HANOVER SCHOOL DIVISION ACCESSIBILITY PLAN

COMMUNITY REPORT - 2027 to 2028

The Hanover School Division is committed to creating and maintaining a positive and inclusive environment in which students, staff and parents/caregivers are aware of and respect the human rights, diversity and dignity of others.

ACCESSIBILITY STATEMENT

Hanover School Division (HSD) is dedicated 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.

This plan is in effect from January 2027 and concludes December 2028. Regular review of the plan will take place over this period of time.



Date: January 2027

Superintendent: Mr. Kevin Clace, Superintendent/CEO of the Hanover School Division

Accessibility Coordinator: Mr. Rod Kehler, Assistant Superintendent of Student Services

Goal of Accessibility Plan: To provide an analysis of the types of barriers Manitobans may have accessing the programs or facilities provided by the Hanover School Division and developing an action plan to address the challenges.

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

Hanover School Division is a rural public school division with 20 schools serving approximately 9200 students and 1300 employees spread over nine communities. As a public sector organization, our buildings and facilities are open to parents, guardians, and community members 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; senior management is concerned about the safety and well-being of all persons (students, 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 (SSP) 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 Assistant Superintendent of Students Services is responsive to the needs of students by providing accessibility to buildings, opportunities, and curriculum as directed by legislation and Manitoba Education and Early Childhood Learning (MEECL) as identified in the Standards for Appropriate Education.
- 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.
- Assistant Superintendent of Student Services participated in the *Understanding Service Animal Accessibility in Manitoba* presentation on September 22, 2026.

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

1. Ceiling track systems installed at Niverville Elementary (2025) and Niverville Middle School (2026) to assist with accessibility for students.
2. The development of Procedure Administrative Procedure P - GE - 129: Employee Accessibility & Accommodation (2026)
3. Increased budget for accessibility devices for deaf and/or hard of hearing students (2026).
4. Senior managers and administrators have participated in professional development sessions with the Human Rights Commission of Manitoba on the protected characteristics under the Code and duty to reasonably accommodate (2023) and Driving Inclusion: Understanding Manitoba's Accessible Transportation Standard Regulation (2026).
5. Hanover School Division hired WSP to conduct a traffic and parking study at the Steinbach Regional Secondary School to examine ways to improve safety and accessibility. Phase I of the project completed by November 2026. Phase II currently under way.
6. We will continue to provide existing documents and publications in accessible formats as requested. We will consult with the person making the request to identify the format or support that would remove the barrier and provide the information in a timely manner, at no additional cost.
7. The development and implementation of policy which is committed to the equity and respect of human diversity and maintaining positive and inclusive learning environments for all students and staff. Policy Number AF: Respect for Human Diversity (2018).
8. Established meetings to discuss fiscal implications (budget), capital expenditures and implementation timelines for improvements, renovations or procedural revisions.
9. The continued use of online training for staff on the importance of service and accessibility (Accessible Employment online training)
10. Established dates for regular review of Accessibility Plan and Community Reporting documentation.
11. HSD has purchased software licensing to improve student access to text (Co-Writer/Snap & Read). Increase in licenses to support students (2026)
12. Twenty-two (22) playground core communication boards were installed on playgrounds to assist students.
13. HSD has purchased and is utilizing accessible and portable staging for school community events.
14. All door knob handles have been replaced with lever door handles at the Steinbach Regional Secondary School to allow easier accessibility for students and staff.
15. HSD implementing all staff are required to take part in ***Commit to Kids*** as a condition of employment starting September 1, 2025. All volunteers will continue to be required to take the Respect in School Training.
16. The majority of staff have completed 6 or more hours of treaty education as of June 2025. The remaining staff will receive this training by December 2025. Continued training opportunities

planned.

17. The purchase of Chrome extensions to make curricular content more accessible to students.
18. Twenty-seven (27) strobe lights have been installed at the SRSS to assist with the identification of an “emergency” for those individuals who may benefit from this mode of alert.
19. As of September 2024, HSD completed an assessment for implementing assistive technology on our web-based platforms for people who are blind or vision impaired.
20. By 2024, all HSD websites met the globally recognized World Wide Web Consortium (W3C) Web Content Accessibility Guidelines (WCAG) 2.1 Level AA standards and continue to work toward maintaining and exceeding them.
21. By September 2023 and ongoing, HSD has provided upon request to the public and employees communication support in an accessible format.

Accessibility Committee:
The Accessibility Committee is composed of the Accessibility Coordinator (Assistant Superintendent of Student Services), Secretary-Treasurer, Director of Transportation, Director of Communications, Director of Human Resources, Senior Administration and the Director of Buildings and Maintenance. The committee may include consultations with principals, students, parents, community members, and occupational therapists. This group meets regularly throughout the school year.

Education and Accessibility Awareness		
Actions needed	Expected outcomes, including completion date.	Departments responsible
Continued professional development and awareness training	1. Hanover School Division remains committed to providing ongoing training and professional development to ensure staff have the knowledge, skills, and resources necessary to support equitable access and meaningful participation in school activities for all students. The division will continue to review and enhance training opportunities that promote accessibility, inclusion, and the removal of barriers within school environments. As part of this commitment, accessibility-related training will be incorporated into regular start-of-year staff training, and dedicated sessions focused on accessibility and inclusive practices will be included in the Educational Assistant Professional Development Day during the 2027–2028 school year.	Assistant Superintendent of Student Services Accessibility Coordinator
Communications and Publications		
Accessible publications	1. We will continue to inform parents, employees, and the public that division information and publications are available in accessible formats or through communication supports upon request. This message will be shared through appropriate communication channels.	Accessibility Coordinator Communications Manager

Facilities, Transportation and Buildings		
	1. By December 2025, the school division will purchase and place into service an additional wheelchair-accessible bus. This will expand transportation capacity for students with mobility needs, reduce scheduling barriers, and ensure equitable access to educational programming and extracurricular opportunities. The outcome will be demonstrated through the operational use of the new accessible bus and improved responsiveness to student transportation needs.	Director of Transportation Assistant Superintendent of Student Services
	2. Hanover School Division is committed to improving accessibility and ensuring safe, inclusive transportation for all students. The division is developing clear processes and procedures for the appropriate use of safety harnesses, wheelchair securement systems, and other accessibility supports on school buses. As part of the 2027–2028 budget planning process, the division policies and procedures related to the recently updated Accessible Transportation Standard Regulation (ATSR) will be in place by January 1, 2027.	Secretary Treasurer Director of Maintenance
	3. Hanover School Division hired WSP to conduct a traffic and parking study (November 2025) at the Steinbach Regional Secondary School to examine ways to improve safety and accessibility. Phase II of project underway between 2026-2028.	
	4. Hanover School Division has a number of building projects which include the Bridges Alternative Educational site, Green Valley School addition, and Hanover School Division office building addition. Attention will be focused on accessibility for all staff, students, and visitors.	