Respect for Human Diversity
- Policy C-06 – Equal Opportunity Employment



- Policy C-11 - Respectful Workplace
- Policy C-12 – Workplace Safety and Health
- Policy C-27 – Workplace Accommodation
- Policy D-04 - Facilities Planning
- Policy E-07 – Field Trips
- Policy E-27 – Student Wellness
- Policy E-30 – Inclusive Education

The LSSD Accessibility committee will continue to:

- review current policies in place and propose recommendations to the Superintendent/CEO for policies that require updates to support the Accessibility for Manitobans Act
- monitor divisional webpages, to ensure accessibility features such as text to speech, languages are enabled and meeting the new standard of WCAC 2.1 AA.
- collaborate with the Maintenance Department as it continues to monitor/update accessibility needs and requirements in buildings
- all buildings include universally accessible washrooms

Barriers to Accessibility

In order to provide universal accessibility to all and ensure any type of barrier is removed or eliminated, LSSD will continue to ensure:

- all buildings are continually reviewed and monitored for required upgrades due to aging facilities and meeting accessibility standards
- training and access to evolving assistive technology equipment and resources, school principals and maintenance department review and update required accessibility signage, physical building barriers, and buildings' maps for each school
- all schools are provided with accessibility to all levels through the installation of appropriate lifts and elevators, and a plan to replace older lifts and elevators
- school principals and maintenance continue to identify doors requiring automatic door openers and develop a plan of priority for work orders to be submitted to maintenance for installation
- appropriate training and resources specific to accessibility issues is provided to all staff and visiting members of the community, as needed
- all employees of LSSD and members of the community are informed of accessibility planning, initiatives and their role of responsibilities in accordance to the Accessibility for Manitobans Act
- all LSSD staff receive and complete accessibility, and managers and administrators complete accessibility employment training provided online by the Human Resources department, at the beginning of each school year
- all LSSD staff and volunteers complete the customer service accessibility online training annually.
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Part 2. Accessibility Plan

A. Statement of Commitment

Lord Selkirk School Division is committed to:

- moving toward equal access and participation for people with disabilities
- treating all individuals with disabilities in ways that allow them to maintain their dignity and independence
- providing inclusive learning environments that is accessible to all learners as a place to learn, grow, be accepted and enjoy all the benefits of citizenship
- meeting the needs of people who face accessibility barriers and continue to identify, remove and prevent barriers in accordance with the *Accessibility for Manitobans Act*.
- ensuring priorities, planning and environments are inclusive and fully accessible to all

B. Policies

- C. Policy A-02 - Vision and Mission
- D. Policy A-05 - Respect for Human Diversity
- E. Policy C-06 – Equal Opportunity Employment
- F. Policy C-11 - Respectful Workplace
- G. Policy C-12 – Workplace Safety and Health
- H. Policy C-27 – Workplace Accommodation
- I. Policy D-04 - Facilities Planning
- J. Policy E-07 – Field Trips
- K. Policy E-27 – Student Wellness
- L. Policy E-30 – Inclusive Education

*Lord Selkirk School Division will continue to review programs, services and new initiatives to work toward greater accessibility.

**Lord Selkirk School Division will make information available in an accessible format.

C. Actions

Action 1 – Establish Accessibility Working Group	
Initiatives/Actions	Expected Outcomes
<ul style="list-style-type: none"> • Establish an Accessibility Committee including a variety of leadership roles involved in providing an inclusive environment within LSSD • The committee will meet on a regular basis to review initiatives working toward accessibility and inclusion 	<ul style="list-style-type: none"> • detailed work plans, multi-year timelines. • Members participate in developing implementing, reviewing and updating the Accessibility Plan. • review divisional policies and practices and propose recommendations for improvement • will review new initiatives, programs, and services to work toward greater accessibility and



	<p>propose recommendations to ensure priorities are consistent with the requirements of the Accessibility for Manitobans Act.</p>
<p>Action 2 – Offer and provide information in an accessible format on request</p>	
<p>Initiatives/Actions</p> <ul style="list-style-type: none"> • Accessibility Committee will: <ul style="list-style-type: none"> -formulate a process for receiving and responding to feedback about accessibility concerns • Ensure multiple formats are available to inform, submit or receive information • Continue to ensure divisional websites are updated and provide alternate formats for accessing information • The accessibility committee will monitor the changes required of classroom teachers on their web pages to ensure compliance with the new standard coming May 2024 	<p>Expected Outcomes</p> <ul style="list-style-type: none"> • School division website will host a sub-webpage for Accessibility plans, updates and contact information regarding accessibility concerns • LSSD website is mostly compliant with the WCAG 2.1 A and AA guidelines which provides rules to follow that make content accessible by doing things like allowing a browser to display in friendly high-contrast or provide audible information for people who can't hear • All division job postings ask candidates to identify if they require an accommodation during the recruitment process • LSSD adheres to working with individual staff to create specialized accommodations plans if required
<p>Action 3 – Staff Awareness and Training</p>	
<p>Initiatives/Actions</p> <ul style="list-style-type: none"> • Management to confirm Lord Selkirk School Division's commitment to accessibility in writing • Management to offer accessibility awareness presentations to divisional staff (training sessions) • Management to acknowledge accessibility achievements and share information with staff in organization newsletters and staff meetings. 	<p>Expected Outcomes</p> <ul style="list-style-type: none"> • Accessibility will be considered in all future plans, programs and services. • Staff understands accessibility and supports implementation of the plan. • Information on progress on implementing Lord Selkirk School Division's Accessibility Plan is available to staff. • Accessibility issues that arise will be forwarded to the Accessibility



	<p>Coordinator and the Superintendent of LSSD</p> <ul style="list-style-type: none"> • Staff will be informed of, and utilize the “Accessibility Events Checklist” when planning events
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Action 4 – Monitor Progress	
<p>Initiatives/Actions</p> <ul style="list-style-type: none"> • Accessibility coordinator, with assistance of working group, to track progress on challenges, and requests for accommodations with budgetary implications • Accessibility coordinator to report annually to the Board of Trustees • Future plans and budgets to be integrated into operational plans • Accessibility committee will review plan annually, at a minimum • Completion of procedure for individualized accommodation plans 	<p>Expected Outcomes</p> <ul style="list-style-type: none"> • Senior administration and the Board of Trustees are aware and informed of the Accessibility for Manitobans Act, and provide considerations of universal accessibility in future planning. • Annual report includes progress on accessibility. • Completed procedure with forms for employees in need of accommodation

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