

John Pritchard School

Welcoming Students Back

2020–21 Parent & Community Information



*This plan is dynamic. The division will continue to re-work and make adaptations as new information and guidelines become available.
(A record of updates is on the inside cover)*

This is a living document and will be updated regularly to ensure it remains current.

RECORD OF DOCUMENT REVISIONS:

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Message from the Administration

Welcome students and families of the John Pritchard community. We are looking forward to welcoming our students back to in-school learning on September 8, 2020 which will be Day 4 of the school day cycle. Our Kindergarten students will have a staggered start beginning on Wednesday, Day 5. Mrs. Christy (formerly Ms Needham) has been in contact with you regarding the start date for your child.

As you are aware, Manitoba Education announced the plans for reopening schools on July 30, 2020: https://www.gov.mb.ca/asset_library/en/covid/k-12-reopeningplan-stage-2.pdf.

On August 17, 2020, our school division released the River East Transcona School Division's plan which reflects the importance of safety, health and well-being, while ensuring reasonable plans are in place to minimize the risk of transmission and exposure to the virus in schools.

In the following document, you will see additions to the divisional plan which are specific to John Pritchard School. These additions are in red to make it easier to find them. Please take time to share this information with your child(ren) to help them feel comfortable about returning to the building.

If you have questions or concerns about the information, please send an email to jp@retsd.mb.ca or to bbowles@retsd.mb.ca or eellison@retsd.mb.ca. Please understand that it may take some time to answer your questions as next week we will be very busy preparing for student reentry. Our teachers will begin work on Wednesday, September 2. Your child's homeroom teacher will be contacting you between September 2 and September 4 to ensure that students have information about their teacher's name and class or cohort. Unfortunately for health reasons, we are unable to have students or parents visit prior to school start on September 8.

Although there are still uncertainties about the upcoming school year, we are anticipating a smooth start and we will be working hard to have school be a warm and welcoming place for your children. Please check this document and our website frequently for changes as we receive more information.

Barbara Bowles

Erin Ellison

Principal

Vice Principal

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SCHOOL PREPAREDNESS

School Access, Community Use & Entry Process

Restricting access to buildings is a strategy to reduce the probability of an infected person entering the school.

- We will be implementing a monitored access to John Pritchard. Only the main doors of the school will be used by parents or visitors.
- Hand sanitizer will be available at the entrance and must be used upon entry into the building.
- **Parents/ visitors MUST wear a mask and report to the office where they will be asked to sign-in upon entering the school. Prior to leaving, they will be asked to sign-out.**
- Parents/visitors will be asked if they have self-monitored using the COVID-19 shared Health Screening Tool <https://sharedhealthmb.ca/covid19/screening-tool/>
- **Any person who exhibits signs and symptoms of illness should not enter the facility and should seek applicable health testing.**
- Parents are asked to call or email to set up an appointment time whenever possible.
- Any student displaying COVID-19 symptoms will be isolated in the Conference Room.

Classroom Transition, Cohorts, Student Movement Plans

The movement of people within John Pritchard will be minimized to maintain physical distancing as much as possible. Students will be assigned to a cohort which will limit the mixing of students so that if a child or employee develops an infection, there will be fewer possible exposure and contact tracing can be done more easily. The maximum cohort size at John Pritchard will be 75.

- In the K-Grade 3, each classroom will be a cohort which means that students will only mix with the students in their class throughout the day.
- In Grades 4/5 there will be two classes that form a cohort. For most of the day, students will remain within their individual classes, but for entry and exit from the school they will form a cohort.
- In Grade 6, 7, and 8, cohorts will be comprised of two classes: 6A/B, 6C/D; 7A/B,7C/D; 8A/B, 8C/D
- Hallway traffic will be minimized and directional markers will be in place to ensure students are moving following “rules of the road.”
- Upon arrival at school, students will wait outside in the area assigned to their cohort. Staff will meet students outside and ensure their safe entry into the building.
- At the end of the day, staff members will dismiss each cohort to their designated area.
- Students should not arrive at school more than 5 minutes before the bell for entry rings.

COVID-19 Signage

Manitoba Health has provided a variety of signage that is posted in all schools to communicate public health best practices. See them at: <https://www.gov.mb.ca/covid19/updates/resources.html>

- Signs are posted at the entrances to the school, in classrooms, washrooms and wherever sinks are located to remind students of proper hygiene.

Transportation

We understand that the province's guidelines for school bus transportation will impact many families. RETSD will schedule bussing according to provincial guidelines while also ensuring physical distancing requirements are in place. The accommodations that the division has had to make can be found in the division's plan located on the RETSD website and on our school's website. We are aware that a number of our families will be affected and we ask that the following procedures be followed:

- All school bus passengers in Grade 4 and over, as well as the driver, are required to wear a non-medical mask. Non-medical masks are strongly recommended for students in lower grades.
- **When students arrive at school, they will be directed to join their school cohort at the assigned location.**
- **Wherever possible, students should walk or ride a bike to school. Due to the location of John Pritchard, it is important that students who need to cross Henderson Highway do so at the lights at Whellams Lane.**
- **Parents who will be driving their children to school, are asked to please follow these expectations:**
 - **If possible arrange to drop off and pick-up your child in the Safeway parking lot.**
 - **Do not use these locations for pick-up or drop off:**
 - McDonald's parking lot
 - Staff parking lot
 - Henderson Highway
 - Whellams Lane (east of the entrance to the staff parking lot)

Self-Screening, Symptom Monitoring Process & Personal Hygiene

Students must stay home if sick or displaying symptoms. Monitoring for symptoms and exposure is to be done using the COVID-19 Shared Health Screening Tool. Symptoms may include:

- Cough
- Headache
- Fever/ chills
- Muscle aches
- Sore throat/ hoarse voice
- Shortness of breath/ breathing difficulties
- Loss of taste or smell
- Vomiting, or diarrhea for more than 24 hours
- Runny nose
- Fatigue
- Nausea or loss of appetite
- Conjunctivitis (pink eye)
- Skin rash of unknown cause

<https://sharedhealthmb.ca/covid19/screening-tool/>

Public health orders will be followed at John Pritchard School. To reduce the risk of infection from COVID-19, students and visitors are expected to take common prevention measures, including regular handwashing with soap and warm water for at least 15 seconds. Dry hands thoroughly. An alcohol-based hand cleanser can be used if your hands are not visibly dirty and soap and water are not available.

It is especially important to clean your hands:

- After coughing or sneezing
- When caring for a sick person
- Before, during and after you prepare food
- Before eating
- After toilet use
- When hands are visibly dirty

You should also cover your mouth and nose with a tissue when coughing or sneezing, or you can cough or sneeze into your sleeve. Throw used tissues in the garbage and immediately wash your hands or use an alcohol-based hand cleanser.

<https://www.gov.mb.ca/covid19/prepareandprevent/index.html>

Use of Personal Protective Equipment (PPE)

Masks offer an added layer of protection.

- Students in Grade 4 and above, as well as all teachers and staff, are mandated to wear a non-medical mask in common areas throughout schools and when physical distancing of two meters is not possible.
- Younger students are strongly encouraged to wear masks.
- Masks are mandated when on school buses for all students in Grade 4 and above and strongly encouraged for younger students.
- Extra masks will be available at school for students who do not have their own.
- Parents should teach their children about proper hygiene and how to wear a non-medical mask.
<https://www.edu.gov.mb.ca/k12/covid/reopening/index.html>
- Teachers in all classes will also be teaching students about personal hygiene and the proper use of masks.
- Non-medical cloth masks should be laundered daily.
- Resource staff will be in contact with the families of students who may require additional support with the use of PPE and physical distancing to determine specific plans if necessary.

https://www.edu.gov.mb.ca/k12/covid/support/supports_non_distance.html

Protocol for Students Who Exhibit Symptoms

- If a student develops symptoms while at school, they will be isolated in the Conference Room (Room M203).
- A mask will be provided and worn by the child exhibiting symptoms.
- The student's parent/caregiver will be notified to come and pick them up **immediately** and instructed to call Health Links at 204.788.8200 or 1.888.315.9257.
- If we are unable to reach a parent/caregiver, the emergency contacts will be asked to pick up the child. Please ensure that you have provided the school with **four** possible contacts and that the contacts are aware that they may be asked to pick up your child if you are not available.
- A student may return to school once it has been determined by their health care provider or public health that it is safe to do so.

Protocol if there is a Positive Case in the School

In the event of a confirmation of a case of COVID-19 connected with a class, public health will lead the response and provide guidance. Public health will advise staff and students if they have been in close contact, if they need to self-isolate or self-monitor and when they can return to school.

Decisions about school or class closures will be made on a case-by-case basis with public health leading the response and providing guidance.

Classroom teachers will support the development and provision of at-home learning packages for students who are isolating or quarantined as directed by public health.

Cleaning & Sanitization Schedule

The custodial staff at John Pritchard have worked hard to ensure that the school is sanitized in preparation for the re-entry of students. We have been provided by the division with an additional 8 hours of custodial staff so that more frequent cleaning and disinfecting can occur throughout the school day.

- Teachers have access to disinfectant and will sanitize furniture throughout the day.
- Washrooms will be cleaned on a rotational basis throughout the day.
- Hand sanitizer will be available at all entrances of the building.
- All shared technology devices will be disinfected between uses.
- Students will be asked to wash/sanitize their hands prior to entering the classroom or any shared space, such as the gymnasium.
- Students are permitted to bring their own scent-free sanitizer from home.

SCHOOL ROUTINES

School Physical Setting

As per the messaging from the Chief Public Health Officer of Manitoba, schools are safe. Each classroom has been provided with necessary cleaning supplies to help ensure cleanliness throughout the day. Additionally, soap and water are readily available throughout the schools.

- Students will be asked to wash/sanitize their hands prior to entering the classroom or any shared space, such as the gymnasium.
- Students are permitted to bring their own sanitizer from home, but are asked to ensure that it is as scent-free as possible.
- Classroom tables/desks will be disinfected throughout the day.
- Students will be provided with their own supplies: pens, pencils, etc. Supplies that are used less frequently (scissors, staplers, etc.) will be sanitized between uses.
- Water fountains will be closed off and will not be available to students. **Students will need to supply their own water bottle.**

Student Attendance

All students are expected to attend in-class learning and fully participate. If at some point there is a need to return to remote learning, the expectation is that **all students will continue to participate** in the learning provided remotely.

- Parents of children who have been medically advised not to return to school will need to provide medical documentation supporting this request. Please contact us as soon as possible so that we can support the learning that will need to occur.
- Some families may choose to educate their children at home. To do this, parents need to contact and register their children with:

Homeschooling Office
Manitoba Education and Training
1567 Dublin Ave.
Winnipeg, MB R3E
3J5 Phone:
204.945.8138
Email: homeschooling@gov.mb.ca

- Please note that teachers will not be providing materials for children whose parents have made the decision to keep them at home unless there is medical documentation.

Timetable

Early Years

- All students in K-5 will receive programming in physical education and music.
- As teachers will be utilizing the outdoors as much as possible for learning experiences, children should be **dressed appropriately for the weather**. Students should also have sunscreen and a hat when necessary.
- Parents accompanying children in the morning or picking them up at lunch or at the end of the day are asked to wear masks while on school property.
- Students will have an assigned spot to physically distance with their cohort upon arrival at school. Staff will meet

their students outside and escort them to their classrooms.

- Those students going home for lunch will be dismissed for lunch in the same manner.
- Students who go home for lunch **should not return to school property until 12:05 and wait for a staff member in the spot assigned for their class.**
- All students will be dismissed at the end of the day to the same spot assigned to the class by a staff member.
- Parents who are picking up their children will meet them at the designated area for the class(es).
- Students should arrive at school no earlier than 8:30 to meet their class in the designated spot maintaining a distance of 2 meters from other students in the class.
- Parents accompanying children are required to wear masks while on school property.

Middle Years

In keeping with the directives from Manitoba Education and the River East Transcona School Division, John Pritchard will be providing all students with as much as time as possible for structured physical activity, outdoor experiences, and arts education. Students will also receive programming in the applied arts.

- Students have been assigned to a class (6A, 6B, 6C, 6D, 7A, 7B, 7C, 7D, 8A, 8B, 8C,8D) for all programming except the arts.
- Students will travel with a cohort (6A/6B; 6C/6D; 7A/7B; 7C/7D; 8A/8B; 8C/8D) for art and band. Some of these classes will be larger than the usual space assigned (Art room, Band room). In those cases, students will be placed in an alternate setting under the supervision of a staff member and teachers will move between spaces.
- Each cohort will have a designated area outdoors where they will report each morning and for those who go home for lunch each afternoon.
- Students are expected to use physical distancing of 2 meters while waiting with their cohort.
- Grade 6 cohorts will meet on the back field and will enter and exit through the west doors(applied arts area).
- Grade 7 cohorts will meet at the front of the building and will enter and exit through the front doors.
- Grade 8 cohorts will meet on the Tarmac and enter and exit through the south (Kitchener) doors.
- Students are expected to arrive at school no earlier than 5 minutes prior to the bells at 8:35 and 12:10.
- Staff will meet students at their designated area and escort them into the building as well as escort them out of the building at dismissal time.
- As teachers will be utilizing the outdoors as much as possible for learning experiences, students should be dressed appropriately for the weather.
- ***Much planning has been involved in class placements and cohorts. Please note that changes to these groups or changes in options will not be possible.***

Recess & Locker Breaks

Early Years

Recess is an important part of child development. Play, structured and unstructured, is central to student well-being. Recognizing this, recess will be maintained.

- Each class and the Grade 4/5 cohort will have a designated area for recess.
- There will be a staff member assigned to supervise each group during recess.
- Each class will have a designated day for the play structure and swings.
- Equipment will not be shared between classes and equipment used will be cleaned at the end of the day.

Middle Years

Respecting the need to ensure additional physical distancing measures, we will limit the traffic in our hallways.

- **Students will not be assigned lockers.**
- Students are expected to limit their personal belongings that are brought to school to those that are essential as space within the classrooms will be limited due to physical distancing of furniture.
- Teachers will build breaks into their schedules and ensure that physical distancing is maintained during those times.
- Students will remain within their cohort and will travel to physical education, applied arts, and creative arts under the supervision of a staff member.

Lunch Hour

We are expecting that students will have one of two options during the lunch break:

- Students who normally go home for lunch will continue to do so.
- All other students will eat in their classroom or outside in the area assigned to their cohort.
- All students will spend half the lunch hour outdoors, weather permitting.
- Microwaves will not be available. Students must supply their own food and utensils.

Please note that we are asking parents to strongly discourage middle years students from going off-site to local establishments during the lunch hour. This is an important precaution for all of the members of the John Pritchard community as we cannot guarantee that students will remain within their cohorts if they leave the property.

Lunch Supervision Programs (Early Years)

- Our user pay lunch supervision program will continue to operate.
- **Students will eat lunch in their cohort classroom.**

Hot Lunch Programs

- Hot lunch programs will be suspended until further notice.

Breakfast & Snack Programs

- There will be some changes to our breakfast program due to the directives from the province and the division.
- Prepackaged food or fruit will be available in classrooms.

Play Structures

Public health advises that playgrounds and play structures are low risk for transmission. There are no specific requirements for cleaning play structures. All play structures and swing sets are open.

- Classes and cohorts will be scheduled on days of the cycle during recess and lunch breaks.
- Students are not to use the play structures and swings prior to the start of the day or at dismissal time.

Assemblies

In order to ensure the additional physical distancing measures and cohorting that is required, assemblies and large gatherings are not permitted at this time.

Field Trips

- Field trips will be limited to day trips to an outdoor setting that can accommodate physical distancing and the availability of transportation.
- Overnight camps or stays are not permitted until further notice.

Out-of-School Education Excursions

Beginning in September 2020, the division is directing the cancellation of all international and interprovincial travel up to December 31, 2020. This may be extended for the foreseeable future.

Volunteers

In order to ensure schools are as safe as possible, the division is limiting access to the school building. In most situations, volunteers and guest presenters are not permitted to attend school in-person. For the most part, access is being prioritized to those supporting implementation of public health measures and activities that benefit student learning and well-being. All visitors and volunteers must adhere to self-screening, physical distancing, and recommended hygiene practices. Visitors or volunteers with any symptoms consistent with COVID-19 should not enter the school. Schools will keep a list of all visitors. To help protect the health and safety of everyone masks are mandatory for any parent or visitor who needs to enter the school consider when physical distancing of two metres is not possible.

TEACHING, LEARNING & WELL-BEING

In-Class Learning

As has been directed by Manitoba Education, in-class learning will occur with additional public health measures. While the educational programming will continue to be best practice, some logistical changes may be necessary. These changes will include:

- Group work, group projects: Teachers will continue to prioritize collaboration between students. This will include using digital platforms to maintain social distancing
- Limiting shared resources
- Maintaining social distance and hygiene within the classrooms
- Cohorting students where possible

Recovery Learning

Recognizing that students are returning to school with more varied learning experiences than usual, all schools are planning to support students with recovery learning as needed.

Recovery learning is not a one-time event. It will be viewed as an ongoing process throughout the school year. Learning gaps will be identified and monitored. To support recovery learning, your child's teacher will employ the following approaches:

- Initial assessments will be conducted to provide a starting point for teachers; however information will continue to be collected
- Teachers will plan for instruction using this information
- Students will be provided with a variety of opportunities to learn and to demonstrate understanding
- Teaching will be focused on goals of building independence and self-motivation so that students have the skills to move to remote learning if required
- Recognizing the uncertainty of the situation, teaching will be planned to ensure that learning continuity is in place for students should further disruptions arise
- The focus of recovery learning will be on understanding, not assignments

The Possibility of Remote Learning

Students and families need to be prepared for a blended learning model that allows transition of teaching and learning from in-class to remote with as little disruption as possible. Should this arise, we will be in contact with parents to communicate next steps.

Assessment & Reporting

Students' learning will be assessed on an ongoing basis to ensure that next steps are being appropriately planned for. Learning that occurs in classrooms or remotely will be assessed using good assessment practices that focus on the essential understandings of the curriculum. Additionally, students and parents/caregivers need to be aware that reporting continues to follow the guidelines and policies established by Manitoba Education and reflected in the following RETSD policies:

<https://www.retsdb.ca/yourretsdb/Policies/Documents/IKAB.pdf>

<https://www.retsdb.ca/yourretsdb/Policies/Documents/IKA-R.pdf>

<https://www.retsdb.ca/yourretsdb/Policies/Documents/IKAF.pdf>

<https://www.retsdb.ca/yourretsdb/Policies/Documents/IKAG.pdf>

Subject Areas & Specialist Classes

All curriculum areas are important and build students' literacy and numeracy knowledge. We will continue to offer all of the programs that we have offered in previous school years.

- All students will have physical education programming.
- Students will not have access to change rooms. It is expected that students will dress in clothes that lend themselves to physical activity on the days when they are scheduled for physical education. Footwear needs to be appropriate to running and walking.
- Music programming will continue. However, choral programming in the early years will not be offered.
- Band programming will continue, but may not provide as much time for instrumental practice at school. In class learning may focus on the many other aspects of music education

<https://www.gov.mb.ca/covid19/restoring/music-guidelines.html>

Student Specific Programming

As is the case for all students, students with additional needs from K-12 will be receiving in-class learning as prescribed by the province. Programming for students with additional needs may include a student specific plan, such as an Individual Education Plan (IEP) or an Adapted Education Plan (AEP). This collaborative planning will be led by our Student Services Team and, as needed, supported by divisional staff. If students with additional needs are not able to physically distance, provincial and divisional protocols will guide the necessary next steps. These can be found at:

https://www.edu.gov.mb.ca/k12/covid/support/supports_non_distance.html

Bring Your Own Device (BYOD)

To support the use of technology in teaching and learning, Bring Your Own Device (BYOD) guidelines will be in place for **all** students.

Encouraging students to use personal devices in classrooms:

- Supports the transition between in-class and remote learning
- Extends teaching and learning opportunities using technology
- Provides opportunity for modeling and teaching digital literacy practices that will be required for in-class and remote learning
- Limits the use of shared technology resources

Teachers, students, and parents should be aware of the BYOD guidelines and the related RETSD policies. This DOES NOT mean that students must have their own device. This approach allows students who have their own device to leverage its use in-class under the direction of the teacher.

RETSD BYOD Parent Guidelines:

<https://www.retsd.mb.ca/Lists/Publications/BYOD%20Parent%20FAQ%20Aug%202020.pdf>

RETSD BYOD Student Guidelines:

<https://www.retsd.mb.ca/Lists/Publications/BYOD%20Student%20guidelines%20Nov%202017.pdf>

<https://www.retsd.mb.ca/yourretsd/Policies/Documents/GBEE.pdf>

<https://www.retsd.mb.ca/yourretsd/Policies/Documents/IJND.pdf>

Student Access to Devices & the Internet

To ensure all students are ready for a possible move to remote learning, **we will be sending a parent survey form home on the first day of classes to determine which of our families may need support if that situation occurs. Please be sure that you return that form to your child's homeroom teacher the next day.**

This form will provide information about students who would benefit from the opportunity to have the school division provide home internet access through BELL/MTS and students who would benefit from the use of a loaner device that would be returned at the end of the school year.

Protocol for Shared Equipment

We will limit the use of shared resources. When this is not possible, adequate, and appropriate cleaning will be required. To support these practices, your child's teacher will:

- Carefully assess the classroom layout and shared spaces
- Remove materials that are harder to clean and sanitize
- Consider how to offer materials for individual use
- Have students bring their own equipment if possible
- Have a system for returning materials that allows additional time out of circulation
- Create schedules that allow for social distancing and cleaning between use
- Clean following specific disinfecting guidelines

Well-Being, Wellness & Supports Checks

Student mental health and well-being is a core element of the re-opening planning. It is foundational in ensuring a return to a welcoming environment that supports learning. To this end, John Pritchard will utilize the expertise of parents/ caregivers as it relates to their own children.

- **We will work as a team with parents to support families regarding the social-emotional impact of the pandemic on our students.**
- **Teachers will provide opportunities for students to talk about their feelings and ask questions being aware that many students will be returning to school with the weight of experiences that they might not have shared yet**
- **We ask that parents do their best to be honest with their children while making sure that the information is suitable for their age level.**
- **We will minimize discussions of COVID-19 to those that are necessary for a specific setting and correct any misinformation that students may have.**

Parent and student resources can be found at:

UNICEF: <https://www.unicef.org/coronavirus/supporting-your-childs-mental-health-during-covid-19-school-return>

World Health Organization: https://www.who.int/docs/default-source/coronaviruse/healthy-parenting/english-tip-6-covid-19-parenting.pdf?sfvrsn=232558c1_8

Kids Help Phone: <https://kidshelpphone.ca/>

Stress Hacks at: <https://stresshacks.ca/>

COMMUNICATION

Microsoft Teams

All RETSD schools use Microsoft Teams as our teaching, learning and communication platform.

- Your child’s teacher will be working, in the first weeks, to ensure that your child can access Teams so that should schools move to remote learning, your child is positioned to continue their learning.
- Parent information on supporting your child with Teams is forthcoming and will be shared shortly.

Stay Informed

John Pritchard is committed to keeping the community informed and engaged. The following structures are available to support communication.

Divisional Website—The RETSD divisional website has a section for COVID-19 updates that is clearly visible and regularly updated with any communication and documents. Parents are referred to the website through school communication.
<https://www.retsd.mb.ca>

Divisional Social Media Accounts—Current information is provided in a timely manner through Twitter and Facebook.

<https://twitter.com/RETSDschools>

<https://www.facebook.com/retsdsd>

Divisional Letters—Regular information is provided to all families through letters that are branded with the divisional letterhead and signed by the Superintendent. These letters are distributed through the schools electronically or hard copies can be provided to families who request/require them.

Two-way communication—Parents and community members can provide feedback/questions/comments through the division or school websites Contact Us feature, Twitter and Facebook comments, regular surveys, through the school administrator and/or their elected school trustee.

At John Pritchard, the following structures support communication. Please check our school website and our ebulletin each Friday.

- [John Pritchard website](#)
- [Weekly email bulletin](#)
- [Communication with teachers via email](#)

Concern Protocol

Your child’s school will always try to make the learning experience a positive, safe and happy one for its students. However, if you have a concern or an issue, please don’t hesitate to let the school know. Open communication between home and school is very important to us. In the event you have a concern, please follow the process below:

- a. Talk to the person most directly involved—your child’s teacher. If you must leave a message, provide a day and evening phone number where the teacher can reach you.
- b. If talking to the teacher doesn’t resolve the issue, talk to the principal.
- c. If you’ve talked to the principal, but the issue has not been resolved over a period of time, call the superintendent’s department at 204.667.7130 or email communications@retsd.mb.ca.
- d. If you disagree with the decision of the superintendent’s department, you can make an appeal in writing to the board of trustees.

Policy KE–Concern Protocol: <https://www.retsd.mb.ca/yourretsd/Policies/Documents/KE.pdf>

Policy KE-R–Concerns and Complaints Process: <https://www.retsd.mb.ca/yourretsd/Policies/Documents/KE-R.pdf>

creating student success

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