

HANOVER SCHOOL DIVISION ACCESSIBILITY PLAN

COMMUNITY REPORT 2018

STATEMENT OF COMMITMENT

Hanover School Division is a student-centred school division striving for excellence while developing skills and promoting values for a productive and wholesome life. The **ABC** priorities are:

- A**ll students learn the skills, dispositions, values, and knowledge required for a productive and wholesome life.
- B**uilding the capacity of all HSD staff to enable all students to learn.
- C**ommunity partnerships to enable all students to learn.



In keeping with the **ABC** priorities, and the **Deeper Learning Plan**, the Hanover School Division (HSD) is committed to removing barriers that impede participation in the learning environment; and improving accessibility to promote inclusive school communities for all persons. HSD is committed to ensuring equal access and participation for all persons with disabilities in our school communities. We believe in inclusion and the maintenance of dignity and independence for all. The **HSD Accessibility Plan** will implement procedures to assist in identifying, removing, and preventing barriers to meet the requirements of the Accessibility for Manitobans Act.

Hanover School Division is committed to continuous improved accessibility to our facilities, activities, and opportunities for all. The outcomes of this plan are to (1) identify, and (2) remove barriers to full participation for all members of the inclusive school community.

Date: June 30, 2018

Superintendent: Mr. Randy Dueck, Superintendent/CEO of the Hanover School Division

Accessibility Coordinator: Ms. Geri Harder-Robson, Assistant Superintendent Student Services

PART 1: Provide an analysis of the types of barriers Manitobans may have accessing the programs or facilities provided by the Hanover School Division.

Overview of Program and Services: General description of our organization.

Hanover School Division is a rural public school division with 18 schools serving approximately 8000 students and 1100 employees. As a public sector organization, our buildings and facilities are open to parents, guardians, and community member use for student, teacher, and community initiated activities and events.

In addition to being a large, growing learning community for our students and employees, HSD facilities:

- provide community space for recreational activities for students, families, and community members;
- provide equipment, materials, supplies, and venues for community events;
- encourage and promote community participation and engagement.

The senior management team, superintendents and school trustees, show strong leadership and place a strong emphasis on meeting the needs of all students; "Our Kid". Because relationships matter in Hanover School Division, senior management is concerned about the safety and well-being of all persons (student, families, and employees) and the important work of schools. The HSD senior management leadership team references the division's vision, priorities and deeper learning plan in all aspects of educational, operational, and fiscal decision making. As a public sector organization, HSD currently adheres to the Education Administration Act (EAA), Public School Act (PSA), Appropriate Educational Programming (AEP) Regulations; and related amendments to legislation. Educational staff strive to promote inclusive school communities by differentiating instruction, adapting teaching methodology and curricula, and accommodating the needs of persons with disabilities in the classroom and larger school community.

Additional members of the senior management leadership team committed to accessibility for inclusive learning community are:

- The superintendents and trustees review and revise existing policies and procedures as new legislation is enacted.
- The Director of Buildings and Maintenance is diligent in addressing accessibility in all buildings and facilities. Maintenance staff respond promptly to broken or failing equipment, when notified. Custodial staff are well supervised and attend promptly to barriers, such as clear pathways on all divisional properties. Procedures are in place for reporting faulty or broken equipment, and maintenance repairs and improvements.
- The Communications Manager manages divisional and school websites, public notices, news releases and divisional publications for student, community, and employee access. The Communications Manager collaborates with the Human Resources and Information Technology departments.
- The Information and Communications Technologies Manager is attentive to new technologies that impact the learning needs of students; and the professional development/training needs of employees; optimizing digital technologies to improve accessibility and independence. Procedures are in place for requesting technology improvements and reporting service disruptions.
- Human Resources Manager reviews hiring policies and practices to ensure potential employees have access to employment opportunities and are representative of a diverse population.

Accessibility Achievements: Summarize the steps HSD has taken to achieve accessibility.

1. Appointed an Accessibility Coordinator, who consults with the Secretary Treasurer and Director of Buildings and Maintenance.
2. Established meetings to discuss fiscal implications (budget), capital expenditures and implementation timelines for improvements, renovations or procedural revisions.
3. Established a community protocol for identifying barriers and suggestions for improved accessibility.
4. Post community report and feedback form on HSD website.

Accessibility Committee:

The Accessibility Committee is comprised of the Accessibility Coordinator, Secretary Treasurer, Director of Buildings and Maintenance. May include consultations with principals, students, parents, community members, occupational therapists.

Education and Accessibility Awareness		
Actions needed	Expected outcomes, including completion date.	Departments responsible
Continued professional development and awareness training.	1. In June 2018, senior managers and administrators will participate in a professional development session with the Human Rights Commission of Manitoba on the protected characteristics under the Code and duty to reasonably accommodate.	Superintendent/CEO
Communications and Publications		
Accessible publications	1. By Sept 2018, all school publications (newsletters, bulletins) will have an "active offer" to provide any materials in an alternative format.	Accessibility Coord. Human Resources ICT department
Screen reader compatible website.	2. By December 2018, communications manager will review websites for screen reader compatibility, in compliance with Website Communications Accessibility guidelines, (WCAG).	Communications Department
Facilities and Buildings		
Identify physical barriers and remove; or provide reasonable accommodation	1. By December 2017, a lift will be installed on the Theatre at Steinbach Regional Secondary School.	Buildings & Facilities Sec.-Treasurer Accessibility Coord. Occupational Therapist/Student Services
	2. By May 2018, portable stage ramps will be purchased, making all stages in the schools accessible for public events and concerts.	
	3. By December 2018, a new elevator will be installed at the Steinbach Regional Secondary School.(in the older section).	
	4. By September 2019, a new elevator will be installed at Stonybrook Middle School.	
	5. By August 2018, all knob door handles will be replaced with lever door handles at the Steinbach Regional Secondary School.	
	6. By December 2018, students with disabilities will have accessible lockers in schools, where needed.	