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Kativik Ilisarniliriniq

ANNUAL REPORT

2022
2023



OUR MISSION STATEMENT

To provide the people of Nunavik with educational services that will guide and enable all learners to develop the qualities, skills, and abilities they need in order to achieve well-being and self-actualization.

A WORD FROM THE PRESIDENT AND THE DIRECTOR GENERAL

2022-2023 WAS A YEAR MARKED BY CHANGE AND TRANSITION. IT WAS A TIME TO TURN THE PAGE ON COVID-19, BUT ALSO A TIME TO TAKE STOCK OF OUR LATEST STRATEGIC PLAN. MOREOVER, THIS PAST YEAR COINCIDES WITH THE HISTORIC BREAKTHROUGHS IN THE WORKING CONDITIONS OF OUR STAFF.



SARAH ALOUPA
PRESIDENT

PUTTING COVID-19 BEHIND US

As for the rest of the province, the recent pandemic caused a discontinuity in educational services. Given our inadequate telecommunications infrastructure, the challenges were daunting. Nevertheless, all sectors proved resourceful and successfully developed solutions.

For example, in the youth sector, the Nunavik-IcE website is now available to teachers, students, and parents and offers a host of online educational resources in Inuktitut. Similarly, the adult sector launched a remote education platform, with innovative solutions to circumvent the lack of broadband internet in the region. We are committed to making every effort in order to guarantee the development, perseverance and success of Nunavimmiut.

BILL 96: ACCESSIBILITY AND SUCCESS

The obstacles and barriers to the success of Nunavik students are many and systemic. Bill 14 (formerly Bill 96) is no exception; it included additional graduation requirements for Nunavik Inuit who have chosen to pursue their college education in English. This condition is unacceptable.

In this regard, Kativik Ilisarniliriniq (KI) and Makivvik Corporation, like other First Nations' representatives in Quebec, asked Premier Legault for an exemption for all Inuit students enrolled in college programs in Quebec. To date, our advocacy efforts have fallen on deaf ears.

ACADEMIC PERSEVERANCE AND AUTONOMY

Year after year, Nunavik is enriched by the leadership, expertise, and affirmed cultural identity of a new cohort of graduates. Since its launch in 2017, the Nunavik Sivunitsavut program continues to support academic perseverance at the post-secondary level. The benefits of approaching post-secondary education through the lens of Inuit culture and circumpolar history have also brought a new momentum to conversations on the need for a post-secondary institution in Nunavik.

KI launched a series of consultations in April 2023 to clarify the Nunavummiut's vision for a post-secondary institution in Nunavik. In parallel, a feasibility study commissioned by the Ministry of Education was completed this past summer. The exact form of this new institution has yet to be determined, but it is still an exciting moment for Nunavik.

NEW COLLECTIVE AGREEMENTS

Equal benefits are key to recruitment and staff retention. They are also essential to attracting new players to our organization. In 2022, we made an important step forward in closing the gap between the working conditions of staff hired locally (the vast majority of whom are Inuit), and those recruited from outside Nunavik.

That said, KI has given itself the means to offer benefits that go beyond those enshrined within the renewed collective agreements of its teachers, support staff and professionals.

Our desire is to be an employer of choice for the workforce of Nunavik. This approach is consistent with our 2016-2023 Strategic Plan objective, which is to ensure the composition of our workforce reflects the overall composition of the population of Nunavik.



HARRIET KELEUTAK
DIRECTOR GENERAL

ABOUT US

Kativik Ilisarniliriniq, the school board of Nunavik, was created in 1975, under the James Bay and Northern Quebec Agreement (JBNQA). Since 1978, it has been the exclusive provider of educational services to all Nunavik residents. Under the JBNQA, the school board also acts as an institution with unique powers and jurisdiction geared towards the protection and development of the Inuit language, culture, and way of life, through the delivery of tailored educational services and programs. The education programs developed by the school board are offered in all schools of the 14 Nunavik communities, in Inuktitut as a first language and in French and English as second languages. The school board operates 18 primary and secondary schools as well as 6 adult education centres.

Kativik Ilisarniliriniq is regulated by the Education Act for Cree, Inuit and Naskapi Native Persons (CQLR c I-14), whereas the Education Act (CQLR c I-13.3) applies to all other non-Indigenous school boards in the province.



COUNCIL OF COMMISSIONERS

2020-2023

Comprised of 14 INDIVIDUALS elected by universal suffrage for a 3-year mandate, the Council also includes one appointed Kativik Regional Government representative.

The election of a new Council of Commissioners took place in November 2023.



QUAQTAQ
Sarah Aloupa
KI President and Executive Committee member



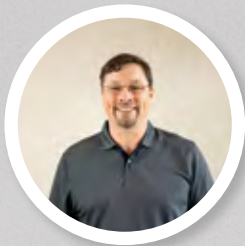
KUUJJUAQ
Melinda Hickey
Commissioner



KUUJJUARAAPIK
Jeannie Aragutak
Commissioner



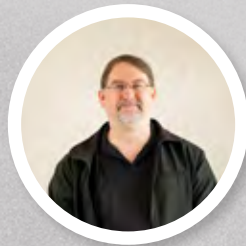
KANGIQSUALUJJUAQ
Jean Leduc
Commissioner



TASIUJAQ
Tommy Cain Jr
Commissioner



PUVIRNITUQ
Sarah Beaulne
Commissioner



AUPALUK
Martin Scott
Commissioner



IVUJIVIK
Evie Kalingo
Executive Committee member



AKULIVIK
Elisapie Aliqu Hubert
Commissioner



KANGIRSUK
Emma Munick
Commissioner



INUKJUAQ
Adamie Padlayat
KI Vice-President and Executive Committee member



KANGIQSUJUAQ
Lukasi Pilurtuut
Executive Committee member



KUUJJUARAAPIK
Jennifer Hunter
The Kativik Regional Government representative and Executive Committee member



SALLUIT
Patsy Cameron
Commissioner



UMIUJAQ
Noah Inukpuk
Commissioner

2016–2023 STRATEGIC PLAN: MAKING BIG STEPS FOWARD

THE STRATEGIC PLAN, LAUNCHED IN 2016, OUTLINED FOUR PRIORITY AREAS WHERE THE SCHOOL BOARD SOUGHT TO MAKE IMPROVEMENTS. UNDER EACH STRATEGIC DIRECTION, OBJECTIVES AND ACTIONS WERE IDENTIFIED, ALONG WITH 2- AND 5-YEAR GOALS. HERE IS A SUMMARY OF SOME OF THE MAJOR ADVANCES MADE TO DATE.

STRATEGIC DIRECTION 1

STRENGTHEN INUIT VALUES, LANGUAGE AND CULTURE

To implement this strategic direction, we tackled three key areas of focus: creating adapted educational materials, deploying new educational pathways, and developing language proficiency.

We have a team of educators dedicated to creating educational content that is relevant and adapted to our reality. It is worth mentioning the digital shift: the Nunavik-IcE website, which offers a variety of online educational resources in Inuktitut, was created and made available to teachers, students, and parents. Similarly, we developed new training courses, workshops, and pathways that focus on Inuit heritage.

Lastly, we want to ensure that students graduate with strong Inuktitut proficiency. To do so, we formed a steering committee in charge of reviewing the language of instruction policy. Changes have yet to be implemented but two things are clear: Inuktitut remains the language of instruction and it must be fully incorporated throughout the students' educational experience.


STRATEGIC DIRECTION 2

ENSURE THAT KATIVIK ILISARNILIRINIQ EVOLVES AS AN ORGANIZATION COMPRISED OF INUIT WORKING WITH AND FOR INUIT

In order for our workforce to truly reflect the composition of the Nunavik population, we must look beyond simply hiring Inuit personnel. We believe that this objective will be met thanks to our ability to retain, support, and offer career advancement and professional development opportunities to our locally recruited staff.

As proof of this commitment, between 2016 and 2023, a total of 38 Inuit teachers obtained a diploma through our Teacher Training Program. Looking at the 2022–2023 school year, we also see that Inuit beneficiaries accounted for 30% of all internal promotions into management positions, and for 32% of internal promotions into support staff and professional positions.





STRATEGIC DIRECTION 3

ENSURE STUDENT SUCCESS AND WELL-BEING

In 2018, the Québec Ombudsman's report identified many flaws in the Nunavik education system. We have worked on all fronts to rectify the situation.

For a third consecutive year, KI is offering summer school for secondary-level students who are missing credits needed to graduate. In the same vein, we developed two new work-oriented training courses (the Pre-Work Training Certification and the Training Certificate for a specific Semi-Skilled Trade) to enable new pathways to success. One program is fully available, while the other is gradually being implemented.

In the adult sector, the offer of online courses for general and vocational training has made it possible to triple the number of students registered. We saw enrollment grow from 74 students in 2018 to 243 students in 2022. We also broadened the availability of our sponsorship programs in order to increase access to post-secondary education. All these steps were taken to respond to the different paths, needs, and expectations of Nunavimmiut in terms of their academic success and fulfillment.

STRATEGIC DIRECTION 4

WORK WITH INUIT COMMUNITIES AND OTHER STAKEHOLDERS TO ENSURE OUR PEOPLE, OUR RIGHTS, AND OUR COMMUNITIES ARE STRENGTHENED

From 2018 until the end of 2022, we worked diligently to revitalize and coordinate the Regional Partnership Committee. In December 2022, the Council of Commissioners agreed that resources previously used for this forum of Nunavik organizations should be reallocated towards strategic planning for the delivery of educational services.

Direct partnership agreements were also negotiated with Nunavik organizations to foster a safe learning environment at school. In 2019, we concluded an agreement with the Nunavik Police Service related to crime prevention, the reporting of acts of bullying or violence, and student protection. In 2020, we signed a memorandum of understanding with the NRBHSS, the Ungava Tulattavik Health Centre, and the Inuulitsivik Health Centre. This represents a significant breakthrough for the continuity, complementarity, and consistency of support and educational services offered to children under the care of the Youth Protection Department in Nunavik.

Finally, in 2021, our advocacy efforts paid off: the Ministry of Education created a ministerial table to discuss issues related to the success of Inuit students. This important breakthrough gives us a formal mechanism to coordinate work, support, and discussions about our distinct reality, rather than being likened to that of other Indigenous peoples in Quebec.



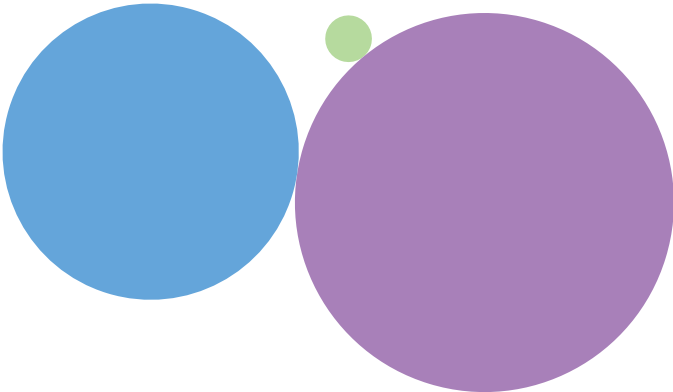
TOWARDS DATA- DRIVEN DECISION- MAKING

The Strategic Plan was an opportunity to establish variables and indicators in order to monitor the achievement of our objectives. By the same token, the roll-out of DASH, a student information management system, in 2017, undoubtedly created valuable data to help improve our operations.

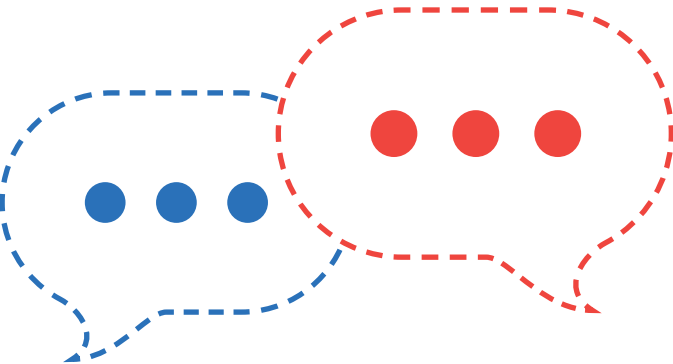
This year, a first dashboard of youth sector data was created. It provided the Commissioners with an overview of the youth sector student population, staff and student absenteeism, school and class closures, and graduation rates, with a breakdown by community. Work on this essential project is ongoing, as data continues to be collected from additional sectors within the school board, and as access to internal data tailored to employees' needs and roles within the organization is developed.

STATISTICAL PORTRAIT 2022-2023

STUDENTS (YOUTH SECTOR)



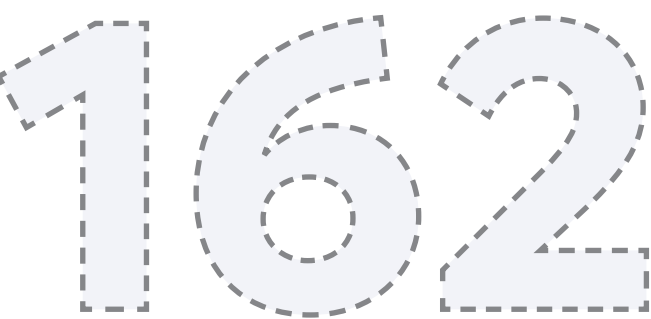
KINDERGARTEN: 218
PRIMARY: 1,771
SECONDARY: 1,384
TOTAL: 3,373



ENGLISH AS A SECOND LANGUAGE: 53%
FRENCH AS A SECOND LANGUAGE: 47%

*NOTE: INUKTITUT IS THE LANGUAGE OF INSTRUCTION IN THE YOUTH SECTOR

SPONSORED POST-SECONDARY STUDENTS:



ADULT EDUCATION AND VOCATIONAL TRAINING

GENERAL EDUCATION: 319
VOCATIONAL TRAINING: 37
TOTAL: 356



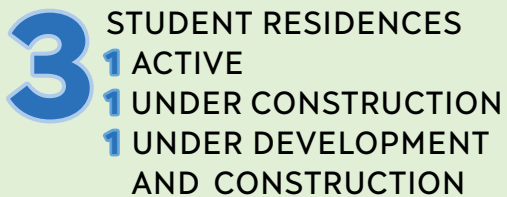
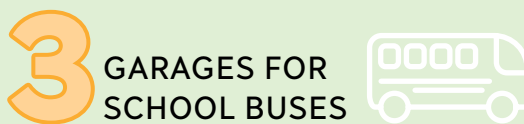
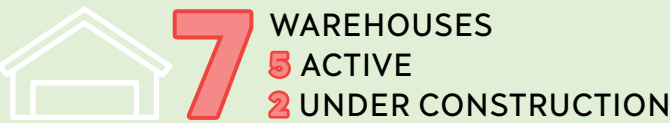
DISTRIBUTION OF EMPLOYEES BY JOB CATEGORY FOR A TOTAL OF 1,352 EMPLOYEES



TEACHERS: 546
SUPPORT STAFF: 545
NON-TEACHING PROFESSIONALS: 125
MANAGERS: 136

- 86% Full-time permanent positions
- 55% Inuit beneficiaries
- 85% Nunavik-based workforce
- 44% Legally qualified teachers

OUR INFRASTRUCTURES



PARTNERS

EDUCATION PARTNERSHIPS

Our partnerships with organizations make it possible to offer several activities as well as specialized training throughout the organization.

NUNAVIK AND GOVERNMENTAL PARTNERS

The Makivik Corporation

kativik Regional Government

ESUMA

The Avataq Institute

The Nunavik Regional Board of
Health and Social Services

Breakfast Club Canada

Indigenous and Northern
Affairs Canada

Ministry of Education and Higher Education (Quebec)

EDUCATIONAL PROGRAMS PARTNERS

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Youth Fusion

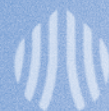
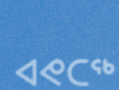
Université du Québec en Abitibi-Témiscamingue

United for Literacy

John Abbott College

McGill University

Collège Saint-Félicien



UQAT



