



# BRANDON SCHOOL DIVISION

October 10, 2025

NOTICE IS HEREBY GIVEN OF THE REGULAR MEETING  
OF THE BOARD OF TRUSTEES

TO BE HELD TUESDAY, OCTOBER 14, 2025  
7:30 P.M. (Public)

J. L. MILNE BOARDROOM, ADMINISTRATION OFFICE

1031 - 6TH STREET, BRANDON, MANITOBA

D. Labossiere  
Secretary-Treasurer

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## **AGENDA**

### **1.00 AGENDA/MINUTES:**

#### **1.01 Approval of Agenda**

#### **1.02 Adoption of Minutes of Previous Meetings**

- a) Regular Board Meeting – September 22, 2025  
Adopt.

### **2.00 IN CAMERA DISCUSSION**

#### **2.01 Student Issues**

- Reports
- Trustee Inquiries

#### **2.02 Personnel Matters**

- Reports
- Trustee Inquiries

### **2.03 Property Matters/Tenders**

- Reports
- Trustee Inquiries

### **2.04 Board Operations**

- Reports
- Trustee Inquiries

## **3.00 PRESENTATIONS AND COMMUNICATIONS**

### **3.01 Presentations for Information**

### **3.02 Communications for Information**

### **3.03 Communications for Action**

## **4.00 REPORT OF SENIOR ADMINISTRATION**

### **- From Report of Senior Administration**

- a) Review Report of Senior Administration – October 14, 2025

## **5.00 GOVERNANCE MATTERS**

### **5.01 Reports of Committees**

- a) Committee of the Whole:

Education and Community Relations	C. Ekenna
Finance and Facilities	B. Sieklicki
Personnel and Policy	L. McConnell

### **5.02 Delegations and Petitions (Max. 15 minutes)**

### **5.03 Business Arising**

#### **- From Previous Delegation**

#### **- From Board Agenda**

#### **- MSBA Issues**

- a) E-News – September 24, 2025
- b) E-News – October 8, 2025
- c) MSBA Regional Meetings – October 18, 2025
- d) Annual Convention – March 19-20, 2026

#### **5.04 Public Inquiries (Max. 15 Mins)**

#### **5.05 Motions**

54/2025 That the proposed budget dates for the 2026-2027 Budget be as follows, subject to receiving the Provincial funding announcement by February 6, 2026:

Wednesday, February 25, 2026	- Budget Presentation and Deliberations
Monday, March 2, 2026	- Public Budget Consultation
Monday, March 9, 2026	- Final Budget Approval

55/2025 That the Trustees be paid the appropriate indemnity for attending the MSBA Regional Meeting held on Saturday, October 18, 2025, at the Victoria Inn, Brandon, Manitoba.

56/2025 That the Trustees be paid the appropriate indemnity for attending the Board of Trustees Strategic Planning Meeting held on Friday, October 31, 2025, at the Brandon School Division Administration Office.

#### **5.06 Bylaws**

#### **5.07 Giving of Notice**

#### **5.08 Trustee Inquiries**

#### **6.00 ANNOUNCEMENTS**

- a) TRUSTEE BY-ELECTION – October 16, 2025
- b) NEXT REGULAR BOARD MEETING – 7:30 p.m. (public), Monday, October 27, 2025

#### **Additional Information:**

- Members of the public wishing to make a presentation, a delegation or a petition are asked to contact the office of the Secretary-Treasurer, by email: [delegations@bsd.ca](mailto:delegations@bsd.ca), or by phone at (204) 729-3114, no later than 12:00 p.m. on the Tuesday prior to the Board meeting.
- For all other inquiries related to Board matters, please email: [trusteeinfo@bsd.ca](mailto:trusteeinfo@bsd.ca).
- We invite everyone to watch live streaming of the Board meetings on our website: <https://www.bsd.ca/page/8192/board-meeting-dates-live-streaming>.

#### **7.00 ADJOURNMENT**



# BRANDON SCHOOL DIVISION

## Minutes of the Regular Board Meeting Monday, September 22, 2025

J. L. Milne Boardroom  
Administration Office  
1031 - 6th Street, Brandon, Manitoba

### Trustees Present:

L. Ross, Chairperson	D. Ross, Vice-Chairperson
K. Carr	C. Ekenna (by phone)
K. Fallis	L. McConnell
B. Sieklicki (by phone)	

### Also Present:

D. Labossiere, Secretary-Treasurer  
M. Gustafson, Superintendent/CEO  
S. Gilleshammer, Assistant Superintendent – Student Services  
J. Zilkey, Assistant Superintendent – Curriculum and HR  
J. McBeth, Executive Assistant  
T. Curtis, Communications Coordinator

### Regrets:

J. Murray

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The Chairperson called the public portion of the meeting to order at 7:30 p.m. with a traditional heritage land acknowledgment.

## AGENDA

### 1.00 AGENDA/MINUTES:

#### 1.01 Approval of Agenda

K. Carr – D. Ross  
That the agenda be approved.  
Carried

#### 1.02 Adoption of Minutes of Previous Meeting

- a) Inaugural Meeting – September 2, 2025 - Revised  
K. Fallis – D. Ross

That the minutes be approved as circulated.  
Carried

- b) Regular Board Meeting – September 8, 2025  
K. Carr – L. McConnell

That the minutes be approved as circulated.

Carried

## **2.00 IN-CAMERA DISCUSSION**

### **2.01 Student Issues**

- Reports
- Trustee Inquiries

### **2.02 Personnel Matters**

- Reports
- Trustee Inquiries

### **2.03 Property Matters/Tenders**

- Reports
- Trustee Inquiries

### **2.04 Board Operations**

- Reports
- Trustee Inquiries

## **3.00 PRESENTATIONS AND COMMUNICATIONS**

### **3.01 Presentations for Information**

### **3.02 Communications for Information**

### **3.03 Communications for Action**

## **4.00 REPORT OF SENIOR ADMINISTRATION**

Mr. Gustafson provided highlights from the following items from the September 22, 2025, Report of Senior Administration:

a) Administration Information:

- Celebrations:
  - Truth and Reconciliation Week 2025 – Brandon Urban Aboriginal Peoples' Council has provided a draft schedule of events taking place in Brandon and Community from September 29, 2025 – October 4, 2025.
  - Congratulations to Erin Dodds, Teacher, on being recognized by the Brandon University Alumni Association with the Outstanding Young Alumni Award.

- The following BSD schools have been awarded grants from the Child Nutrition Council of Manitoba to support their school food programs during the 2025-2026 school year:

- Alexander School
- Betty Gibson School
- Crocus Plains Regional Secondary School
- Earl Oxford School
- Green Acres School
- King George School
- Meadows School
- École New Era School
- Prairie Hope School
- Riverview School
- Vincent Massey High School

- Information Items:

- Correspondence was received from Honourable Tracy Schmidt, Minister of Education and Early Childhood Learning, proclaiming September 12 to 28, 2025, as Peace Days in Manitoba.
- Correspondence was received from Honourable Tracy Schmidt, Minister of Education and Early Childhood Learning, proclaiming September 22 to 26, 2025, as School Support Staff Recognition Week.
- Mr. Labossiere reviewed key dates, locations and voting options for the upcoming Brandon School Division Trustee By-Election.

- Presentations:

- Mr. Cale Birk, former Principal, Head of Innovation and Imagineer of the Observable Impact Model, provided a presentation on Leading, Teaching and Learning for Observable Impact in the Brandon School Division.

b) Business Arising for Board Action:

- Information for Discussion and Correspondence:
  - The Staffing Activity Report was distributed to the Board as Confidential No. 1.

D. Ross – K. Carr

That the September 22, 2025, Report of Senior Administration be received and filed.

Carried

## **5.00 GOVERNANCE MATTERS**

### **5.01 Reports of Committees**

a) Education & Community Relations Committee Meeting

The written report of the Education & Community Relations Committee meeting held on September 8, 2025, was circulated.

K. Fallis – D. Ross

That the report be received and filed.

Carried

b) Finance & Facilities Committee Meeting

The written report of the Finance & Facilities Committee meeting held on September 8, 2025, was circulated.

K. Carr – K. Fallis

That the report be received and filed.

Carried

c) Personnel & Policy Committee Meeting

The written report of the Personnel & Policy Committee meeting held on September 8, 2025, was circulated.

L. McConnell - K. Fallis

That the report be received and filed.

Carried

**5.02 Delegations and Petitions (Max. 15 minutes)**

**5.03 Business Arising**

**- From Previous Delegation:**

**- From Board Agenda**

**- MSBA Issues –**

a) MSBA Call for Nominations and Resolutions

Resolution deadline – Wednesday, October 1, 2025

b) MSBA Regional Meetings – October 18, 2025

c) Annual Convention – March 19-20, 2026

**5.04 Public Inquiries (Max. 15 Mins)**

During the September 8, 2025, Regular Board meeting, Mr. James Epp of Brandon, Manitoba, indicated he noticed the following areas within the September 2<sup>nd</sup>, 2025, Inaugural Meeting minutes which were incorrect:

- The motion to approve the destruction of ballots appears twice
- Trustee Sieklicki is mentioned as having attended that meeting, but he didn't hear her over the phone approve even uncontroversial motions, which may require a clarification of record
- He doesn't recall which vote it was, but there was a motion moved, and it was given a seconder, but he didn't see that motion passed

The Chairperson stated that the September 2<sup>nd</sup>, 2025, Inaugural Meeting minutes have been revised accordingly. Trustee Sieklicki (via phone), commented that she was not heard during the Inaugural Meeting as she was attending remotely, and as a result of the Bylaws could not participate.

Mr. Epp also inquired about the September 8, 2025, Report of Senior Administration and the deficit of classrooms, specifically asking why the high schools do not appear in the table with all the K-8 schools. The Chairperson advised that the high schools were not included within the table as high schools operate differently than the elementary schools, and therefore data cannot be collected accurately.

Ms. Laura Armitage, Chair of New Era Parent Council, inquired where the 8.5 FTE teachers hired to teach the evacuee students will go after the evacuee students have returned home. Mr. Gustafson responded that the substitute teachers hired for the evacuee students are from the general substitute pool for the school year. He indicated that once the evacuee students have returned home, the substitute teachers hired will go back to the general pool and be eligible for a different assignment.

## **5.05 Motions**

### **Late Motions:**

50/2025 K. Carr – K. Fallis

That the quote from Benmarks in the amount of \$59,169.34 (including taxes), for the removal, supply, and installation of an audio system in the Boardroom, funded through the Operating Fund Accumulated Surplus, be accepted.

51/2025 K. Carr – K. Fallis

That the quote from Benmarks in the amount of \$15,262.61 (including taxes), for the supply and installation of four (4) 55" TVs and one (1) camera in the Boardroom, funded through the Operating Fund Accumulated Surplus, be accepted.

52/2025 K. Fallis – K. Carr

That the Promissory Note LTPS0821 for the purpose of borrowing the sum of Four Million Eight Hundred Seventeen Thousand Seven Hundred Dollars (\$4,817,700) to meet partial costs of the following:

School:  
Maryland Park School

Project:  
Classroom Addition

be approved.

53/2025 L. McConnell – D. Ross

That the amount of \$1,000,000 from the Operating Fund Accumulated Surplus be allocated to the School Bus Capital Reserve Fund for future replacement of the school bus fleet.

## **5.06 Bylaws**

### **5.07 Giving of Notice**



**5.08 Trustee Inquiries**

**6.00 ANNOUNCEMENTS**

- a) NEXT REGULAR BOARD MEETING – 7:30 p.m. (public), Tuesday, October 14, 2025
- b) TRUSTEE BY-ELECTION – October 16, 2025

**7.00 ADJOURNMENT**

K. Carr – K. Fallis

That the Board do now adjourn at 8:30 p.m.

Carried

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Chairperson (L. Ross)

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Secretary-Treasurer (D. Labossiere)



# BRANDON SCHOOL DIVISION

## Report of Senior Administration to the Board of Trustees

October 14, 2025

### A. Administrative Information

#### I. CELEBRATIONS

##### 1. **WORLD TEACHERS' DAY**

World Teachers' Day is celebrated annually on October 5<sup>th</sup> as an opportunity to recognize the incredible dedication, skill, and compassion of teachers who inspire students every day. Teachers foster lifelong learning and are at the heart of student success. We thank all BSD teachers for their commitment to students and fostering supportive environments for all students to learn.

#### II. SUSPENSIONS

Below are the number of suspensions from September 16, 2025 to October 3, 2025.

<u>Grade Level</u>	<u>Number of Students Suspended</u>	<u>Category: Inappropriate Behaviour</u>	<u>Category: Assaultive Behaviour</u>	<u>Category: Drugs and Alcohol</u>
K-8 In-School	7	9	6	0
K-8 Out-of-School	3	0	4	0
Total Suspensions K-8	10	9	10	0

*Accepting the Challenge*

<u>Grade Level</u>	<u>Number of Students Suspended</u>	<u>Category: Inappropriate Behaviour</u>	<u>Category: Assaultive Behaviour</u>	<u>Category: Drugs and Alcohol</u>
9-12 In-School	0	-	-	-
9-12 Out-of-School	28	12	20	6
Total Suspensions 9-12	28	12	20	6
All Schools Total	38	21	30	6
		possession of weapons – 0	use of weapons - 1	

Note: A suspension may involve more than one category.

### **III. COMMUNITY CONNECTIONS AND SCHOOL VISITS**

The following community connections and school visits were made by Senior Administration:

- September 18, 2025 – Brandon Chamber of Commerce meeting – Economic Reconciliation with the Red River Métis – Mathew Gustafson
- September 18, 2025 – Brandon Sexuality Education Resource Centre (SERC) Advisory Committee – Susan Gilleshammer
- September 18, 2025 – Brandon Police Service and Winnipeg Police Service presentation – Susan Gilleshammer, Jon Zilkey
- September 19, 2025 – Prairie Hope High School – Susan Gilleshammer
- September 24, 2025 – Interprovincial Association on Native Employment (IANE) Awards Luncheon – Mathew Gustafson
- September 24 - 26, 2025 – School Sport Canada Annual General Meeting – Jon Zilkey
- September 29, 2025 – École O'Kelly School – Susan Gilleshammer
- October 1, 2025 – Riverheights School – Jon Zilkey
- October 2, 2025 – Crocus Plains Regional Secondary School – Jon Zilkey
- October 2, 2025 – École secondaire Neelin High School – Jon Zilkey
- October 2, 2025 – École New Era School – Jon Zilkey
- October 7, 2025 – Mark Frison, President & CEO, Assiniboine College – Mathew Gustafson

## **IV. INFORMATION ITEMS**

### **1. CORRESPONDENCE FROM MANITOBA EDUCATION AND EARLY CHILDHOOD LEARNING**

#### **DYSLEXIA AWARENESS MONTH**

For Information .....M. Gustafson

Correspondence was received from Honourable Tracy Schmidt, Minister of Education and Early Childhood Learning, proclaiming October 2025 as Dyslexia Awareness Month. Please see Appendix A.

The Learning Disabilities Association of Manitoba estimates that 10 to 15 percent of the Canadian population struggles with a learning disability and up to 80 percent of children with learning disabilities have difficulty learning to read.

Manitoba Education and Early Childhood Learning believes that all students have the right to learn to read. Dyslexia Awareness Month acknowledges that strengthening literacy achievement across Manitoba requires the collaborative efforts of home, school, and community to better understand and support students with dyslexia. Manitoba Education and Early Childhood Learning is committed to this goal through a comprehensive approach to literacy instruction that ensures all students develop the knowledge, skills, and attributes they need to reach their full potential and to live *The Good Life*.

#### **EXCELLENCE IN EDUCATION AWARDS**

For Information .....M. Gustafson

The 2025/2026 Manitoba's Excellence in Education Awards will recognize and celebrate exceptional teachers and school administrators whose outstanding educational practices have a deep and lasting impact on the well-being, achievement, and engagement of Manitoba students. Awards will be presented in the following five categories, with each award recipient receiving a certificate of recognition and a monetary gift of \$500.

- Teaching Excellence
- Outstanding New Teacher
- Outstanding Team Collaboration
- Outstanding School Leader
- Premier's Award for Excellence in Education

Nominations must be submitted by December 4, 2025. Nomination forms and detailed criteria are available at the following link: [www.edu.gov.mb.ca/k12/excellence](http://www.edu.gov.mb.ca/k12/excellence).

## **2. MANITOBA INDIGENOUS YOUTH ACHIEVEMENT AWARDS**

For Information .....M. Gustafson

Nominations are now open for the Manitoba Indigenous Youth Achievement Awards. These awards recognize the outstanding achievement of Manitoba's Indigenous youth who exhibit high standards of excellence, dedication, leadership and accomplishments in the following areas: Academic, Athletic, Artistic, Cultural, Community/Volunteer, Business/Entrepreneurial, Health, Personal Achievement, and Employment in a Traditional Field.

Since the awards began in 1994, over 300 individuals have received a Manitoba Indigenous Youth Achievement Award. More information is available at the following link: [Manitoba Indigenous Youth Achievement Awards – Celebrating Outstanding Indigenous Youth](#)

## **3. TRUTH AND RECONCILIATION WEEK – SEPTEMBER 22-26; OCTOBER 1-3, 2025**

For Information .....J. Zilkey

Brandon School Division schools incorporated activities that teach about the history of residential schools, honour the resilience of residential school Survivors, and address the Truth and Reconciliation Commission of Canada's Calls to Action.

The following is an overview of Truth and Reconciliation Week in Brandon School Division:

- A moment of silence was to be observed in all schools on September 26<sup>th</sup> at 2:15 p.m.
- A communication provided by the Province was read.

Each school organized its own events and activities. Activities included:

- Schools were encouraged to participate in an Act of Reconciliation by creating a Symbol of Reconciliation.
- Schools could choose a topic/focus for the week, such as:
  - significance of Orange Shirt Day – honouring and remembering residential school Survivors and the children who never returned home, as well as their families and communities
  - true history and impacts of Canada's residential school system
  - culture, language, identity, and belonging
  - Reconciliation – what Reconciliation means and why it matters
  - recognition of our shared history and shared future
- Schools had access to free educational programming throughout the week from The National Centre for Truth and Reconciliation. Other resources were suggested for use in classrooms.

- Many schools held assemblies to honour residential school children.

Participation in events:

- BSD Indigenous Education Learning Specialist worked to coordinate three days of student programming. Students in Grades 4 - 6 participated in activities at the Riverbank Discovery Centre on October 1<sup>st</sup> and October 3<sup>rd</sup>. Approximately 950 BSD students attended.
- Students gathered to meet with a residential school Survivor; following that, each group visited three stations.
- Teaching stations:
  - Sacred Fire Teaching
  - Bannock Making
  - Powwow and Dance
  - Red River Cart
  - Harvesting
  - Grounding through Mother Earth
  - Beading – as collaboration in a joint art piece
  - Song and Drum
  - Walking in 2 Worlds
  - Indigenous Artwork - Mural Creation
  - Travois Making
  - Michif Language

BSD contributed funds to Truth and Reconciliation Week activities to create opportunities for BSD students to participate and learn.

#### **4. STUDENT MOBILITY**

For Information .....M. Gustafson

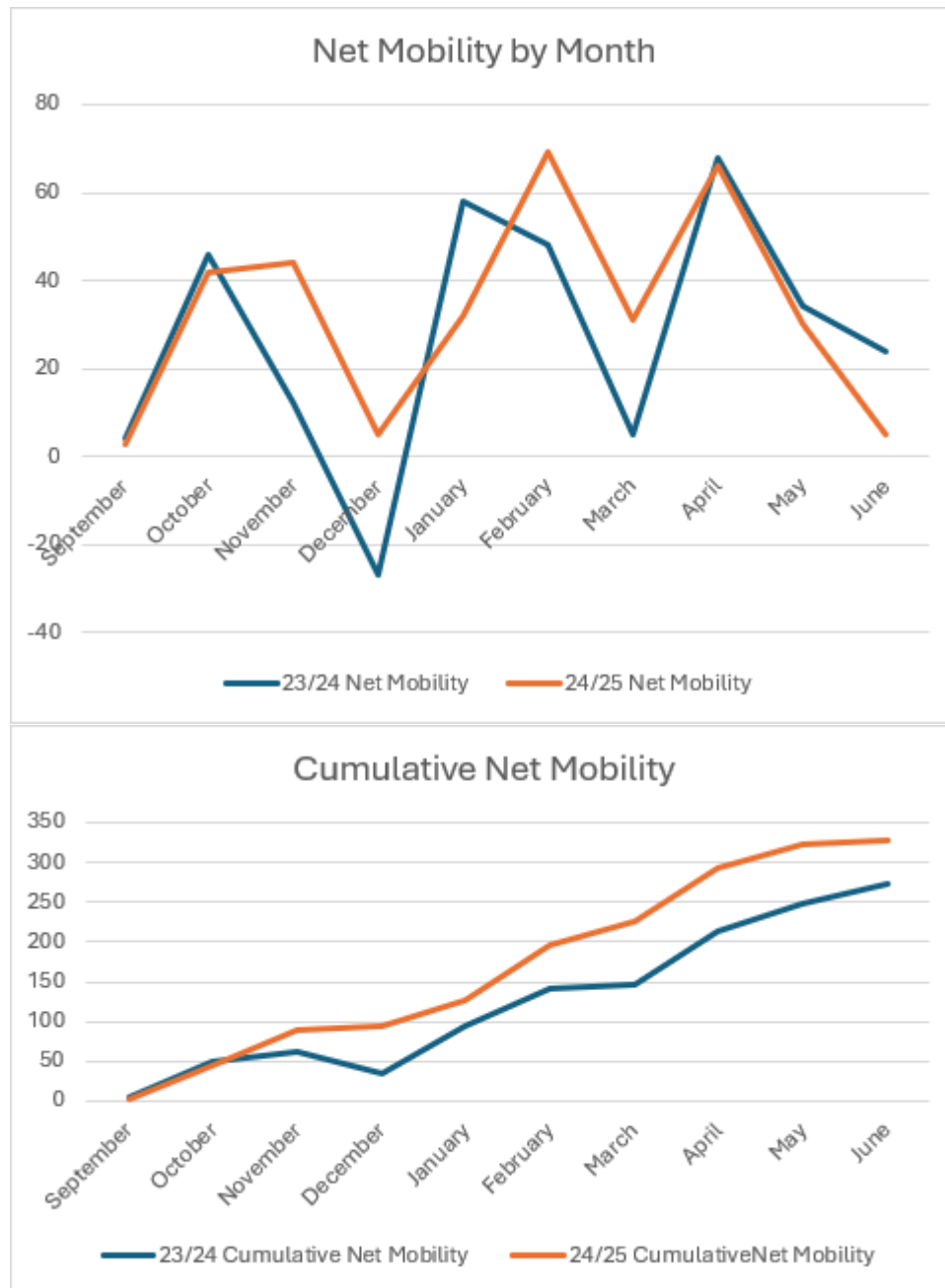
Senior Administration is entering its third year of gathering student mobility (transience) data. Transience has been shown to have a significant impact on student achievement. Transience also has an impact on resources in the student transition process. Additionally, a positive net mobility indicates enrolment growth while a negative net mobility indicates an enrolment reduction. A month-by-month picture will provide insight on potential trends during the school year.

## 2024/25 School Year

Month	# of students moving into a new school	# of students moving out of a school	Total student moves	Net Mobility	# of instructional days	avg # of moves/ instructional day	avg # of additional students/ instructional day
September	287	284	571	3	18	31.72	0.17
October	142	100	242	42	20	12.10	2.10
November	109	65	174	44	18	9.67	2.44
December	7	2	9	5	15	0.60	0.33
January	130	98	228	32	19	12.00	1.68
February	141	72	213	69	18	11.83	3.83
March	84	53	137	31	19	7.21	1.63
April	123	57	180	66	16	11.25	4.13
May	61	31	92	30	21	4.38	1.43
June	26	21	47	5	19	2.47	0.26
Year total	1110	783	1893	327	183	10.34	1.79

- The greatest movement of students in or out of schools is September, followed by October, January, February, and April.
- September/October coincide with the start of the school year while January and February coincide with the semester change.
- Further study is required to determine potential reasons for the high mobility in April.
- There were 1110 instances where a student transitioned into a new school and 783 instances where a student transitioned out of a school. Further study is required to determine if a student transitions multiple times in a year.
- The Divisional enrolment increased by 324 students after September 30<sup>th</sup>. This has significant implications for school class configurations and fluctuations in class size.
- The Divisional enrolment increased by 201 students in the last 4 months of the school year which is after the time that schools create their next year class configurations and staffing plans. Implications of this are class configurations may not reflect the enrolment pressures in the next school year. Delaying the class configurations and staffing plans would place hiring constraints in a tight labour

market. Additionally, schools have limitations for the number of classrooms they can create due to capacity issues.



- The Division can start to make yearly comparisons with two years of data compiled
- The mobility generally follows the same pattern each year with small differences likely due to monthly differences for the number of instructional days as well as the different start dates for the school year start and semester change.



- The Division experienced a greater cumulative net mobility in comparison to the first year. The Division enrolment during the school year grew by 55 more students in 24/25 in comparison to 23/24.

## **V. PRESENTATIONS**

### **1. RISK RESPONSE UPDATE**

For Information .....M. Gustafson

Mathew Gustafson, Superintendent/Chief Executive Officer, will provide an update on risk response in Brandon School Division.

### **2. GRADUATION RATE REPORT**

For Information .....M. Gustafson

Mathew Gustafson, Superintendent/Chief Executive Officer, and Johnny Dubois, PhD, Research and Evaluation Analyst, will provide a report on the Brandon School Division graduation rate for 2024-2025. Please see Appendix B.

## **B. Business Arising for Board Action**

### **I. INFORMATION FOR DISCUSSION AND CORRESPONDENCE**

#### **1. STAFFING ACTIVITY REPORT**

For Information .....J. Zilkey

Included in the agenda package for the Board of Trustees is the Staffing Activity Report (Confidential No. 1), a listing of resignations and employment approved by the Superintendent/Chief Executive Officer and Secretary-Treasurer since the last meeting.

**Senior Administration respectfully submits this report for your consideration, action, and information.**

**Mathew Gustafson**  
**Superintendent/Chief Executive Officer**



PROVINCE OF MANITOBA


# PROCLAMATION

## Dyslexia Awareness Month October 2025

- WHEREAS October will be celebrated annually as Dyslexia Awareness Month;
- WHEREAS It is estimated by The Learning Disabilities Association of Manitoba that 10 to 15 per cent of the Canadian population struggles with a learning disability and up to 80 per cent of children with learning disabilities have difficulty learning to read;
- WHEREAS In October, Dyslexia Canada is marking their eighth annual national "Mark it Read" campaign, in which buildings and monuments will use red lights to show their support for Canadians living with dyslexia;
- WHEREAS Advocacy groups and parent(s)/caregiver(s) across Manitoba want all students to be confident when reading and writing;
- WHEREAS All students have the right to learn to read;
- WHEREAS Manitoba Education and Early Childhood Learning is committed to working with schools and school divisions/districts to strengthen student literacy achievement through a comprehensive approach to literacy instruction to ensure all students develop the knowledge, skills, and attributes they need to reach their full potential and to live *The Good Life*;
- WHEREAS Manitoba Education and Early Childhood Learning recognizes that early identification and assessment are key components to drive literacy instruction and are imperative to identifying students who are at risk of future reading difficulties, including those who may have reading disabilities, such as dyslexia; and
- WHEREAS Dyslexia Awareness Month acknowledges that strengthening literacy achievement across Manitoba requires the collaborative efforts of home, school, and community to better understand and support students with dyslexia.
- NOW THEREFORE BE IT KNOWN THAT I, Tracy Schmidt, Minister of Education and Early Childhood Learning for the Province of Manitoba, do hereby proclaim October 2025 as

### DYSLEXIA AWARENESS MONTH

in Manitoba and commend its thoughtful observances to all citizens in our province.



Honourable Tracy Schmidt  
Minister  
Manitoba Education and  
Early Childhood Learning



**BRANDON**  
SCHOOL DIVISION  
[WWW.BSD.CA](http://WWW.BSD.CA)

# Graduation Report for 2024-2025

Presented to: BSD Board of Trustees  
Presented by: Johnny Dubois, PhD, Research and Evaluation Analyst  
Date: October 14, 2025

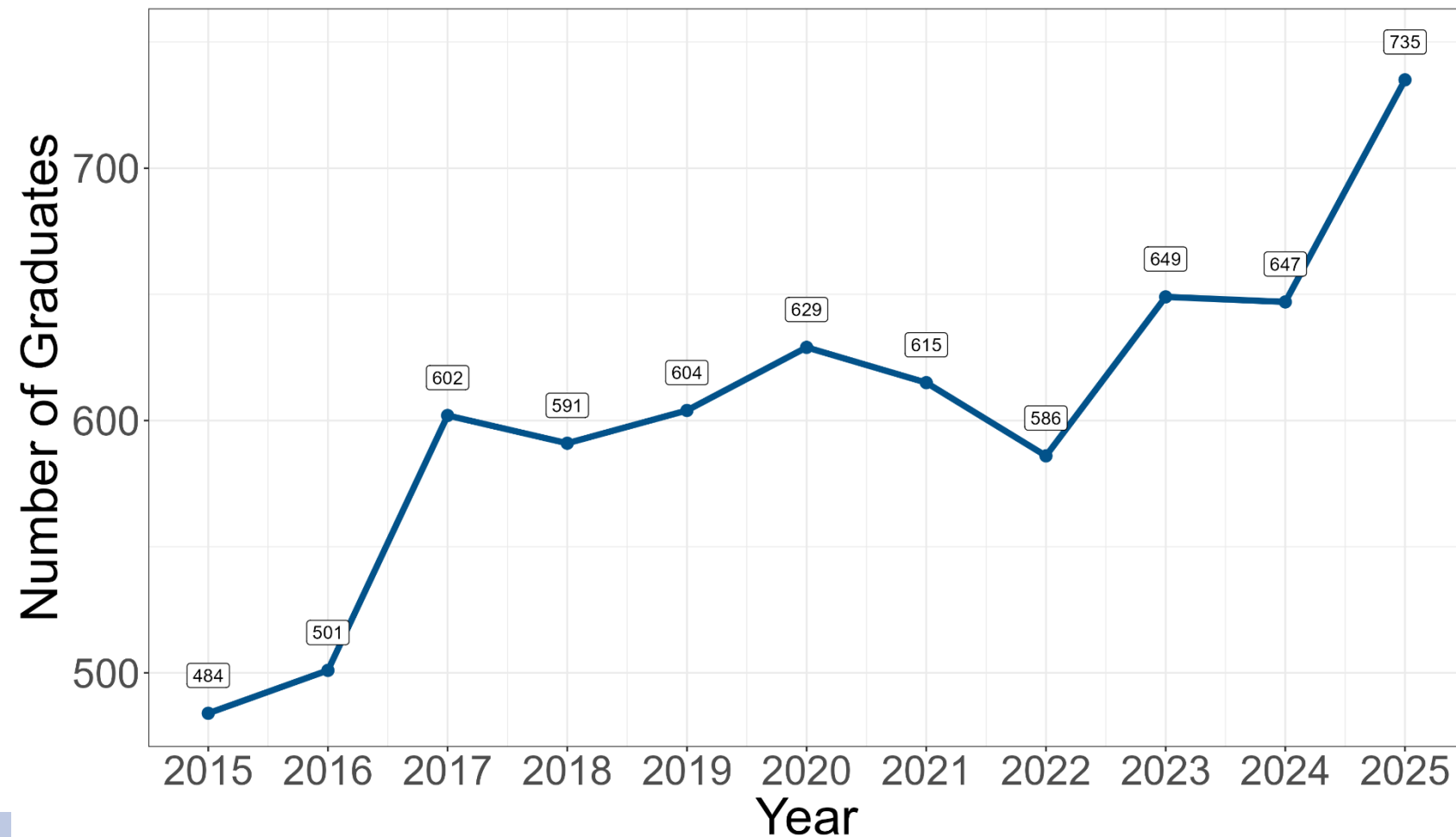
# Outline

- Graduation of June 2025
- Evaluate most recent cohorts
- Graduation rates – calculation and outcomes
  - BSD as whole, and for Indigenous and EAL students
- Questions

# June 2025 Graduates

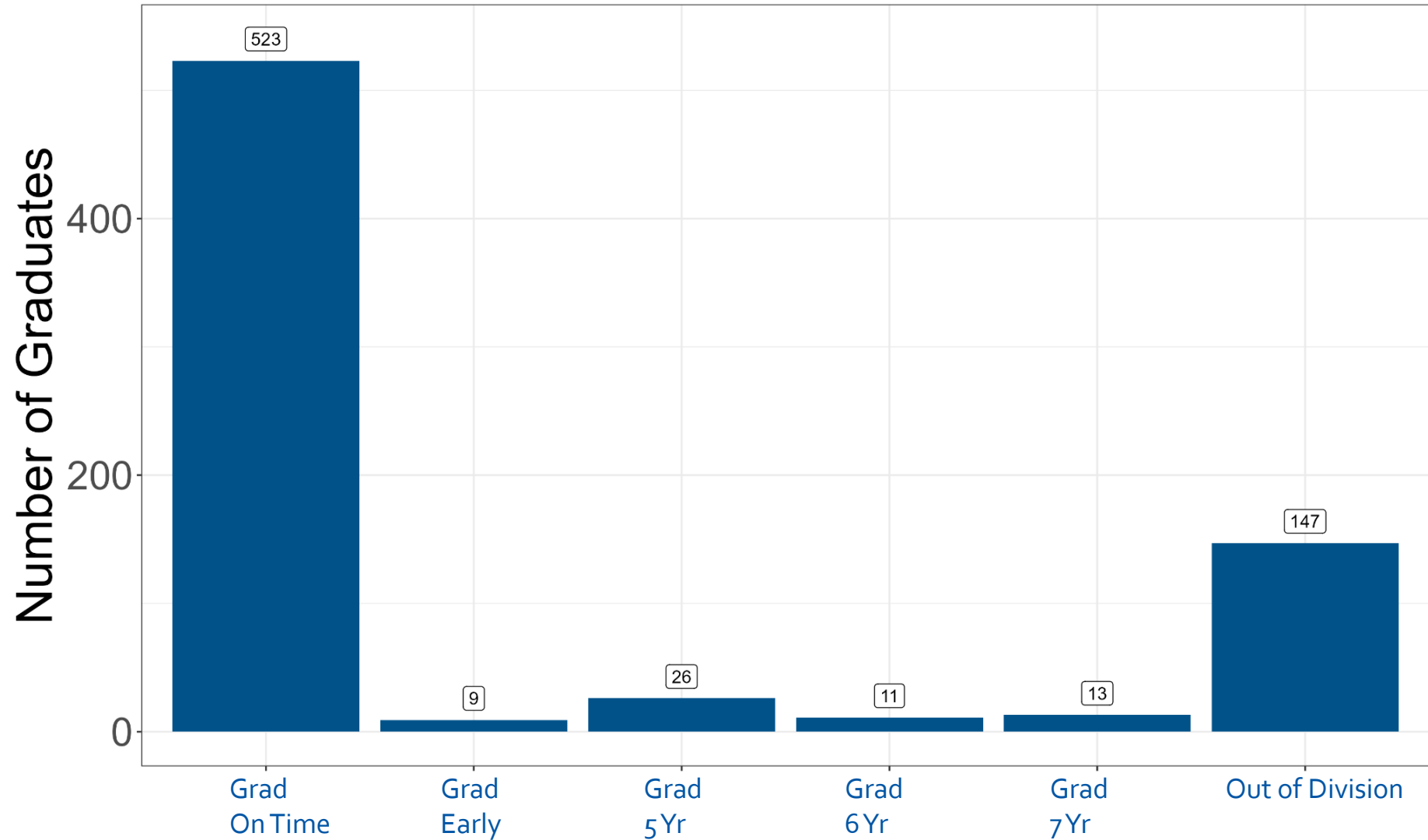
Total number = **735**

Compared to prior years:



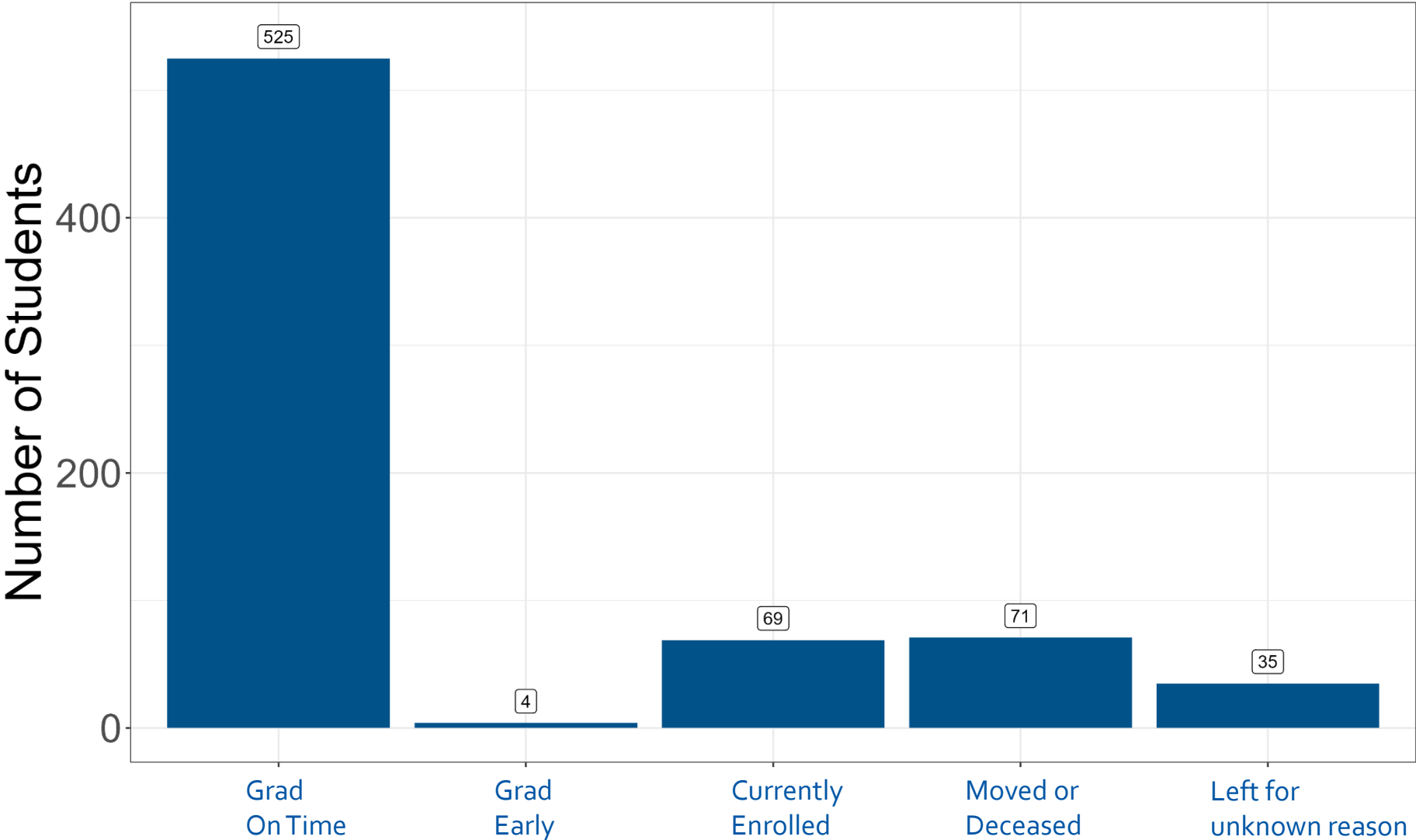
# June 2025 Graduates

Composition of 735 graduates:



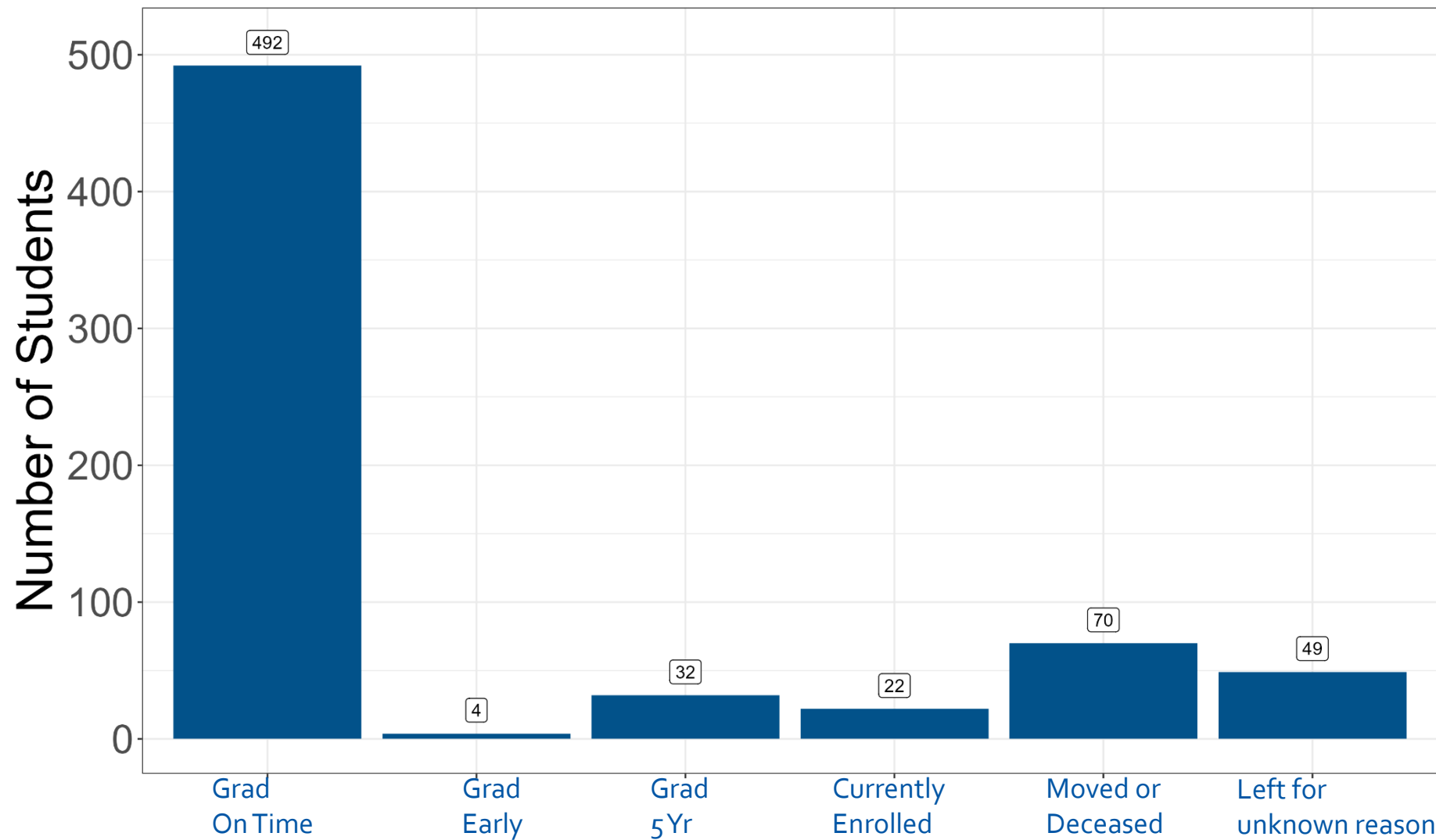
# 2021 Cohort

Total of 704 students in 2021 cohort



# 2020 Cohort

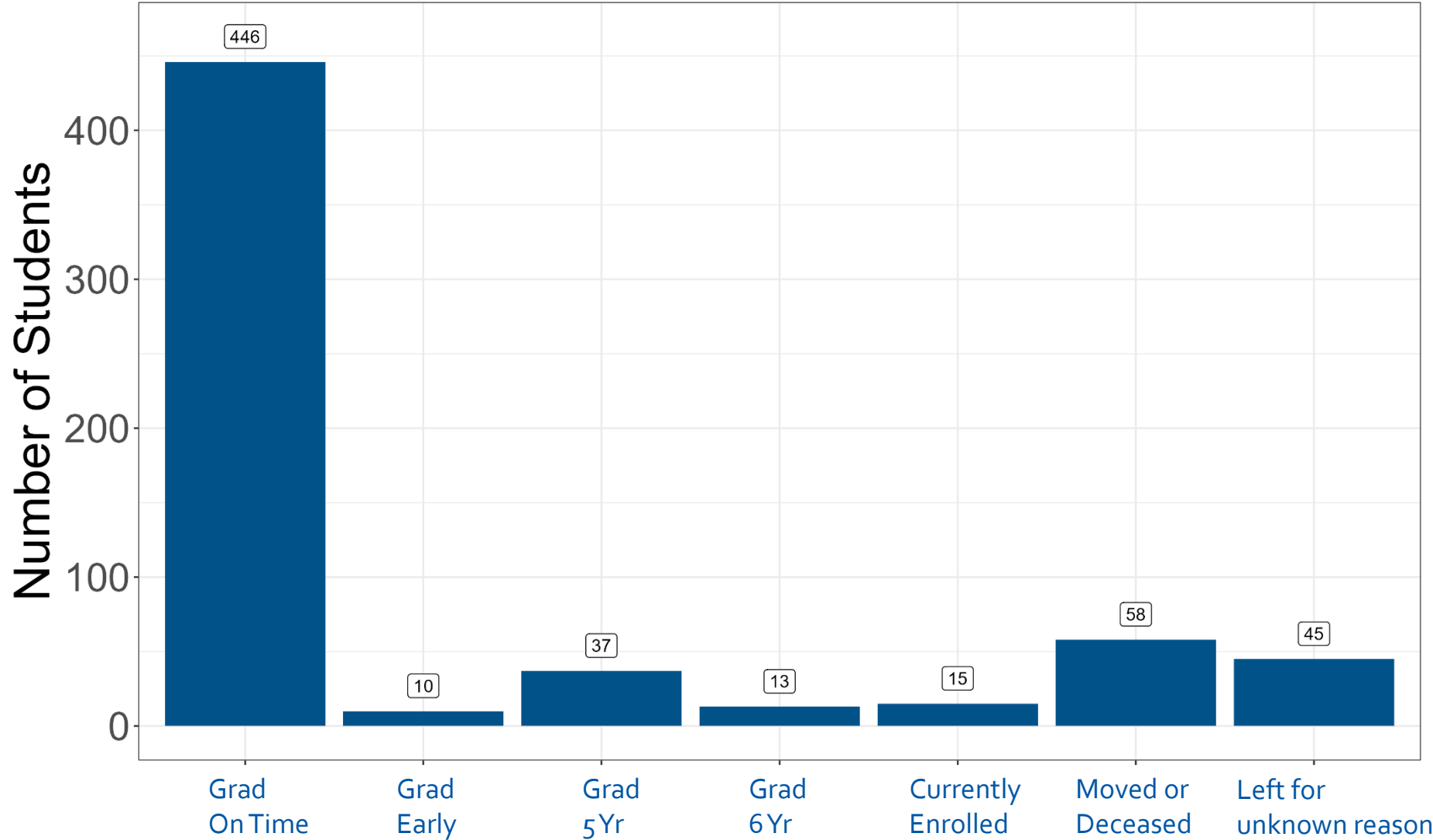
Total of 669 students in 2020 cohort





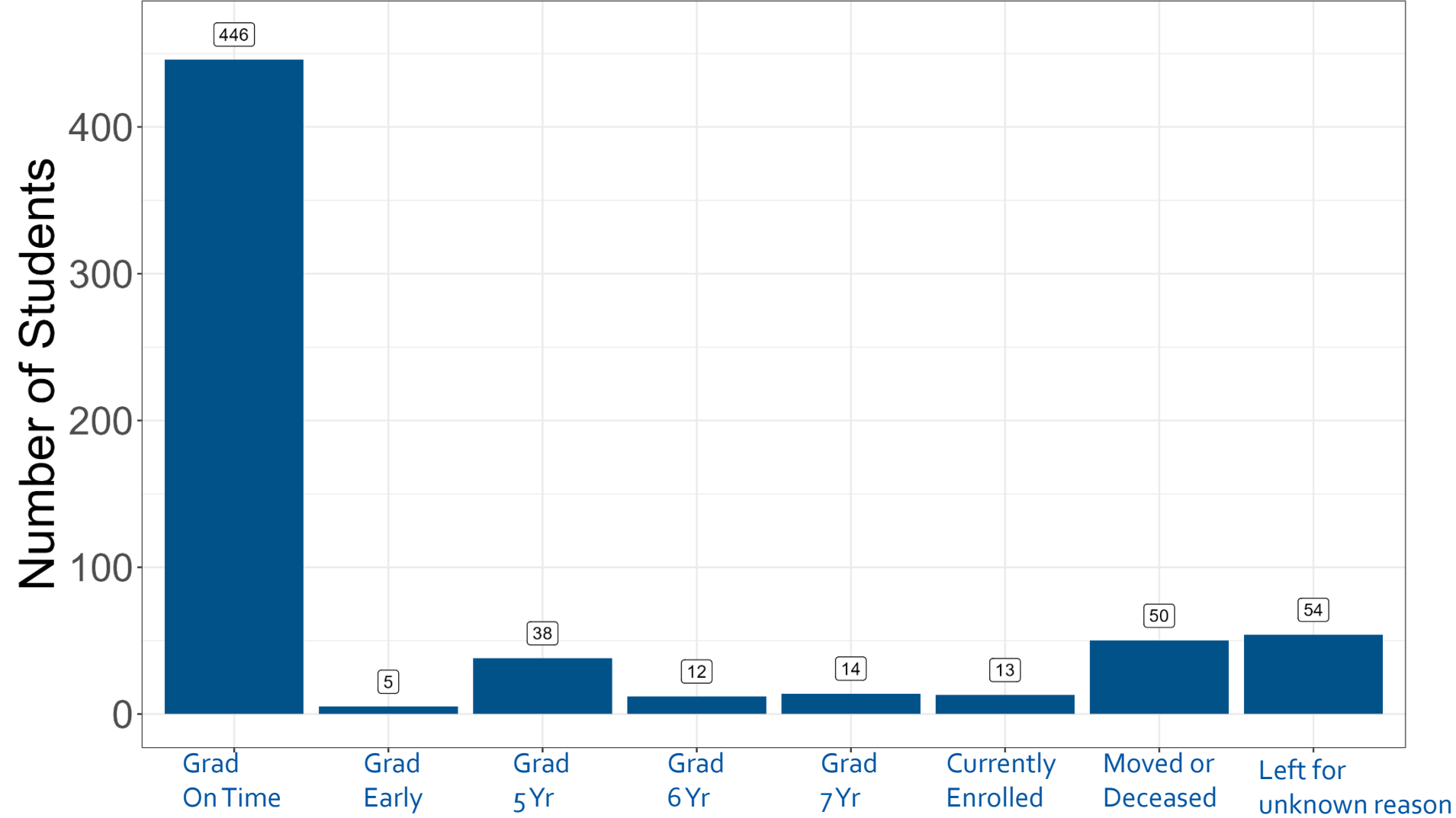
# 2019 Cohort

Total of 624 students in 2019 cohort

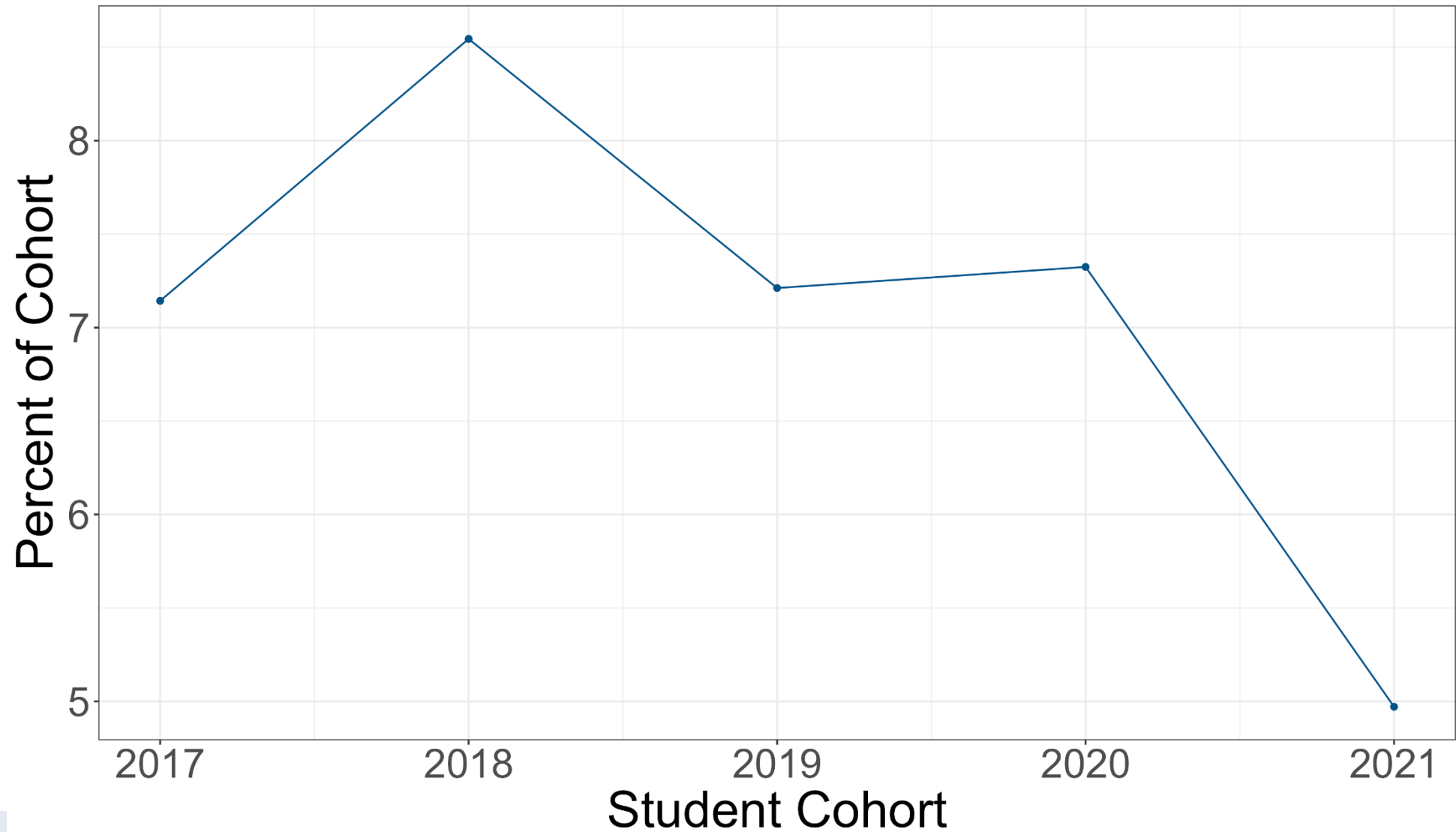


# 2018 Cohort

Total of 632 students in 2018 cohort



## Left for Unknown Reasons



# Graduation rates

BSD "Graduation Rate" = 
$$\frac{[total\ number\ of\ cohort\ grads]}{[original\ cohort\ size] - [number\ moved/deceased\ in\ cohort]}$$

Done separately for each cohort

Rates calculated:

- 4 year
- 5 year
- 6 year

# 4 year graduation rates

$$\frac{[\text{number of cohort 4-year grads}]}{[\text{original cohort size}] - [\text{number moved/deceased in cohort}]}$$

Similar; but only includes 4-year grads in numerator

- 2021 cohort

$$\frac{529}{704 - 71}$$

83.6%

- 2020 cohort

$$\frac{496}{669 - 70}$$

82.8%

- 2019 cohort

$$\frac{456}{624 - 58}$$

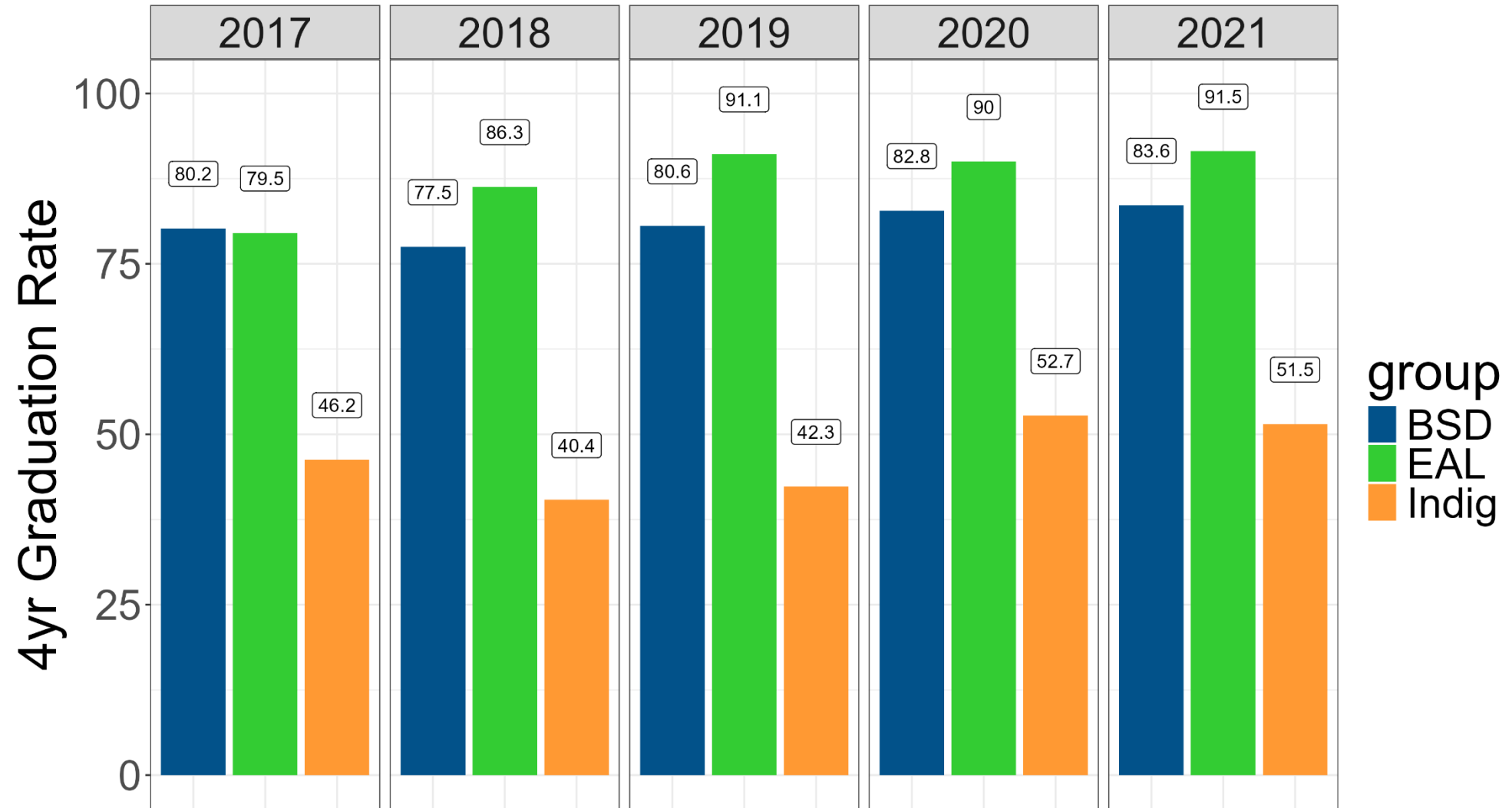
80.6%

- 2018 cohort

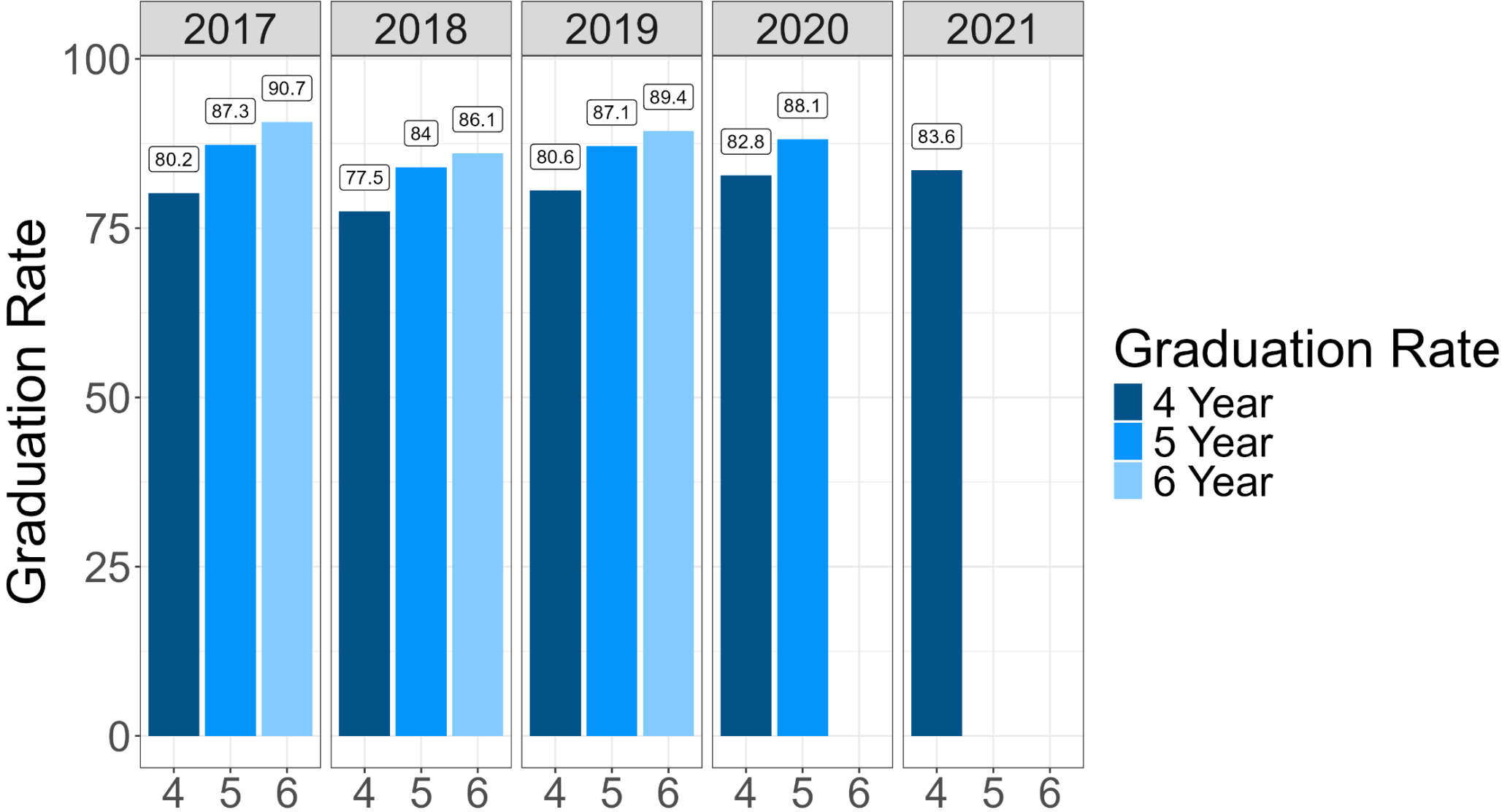
$$\frac{451}{632 - 50}$$

77.5%

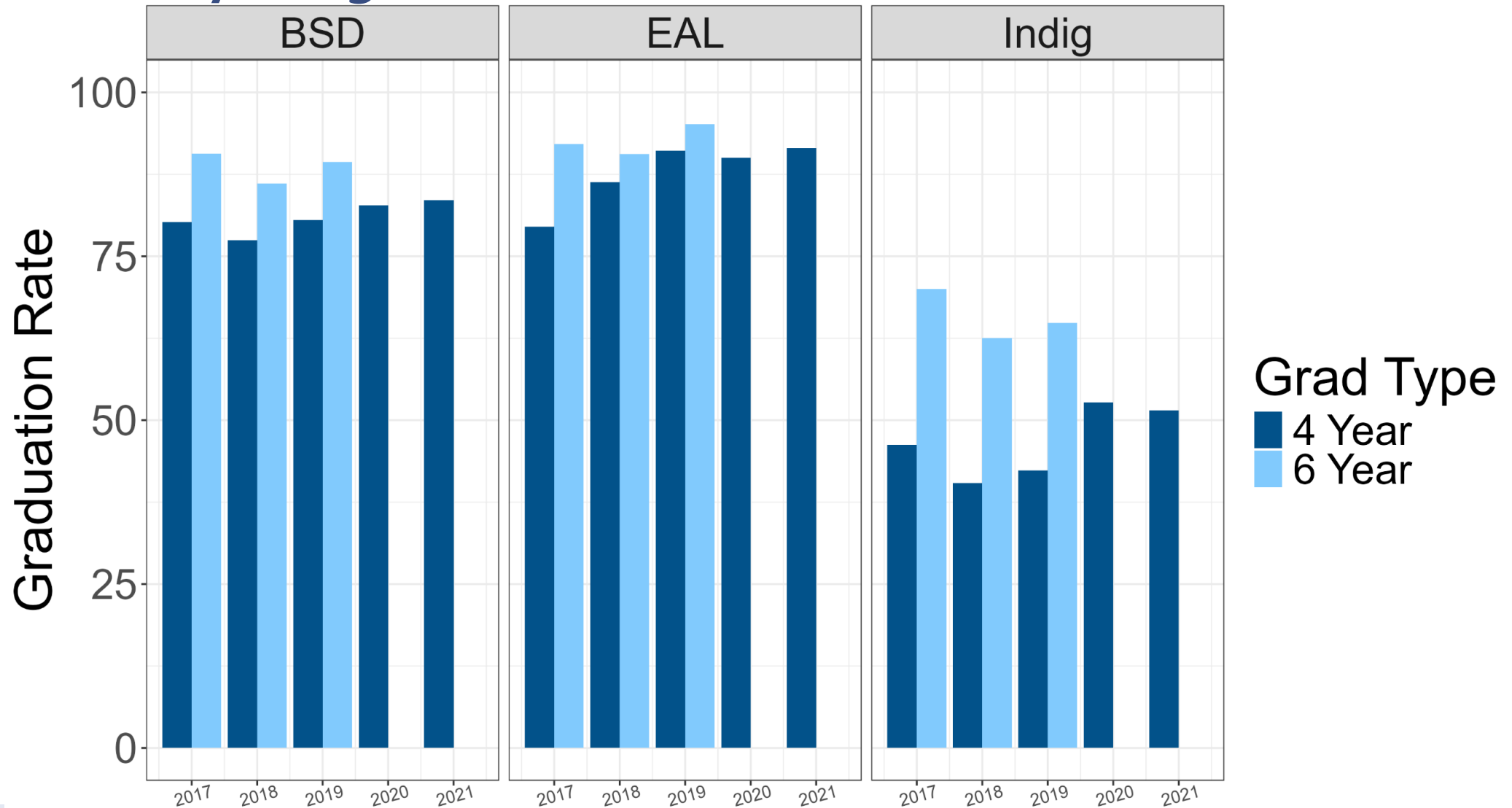
## 4 year graduation rates



# Multiyear graduation rates

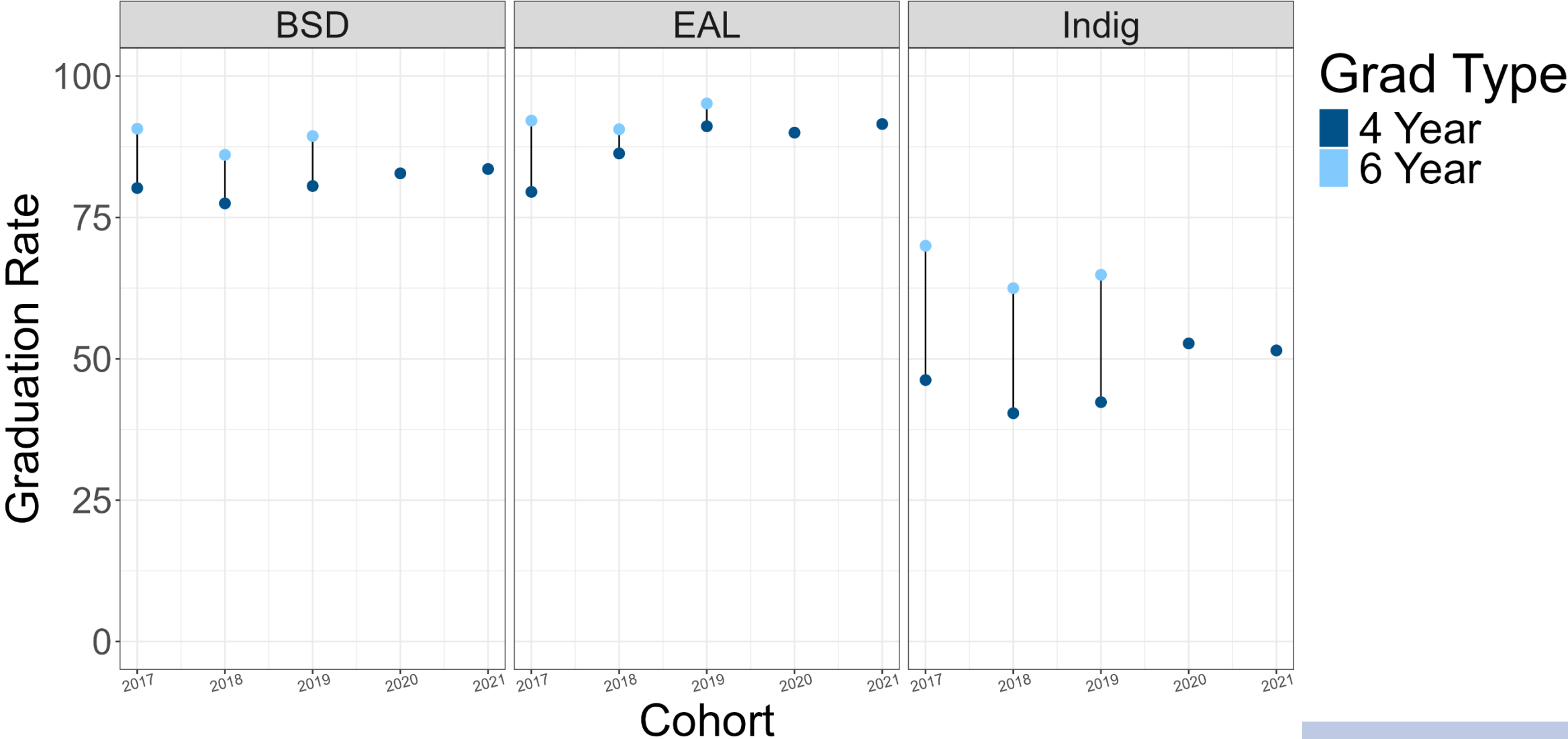


# Multiyear graduation rates





# Multiyear graduation rates





*Accepting the Challenge*

**BRANDON**  
SCHOOL DIVISION  
[WWW.BSD.CA](http://WWW.BSD.CA)

Graduation Report for 2024-2025  
PRESENTED To: BSD Board of Trustees  
PRESENTED BY: JOHNNY DUBOIS, PhD

THIS PRESENTATION IS AVAILABLE IN OTHER FORMATS UPON REQUEST  
PLEASE EMAIL: [DUBOIS.JOHNNY@BSD.CA](mailto:DUBOIS.JOHNNY@BSD.CA)



# BRANDON SCHOOL DIVISION

## EDUCATION AND COMMUNITY RELATIONS COMMITTEE MINUTES

Monday, September 22, 2025 – 6:00 p.m.

Boardroom, Administration Office

Trustees Present: L. Ross K. Carr  
C. Ekenna (by phone) K. Fallis  
L. McConnell B. Sieklicki (by phone)

Also Present: D. Labossiere, Secretary-Treasurer  
M. Gustafson, Superintendent/CEO  
S. Gilleshammer, Assistant Superintendent – Student Services  
J. Zilkey, Assistant Superintendent – Curriculum and HR  
J. McBeth, Executive Assistant

Regrets: D. Ross, J. Murray

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### 1. COMMITTEE ITEMS

#### A. HUDDLE BRANDON

The Committee discussed the request from Huddle Brandon, to develop a Memorandum of Understanding (MOU) to facilitate coordination between Huddle Brandon staff and Brandon School Division personnel. Ms. Gilleshammer answered Trustee questions for clarification.

Due to a number of factors, the Committee will not be proceeding with an MOU with Huddle Brandon at this time. The Committee expressed their gratitude to Huddle Brandon for providing insight on their organization and will remain open to potential collaboration in the future.

### 2. OPERATIONS INFORMATION

#### A. CORRESPONDENCE:

- The Committee reviewed the letter from the Deputy Minister of Education and Early Childhood Learning, Mona Pandey, regarding leadership change.
- Mr. Zilkey spoke to the letter from René Déquier, Assistant Deputy Minister, Bureau de l'éducation française Division, regarding Promotional Tours in Schools – Explore, Destination Clic and Odyssey.
- Ms. Gilleshammer spoke to the letter from Manitoba Education and Early Childhood Learning, regarding Global Competencies Sessions.

- Mr. Zilkey reviewed the correspondence from Jackie Connell, Assistant Deputy Minister, Indigenous Excellence, regarding Nutrition Program Evaluation and answered Trustee questions for clarification.

Respectfully submitted,

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C. Ekenna



# BRANDON SCHOOL DIVISION

## FINANCE AND FACILITIES COMMITTEE MINUTES

Monday, September 22, 2025 – 6:00 p.m.

Boardroom, Administration Office

Trustees Present: L. Ross D. Ross  
K. Carr C. Ekenna (by phone)  
K. Fallis L. McConnell  
B. Sieklicki (by phone)

Also Present: D. Labossiere, Secretary-Treasurer  
M. Gustafson, Superintendent/CEO  
S. Gilleshammer, Assistant Superintendent – Student Services  
J. Zilkey, Assistant Superintendent – Curriculum and HR  
J. McBeth, Executive Assistant

Regrets: J. Murray

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### 1. **COMMITTEE ITEMS**

#### A. BOARDROOM AUDIO UPGRADE

Mr. Labossiere reviewed the quote from Benmarks for the Boardroom Audio Upgrade and answered Trustee questions. The Committee agreed to bring forth the following recommendation as a late motion to the Regular Board Meeting, September 22, 2025.

##### Recommendation:

That the quote from Benmarks in the amount of \$59,169.34 (including taxes), for the removal, supply, and installation of an audio system in the Boardroom, funded through the Operating Fund Accumulated Surplus, be accepted.

#### B. BOARDROOM DISPLAY AND CAMERA UPGRADE

Mr. Labossiere reviewed the quote from Benmarks for the Boardroom Display and Camera Upgrade and answered Trustee questions. The Committee agreed to bring forth the following recommendation as a late motion to the Regular Board Meeting, September 22, 2025.

##### Recommendation:

That the quote from Benmarks in the amount of \$15,262.61 (including taxes), for the supply and installation of four (4) 55" TVs and one (1) camera in the Boardroom, funded through the Operating Fund Accumulated Surplus, be accepted.

C. PROMISSORY NOTE

Mr. Labossiere spoke to the Promissory Note received from the Province for the Maryland Park School – Classroom Addition.

The Committee agreed to bring forth the following recommendation as a late motion to the Regular Board Meeting, September 22, 2025.

Recommendation:

That the Promissory Note LTPS0821 for the purpose of borrowing the sum of Four Million Eight Hundred Seventeen Thousand Seven Hundred Dollars (\$4,817,700) to meet partial costs of the following:

School:

Maryland Park School

Project:

Classroom Addition

be approved

D. REVIEW OF MONTHLY REPORTS

Forecasted Variances:

Mr. Labossiere reviewed the Summary of Forecasted Variances for 2024-2025. He indicated that the Division is still waiting on further information on some matters in order to finalize the Financial Statements, however he did not anticipate any significant changes to the operating variances.

Accumulated Surplus:

Mr. Labossiere reviewed the Projected Accumulated Surplus – Operating Fund as of June 30, 2025.

Capital Reserves:

Mr. Labossiere reviewed the Capital Reserves Report. He noted that the Bus Capital Reserve is currently at \$1,537,466, however the projected balance for June 30, 2026, is \$586,549 after the purchase of four (4) buses in 2025-2026. He recommended that \$1,000,000 be transferred from the Operating Fund Accumulated Surplus to the School Bus Capital Reserve for future replacement of school buses. Mr. Labossiere answered Trustee questions for clarification.

The Committee agreed to bring forth the following recommendation as a late motion to the Regular Board Meeting, September 22, 2025.

Recommendation:

That the amount of \$1,000,000 from the Operating Fund Accumulated Surplus be allocated to the School Bus Capital Reserve Fund for future replacement of the school bus fleet.

E. 2026-2027 BUDGET SCHEDULE

Mr. Labossiere reviewed the proposed Budget schedule for the upcoming 2026-2027 Budget. He indicated the proposed dates could be subject to change dependent on the funding announcement from the Province.

The Committee agreed to bring forth the following recommendation as a motion to the Regular Board Meeting, October 14, 2025.

Recommendation:

That the proposed budget dates for the 2026-2027 Budget be as follows, subject to receiving the Provincial funding announcement by February 6, 2026:

Wednesday, February 25, 2026	- Budget Presentation and Deliberations
Monday, March 2, 2026	- Public Budget Consultation
Monday, March 9, 2026	- Final Budget Approval

2. **OPERATIONS INFORMATION**

A. CORRESPONDENCE:

- Mr. Labossiere spoke to the letter received from the Education Funding Branch for Maryland Park School – Classroom Addition – Additional Project Support.

Respectfully submitted,

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B. Sieklicki



# BRANDON SCHOOL DIVISION

## PERSONNEL AND POLICY COMMITTEE MINUTES

Monday, September 22, 2025 – 6:00 p.m.

Boardroom, Administration Office

Trustees Present: L. Ross D. Ross  
K. Carr C. Ekenna (by phone)  
K. Fallis L. McConnell  
B. Sieklicki (by phone)

Also Present: D. Labossiere, Secretary-Treasurer  
M. Gustafson, Superintendent/CEO  
S. Gilleshammer, Assistant Superintendent – Student Services  
J. Zilkey, Assistant Superintendent – Curriculum and HR  
J. McBeth, Executive Assistant

Regrets: J. Murray

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### 1. OPERATIONS INFORMATION

#### A. TRUSTEE - STRATEGIC PLANNING

The Trustee Strategic Planning is scheduled for Friday, October 31, 2025. The Committee discussed potential items for the agenda.

### 2. OPERATIONS INFORMATION

#### A. MSBA – CPI, UNEMPLOYMENT RATE, REGIONAL TRENDS UPDATE

- August 25, 2025, data was reviewed.

Respectfully submitted,

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L. McConnell





September 24, 2025



## CALL FOR NOMINATIONS

MSBA distributed the annual call for nominations in the divisional mail on September 10. This year, nominations for positions up for election at the AGM in March include—Vice-President (6000+ students) and directors from Regions 1, 3, and 5 (one position).

The second call will occur at the Fall Regional Meetings (October/November) and the final call at the AGM in March.

Nominations may also be submitted at any time, in writing, to the Association office by contacting [Andrea Kehler](#). Keep an eye on divisional mail for updates and details over the coming months.



## MSBA PD DAY - NOVEMBER 24

Registration is now open for MSBA's upcoming Professional Development Day (PD Day). The PD Day, being held on November 24 at the Victoria Hotel and Convention Centre in Winnipeg, will be a full-day session designed to support trustees in their governance role within Manitoba's K–12 public education system. Visit the Fall Regional Meetings page on our website to learn more.



## CELEBRATE WORLD TEACHERS' DAY – OCTOBER 5

World Teachers' Day is celebrated every year on October 5 to honour teachers around the world and recognize the vital role they play in shaping education. The day marks the anniversary of the 1966 ILO/UNESCO Recommendation concerning the Status of Teachers, which outlines global standards for teachers' rights, responsibilities, and working conditions.



Since 1994, this day has been a time to celebrate the impact of teachers and reflect on the support they need to thrive. It also encourages us to rethink the future of the teaching profession. World Teachers' Day is organized in partnership with the International Labour Organization (ILO), UNICEF, and Education International (EI).



## CELEBRATING WOMEN'S HISTORY MONTH IN OCTOBER

Every October since 1992, Canada has proudly celebrated Women's History Month, alongside the International Day of the Girl Child on October 11 and Persons Day on October 18. This month was chosen to honour the historic Persons Case decision of 1929, a landmark victory that recognized women as "persons" under Canadian law—opening the door to greater equality and representation.

October is a time to celebrate the women and girls who have shaped our country—past and present—through leadership, resilience, and vision. Their contributions continue to build a more inclusive and equitable Canada.

### Spotlight on Manitoba's Women Trustees

In Manitoba, women were making strides in public service long before gaining the right to vote in 1916. As early as 1890, women were serving as school trustees, playing a vital role in shaping education and community governance. Their dedication is a powerful reminder of the impact of civic engagement and the importance of diverse voices in decision-making. To honour these trailblazers, we've collected names and stories of pioneering women trustees on our [website](#).

Visit the Government of Canada's Women's History Month [website](#) to explore inspiring stories of Canadian women and girls.



## MANITOBA: A TRULY BILINGUAL PROVINCE

The Honourable Glen Simard, Minister responsible for Francophone Affairs, is inviting Manitobans to help shape a long-term strategy for bilingualism in the province. This initiative supports the goal of making Manitoba truly bilingual by improving access to French-language services across sectors.

A public survey is open until October 31, 2025. Share your thoughts and ideas to help guide this important work.

Upcoming consultations will take place:

- Online, in French: October 15
- In-person, in French: October 20, at Université de Saint-Boniface in Winnipeg
- Online, in English: October 21
- In person, in French: October 23 at the Bilingual Service Centre in Notre Dame de Lourdes
- Online, in French, for residents of more remote regions: October 28

For additional details and to register, visit the [Engage Manitoba website](#).

Written feedback can be submitted by email to [bilingualmanitobabilingue@gov.mb.ca](mailto:bilingualmanitobabilingue@gov.mb.ca)

Is your child starting kindergarten?

**Get their first pair of glasses, free!**

Ask your optometrist.

MANITOBA ASSOCIATION OF Optometrists VISION CARE

Program Partners: ONESIGHT ONESIGHT FOUNDATION Modern Optical CANADA

## FIRST PAIR FREE!

Eighty percent of a child's learning is done through vision. To help ensure a clear start, the Manitoba Association of Optometrists is introducing our First Pair Free Program. If your child requires glasses during their kindergarten year, they are available at no cost to you. Please call an optometrist near you to book an exam and find out more.



## BROKEN LINK UPDATE – CORRECTED LINK BELOW

We noticed the link to our 2025–2026 Learning Opportunities Calendar was broken in the last E-Bulletin—thank you for your patience! [Click here](#) for the corrected link.

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191 Provencher Boulevard  
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Canada

October 8, 2025



## FALL REGIONAL MEETING REGISTRATION CLOSING THIS FRIDAY!

Don't miss your chance to attend the upcoming Fall Regional Meetings—registration deadline is **Friday, October 10**.

The full meeting package, which includes the Independent Auditors' Report and Financial Statements, 2026 Nominations for Provincial Executive, proposed 2026 Executive and Board-Sponsored Resolutions, 2023-2027 Strategic Plan Update and more, was distributed via divisional mail on October 3. The agenda and meeting dates are available on our [website](#).



## REMINDER! REGISTER TODAY FOR MSBA'S IN-PERSON PROFESSIONAL DEVELOPMENT DAY

Join us on Monday, **November 24**, at the Victoria Inn, Winnipeg, for a full-day session focused on trustee governance and key issues in public education. Keep an eye on our [website](#) for information on the sessions and presenters, and view the planned [agenda](#). **Registration closes November 7**. Don't miss out!





## OCTOBER IS CYBER MONTH: *GET CYBER SAFE – FOR FUTURE YOU*

Cybersecurity isn't just about protecting yourself today — it's about building habits that safeguard your future. This Cyber Month, the campaign highlights how smart, proactive cyber practices can make life easier when you least expect it.

Whether it's using a password manager to snag tickets to your favourite artist's concert, backing up files to avoid losing that critical presentation, or enabling automatic updates to prevent disruptions during online banking, being cyber safe helps keep your life on track.

Visit the Cyber Month [website](#) to discover how starting strong with cyber-safe habits today can prepare you for tomorrow's online challenges.



## HONOUR OUR HEROES THIS VETERANS' WEEK (NOVEMBER 5–11)

Veterans' Week is a time to reflect on the courage, sacrifice, and dedication of the Canadian Armed Forces members—past and present—who have served our country with honour. This year, bring their stories to life by inviting a member of the Canadian Armed Forces to speak at your classroom, library, or community event.

Through the National Veterans' Week Speakers Program, you can request free in-person, virtual, or pre-recorded presentations tailored to your audience. These engaging sessions offer a unique opportunity to hear firsthand experiences, ask questions, and deepen your understanding of Canada's military history and the ongoing contributions of our service members.

### Important Dates:

- **Presentation Request Deadline: October 20, 2025**
- **Pre-recorded Video Request Deadline: November 5, 2025**

Whether you're an educator, librarian, community organizer, or simply someone who wants to honour our veterans, this is a meaningful way to participate in Veterans' Week.

Learn more and register today: [Canada.ca/caf-veterans-week-speakers](https://Canada.ca/caf-veterans-week-speakers)

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## MEDIA LITERACY WEEK 20TH ANNIVERSARY

In an increasingly complex digital world, we often find ourselves asking, “wait... what?” Tools like AI or social media and challenges such as misinformation or online hate can seem difficult to navigate. [Media Literacy Week](#) is here to answer Canadians' questions about being online in changing times.

Hosted by [MediaSmarts](#), Media Literacy Week is a national event to promote digital media literacy, with activities and events taking place in classrooms, libraries, museums and community groups across Canada.

This year's 20th anniversary edition takes place from **October 27 to 31.**

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## MARK IT READ FOR DYSLEXIA

For the past eight years, [Dyslexia Canada](#) has proudly celebrated Dyslexia Awareness Month each October with their ***Mark it Read for Dyslexia*** campaign.

Let's come together to shine a light on dyslexia, a learning difference that affects 10–20% of Canadians. Learn more about dyslexia awareness and the campaign [online](#).

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