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Kativik Ilisarniliriniq

2023
2024

ANNUAL REPORT



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

THE 2023-2024 YEAR WAS UNDENIABLY MARKED BY NOVELTY. FROM A NEWLY ELECTED COUNCIL OF COMMISSIONERS TO THE NEGOTIATION OF COLLECTIVE AGREEMENTS, THE DEVELOPMENT OF NEW PATHWAYS FOR EDUCATIONAL SUCCESS, AND PUBLIC CONSULTATIONS, IT WAS A YEAR OF SIGNIFICANT CHANGE! HERE ARE SOME HIGHLIGHTS OF THE PAST YEAR.

A NEW COUNCIL

On December 4, the newly elected commissioners began their 3-year mandate. Within this group, the Executive Committee representatives were chosen, bringing fresh energy, ideas and directions to the Council of Commissioners.

DATA-DRIVEN DECISION-MAKING

The Council of Commissioners quickly prioritized data-driven decision-making, a project initiated in 2023.

The first phase involved implementing a youth sector dashboard. This initial version provided live data on student enrolment, attendance, and school closures. While promising, improvements are needed to ensure data consistency.

The aim is two-fold: to expand data-driven practices across all organizational levels and to provide staff with access to data from multiple dashboards. This data will better support schools and serve the needs of Nunavik communities.

NEW PATHWAYS

To support student success, we also developed new educational pathways. In the youth sector, there are now two options: the Regular Program and the Work-Oriented Training Path (WOTP).

These clearly defined pathways help students and parents better understand each certification's outcomes, making it easier to identify training and career opportunities after graduation from secondary school. The WOTP also expands accreditation options, enabling students to gain qualifications before completing high school, pursuing vocational training, or continuing their education.

A POST-SECONDARY EDUCATION INSTITUTION IN NUNAVIK?

From October 2023 to March 2024, consultations took place in all 14 Nunavik communities to reflect on a vision for a post-secondary institution based in the region. Discussions focused on its mission, potential programs, operations, and location. Regardless of the chosen model, this initiative marks a significant step toward new opportunities for Nunavimmiut.

SIVUMUATTIIT

Realizing the importance of holding broader consultations to examine how we ensure student success, we established the foundations of Sivumuattiit. A four-phase strategic planning consultation process, this initiative aims to reimagine ways to support Nunavik students on their paths to success. Insights from the consultations, held within and outside our organization, will guide the strategic plan's development. Phase one is set to begin at the beginning of the 2024-2025 school year.

UPDATE ON COLLECTIVE AGREEMENTS

In the ongoing negotiations for teachers, support staff and professionals, the limitations of the current legal framework highlight challenges to self-determination in education under the James Bay and Northern Quebec Agreements.

While Kativik Ilisarniliriniq's (KI) demands align with those of unionized employees, decisions remain subject to the Quebec Treasury Board's approval. Additionally, discussions on regional disparities occur without KI's involvement, exacerbating this sense of limitation.

While no agreement has been reached yet, KI's priority is to offer equitable working conditions and benefits to all unionized employees, and we aim to conclude these negotiations promptly.



SARAH ALOUPA
PRESIDENT



HARRIET KELEUTAK
DIRECTOR GENERAL

ABOUT US

Kativik Ilisarniliriniq, the school board of Nunavik, was established following the James Bay and Northern Quebec Agreement (JBNQA) that came into effect on November 11, 1975. Since June 21, 1978, it has been the exclusive provider of educational services to the Nunavik population. Under the JBNQA, the school board is authorized to develop and deliver educational programs and services designed to protect and promote the Inuit language, culture and way of life. Education programs developed by Kativik Ilisarniliriniq are offered in all schools across Nunavik's 14 communities, with Inuktitut as the first language and English and French as second languages. The school board operates 18 primary and secondary schools, along with 6 adult education centres.

Kativik Ilisarniliriniq is governed by the Education Act for Cree, Inuit and Naskapi Native Persons (CQLR c I-14), while the Education Act (CQLR c I-13.3) applies to all non Indigenous school service centres in Quebec.



COUNCIL OF COMMISSIONERS

2023-2026

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.



SALLUIT
Patsy Cameron
Vice-President and Executive Committee member



KUUJJUAQ
Eva Kauki Gordon
Executive Committee member



AUPALUK
Martin Scott
Executive Committee member



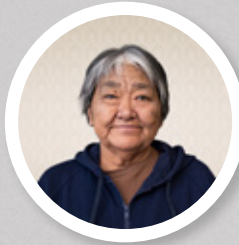
KUUJJUARAAPIK
Jennifer Hunter
Kativik Regional Government representative and Executive Committee member



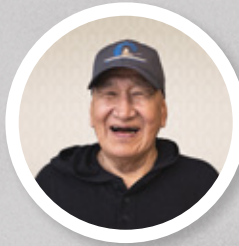
QUAQTAQ
Sarah Aloupa
President and Executive Committee member



IVUJIVIK
Qumaq Iyaituk
Commissioner



KUUJJUARAAPIK
Caroline Weetaltuk
Commissioner



KANGIQSUALUJJUAQ
David Annack
Commissioner



TASIUJAQ
Tommy Cain Jr
Commissioner



PUVIRNITUQ
Theresa Etok
Commissioner



INUKJUAQ
Stephane Lacasse
Commissioner



AKULIVIK
Carolyn Tulugak
Commissioner



KANGIRSUK
Zackaraisie Tukkiapik
Commissioner



KANGIQSUJUAQ
Pierre Phillie
Commissioner



UMIUJAQ
Noah Inukpuk
Commissioner

PLANNING INFRASTRUCTURE MAINTENANCE

KATIVIK ILISARNILIRINIQ (KI) MANAGES A SUBSTANTIAL NUMBER OF BUILDINGS AND ONGOING CONSTRUCTION PROJECTS (YOUTH SECTOR SCHOOLS, ADULT EDUCATION CENTRES, STUDENT RESIDENCES, WAREHOUSES, ADMINISTRATIVE OFFICES, TRANSIT STAFF HOUSING AND PERMANENT STAFF HOUSING). IN JUNE 2024, AN IMPORTANT MILESTONE WAS ACHIEVED TO ENHANCE THE PLANNING OF OUR INFRASTRUCTURES' MAINTENANCE AND RENOVATION, AS WELL AS THE REPLACEMENT OF DILAPIDATED BUILDINGS.

In 2021, KI acquired the Maximo software. This computerized maintenance management system (CMMS) facilitates automated workflows and provides an up-to-date inventory of all required maintenance work on our buildings.

Over the last three years, the maintenance needs of all housing units, schools, adult education centres, student residences and warehouses were assessed in the 14 Nunavik communities. Based on the data compiled in Maximo (evaluation reports and pictures), the Material Resources Department was able to confirm an Accumulated Maintenance Deficit (AMD), totalling \$292.4 M at the end of the 2023–2024 school year.

With the funding currently allocated by the MEQ (\$30 M per year for building repairs), it is estimated that it would take 10 years to bring this AMD to zero. This scenario does not take into consideration the repair budget that will also be required to deal with normal wear and tear on all our buildings over this 10-year period.

In the context of global warming, the replacement of pad foundations by piles on new and existing buildings will be implemented in Maximo in 2024–2025. The objective is to prepare for the forecasted receding of permafrost over the next 20 to 30 years, and to verify the current estimate of \$60 M for the work planned.



I like computers.



I like culture.

REVENUE	\$
OPERATIONS	
GRANTS FROM:	
Ministère de l'Éducation (MEQ)	199,696,557
Ministère des Affaires municipales et de l'Habitation	6,829,986
Makivvik Corporation – Indigenous Services Canada	212,637
Kativik Regional Government – Adult Education	4,956,920
Makivvik Corporation – IPSE funding	3,544,141
Makivvik Corporation – Other	80,000
Kativik Regional Government – Other	623,740
Nunavik Regional Board of Health and Social Services	441,747
Other grants	127,078
Rental revenue	781,460
Other revenue	1,771,310
INVESTMENTS	
Amortization of deferred capital grants from the MEQ	25,251,107
Amortization of deferred capital grants from other organizations	340,503
Grants for non-capitalizable expenses from the MEQ	1,050,547
	245,707,732
EXPENDITURES	\$
Teaching and learning activities	73,019,634
Support activities for education and training	48,091,915
Support services	15,773,469
Administration activities	33,788,734
Maintenance of buildings and equipment for activities	62,678,790
Other activities	13,736,582
	247,089,124
Variation in the allowance for future benefits of employees	68,781
	247,157,905
DEFICIT FOR THE YEAR	-1,450,172

SUMMARY STATEMENT OF OPERATIONS

YEAR-END DATE: JUNE 30, 2024
2023–2024 SCHOOL YEAR

The accompanying notes and summary tables are an integral part of the summary financial statements.

FINANCIAL ASSETS	\$
Cash balance	6,932,426
Grants receivable from the MEQ	81,362,008
Accounts receivable	14,380,605
	102,675,039
LIABILITIES	\$
Bank overdraft	0
Temporary advances	61,684,760
Accounts payable and accrued liabilities	63,926,974
Allowance for future benefits of employees	7,981,968
Allowance for contingencies	688,398
Allowance for salary retroactivity	4,892,260
Deferred revenue	1,263,344
Deferred capital grants from the MEQ	647,081,980
Deferred capital grants from other organizations	3,163,315
	790,682,999
NET DEBT	(688,007,960)
NON-FINANCIAL ASSETS	
Capital assets	658,343,922
Prepaid expenses	1,549,014
	659,892,936
DEFICIT	(28,115,024)

INVESTIGATION OF OUR GOVERNANCE AND ADMINISTRATION

ON JANUARY 3, 2024, THE QUEBEC MINISTRY OF EDUCATION MANDATED ITS *DIRECTION GÉNÉRALE DES AFFAIRES INTERNES* TO INVESTIGATE THE GOVERNANCE AND ADMINISTRATION OF KATIVIK ILISARNILIRINIQ (KI). THIS FOLLOWED A DECREE ISSUED BY THE EXECUTIVE COUNCIL OF THE QUEBEC GOVERNMENT ON DECEMBER 20, 2023.

During the following six months, KI collaborated with the investigation team. By the end of June 30, the team had conducted one field visit to Nunavik, attended two Council of Commissioners meetings and two meetings of the Ministerial Table referred to as the Inuit Table (a MEQ coordination mechanism created in 2021 following the 2018 Quebec Ombudsman report), interviewed employees, and collected extensive documentation. The final investigation report was still being compiled when the school year ended.

By then, one thing was clear for KI’s political leadership and senior management alike: they hoped to see more engagement from the MEQ and signs that the realities of Nunavik are well understood. The investigation took place in the context of a cumulative deficit totaling \$28 M, which the Council of Commissioners has argued is a direct result of inadequate MEQ funding and budget rules that expired in June 2023.

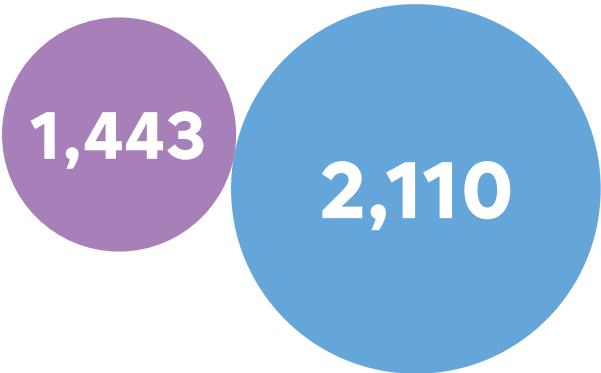


Director General Harriet Keleutak welcomed the investigation, saying she believed it would “provide an opportunity for the Quebec government to better understand our needs and the specificities of the environment in which we operate.”

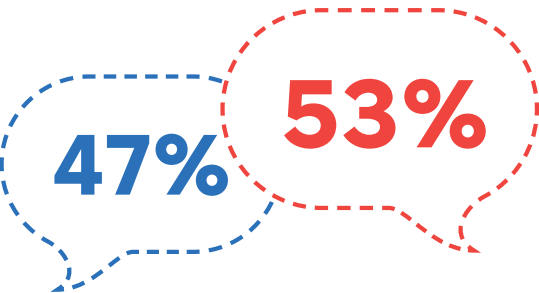
President Sarah Aloupa emphasized the need for “adequate support from the Quebec Ministry of Education,” adding that she was “hopeful that this investigation will help us move forward on several fronts.” Among others, providing equal working conditions to all our employees remains a top priority for the Council of Commissioners. In this context, President Sarah Aloupa noted that “our budget rules having expired in June 2023, it will be essential that the new ones reflect our realities, including projected infrastructure and staffing needs.”

STATISTICAL PROFILE 2023-2024

YOUTH SECTOR STUDENT CLIENTELE



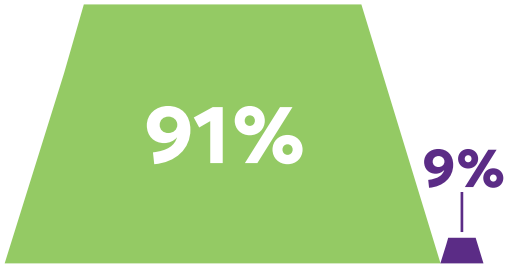
AS OF SEPTEMBER 30, 2023
PRIMARY AND KINDERGARTEN /
SECONDARY
TOTAL: 3,553



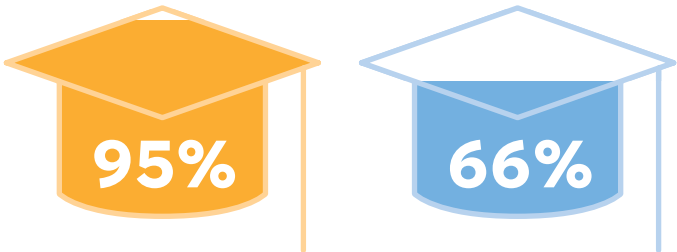
SECOND LANGUAGE: FRENCH / ENGLISH
* NOTE: Inuktitut is the language of instruction in the youth sector.

BY JUNE 30, 2024, NUMBER OF STUDENTS
WHO OBTAINED A SECONDARY SCHOOL
DIPLOMA (SSD) / CERTIFICATE OF TRAINING
FOR A SEMISKILLED TRADE (TST)

% OF STUDENTS ENROLLED IN
THE REGULAR PROGRAM / A SEMISKILLED
TRADE TRAINING PROGRAM



RATE OF PROGRESSION TO NEXT GRADE
PRIMARY / SECONDARY



NUMBER OF UNPLANNED SCHOOL CLOSURE DAYS: 169
AVERAGE NUMBER OF CLOSURES PER SCHOOL: 9

50% OF UNPLANNED
SCHOOL CLOSURES
WERE DUE TO WEATHER
CONDITIONS.

50% OF UNPLANNED SCHOOL CLOSURES WERE DUE
TO OTHER REASONS, INCLUDING: heating, power failures,
construction, sewage, drinking water supply, funerals, staff shortages,
emergencies, staff training, or community events.

* NOTE: The school year comprises a total of 190 days, including scheduled pedagogical days.
* NOTE: Unplanned school closures were in addition to the 20 scheduled pedagogical days. This data only provides a partial picture of the situation, as not all school closures are systematically reported.

SECONDARY SCHOOL GRADUATION
AND QUALIFICATION RATES
23,5%



Source: MEQ, December 2023
This data follows the cohort of new registrants as of September 30, 2015,
over a 7-year period (until 2021-2022).

COMPARATIVE DATA
QUEBEC AS A WHOLE
84,1%
CREE SCHOOL BOARD
46%



RATE OF STUDENTS LEAVING
WITHOUT A DIPLOMA
OR QUALIFICATION
73,4%

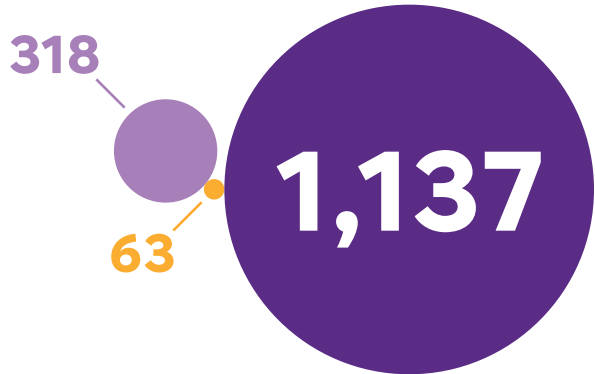


Source: MEQ, December 2023
This data provides a picture of the 2020-2021 school year.

COMPARATIVE DATA
QUEBEC AS A WHOLE
13,8%
CREE SCHOOL BOARD
42,4%



ADULT SECTOR STUDENT CLIENTELE



GENERAL EDUCATION /
VOCATIONAL TRAINING /
NON-CERTIFICATE TRAINING OFFERED BY
BUSINESS AND COMMUNITY SERVICES

NUMBER OF STUDENTS WHO SUCCESSFULLY
COMPLETED A PROGRAM OF STUDY
4 GENERAL ADULT EDUCATION
IN NUNAVIK (SSD)
14 VOCATIONAL TRAINING
(DEP, ASP, AEP) IN NUNAVIK

SPONSORED STUDENTS ENROLLED IN
**POST-SECONDARY
PROGRAMS**

NUMBER OF SPONSORED STUDENTS: **179**
RETENTION RATE (ESTIMATED): **76%**

* NOTE: The number of sponsored students fluctuates throughout the school year. Some drop out while others complete their program, and some start in the winter session. As of May 2024, 136 sponsored students were still active.

NUMBER OF KI-SPONSORED STUDENTS
WHO SUCCESSFULLY COMPLETED A
PROGRAM OF STUDY OUTSIDE OF NUNAVIK



VOCATIONAL TRAINING (DEP, ASP, AEP) /
COLLEGE EDUCATION (DEC, AEC, NUNAVIK
SIVUNITSAVUT) / **UNIVERSITY EDUCATION**
(BACHELOR'S, MASTER'S)

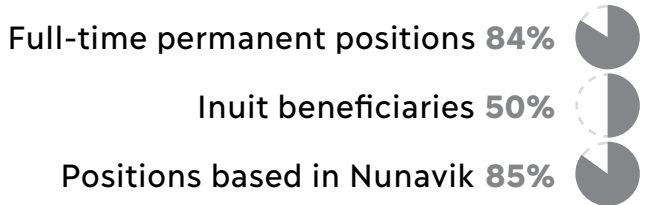
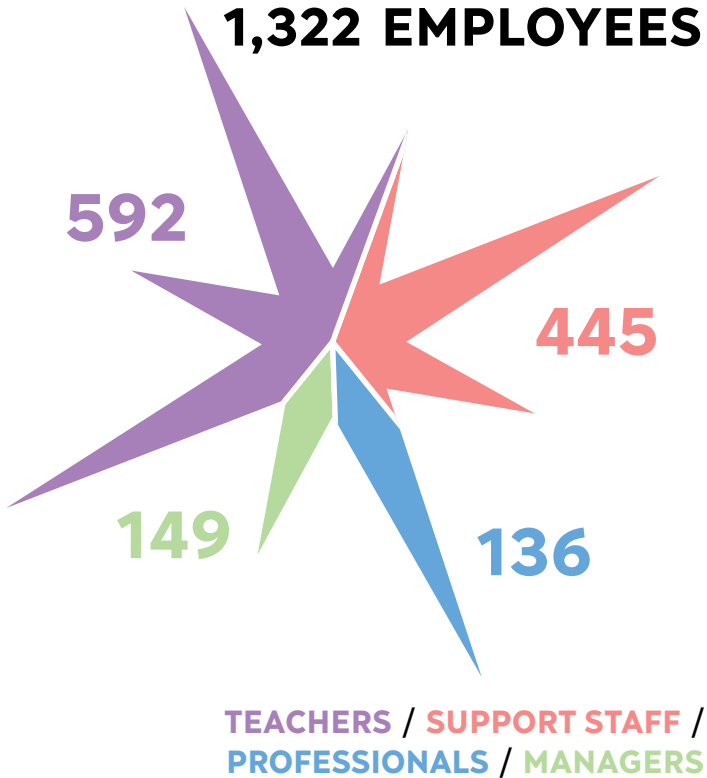
**TEACHER
TRAINING**

TOTAL NUMBER OF INUIT TEACHERS
WHO COMPLETED A TEACHER TRAINING
PROGRAM IN NUNAVIK, OFFERED IN
PARTNERSHIP WITH UQAT OR MCGILL
(CERTIFICATE): **5**

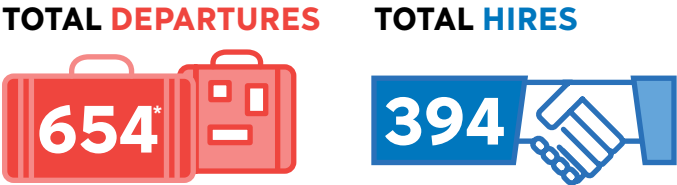
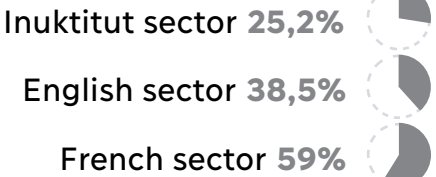
CERTIFICATE ONLY: **3**

CERTIFICATE AND TEACHING CERTIFICATE: **2**

WORKFORCE PROFILE
FOR A TOTAL OF
1,322 EMPLOYEES



LEGALLY QUALIFIED TEACHERS:

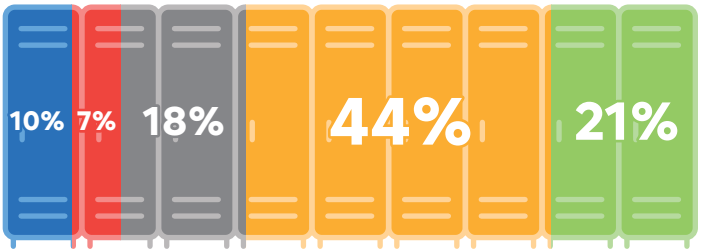


For the 2023–2024 school year, as of June 30, 2024
*REASONS INCLUDE: end of contract, resignation, breach of contract, retirement, etc.

NEW HIRES IN 2023–2024
EXTERNAL CANDIDATES /
INTERNAL CANDIDATES



ANNUAL UNFILLED POSITIONS
TEACHERS / **SCHOOL ADMINISTRATION**
/ **CERTIFIED MAINTENANCE WORKERS**
/ **MAINTENANCE MANAGERS** / **STUDENT**
SUPPORT PROFESSIONALS

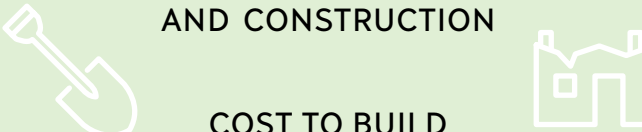
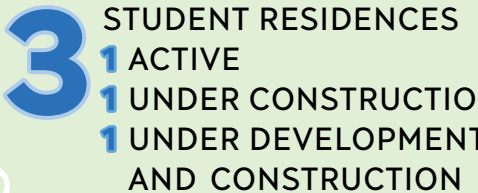
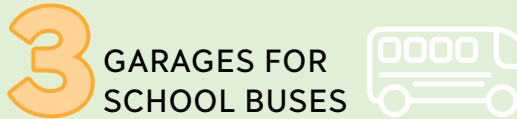
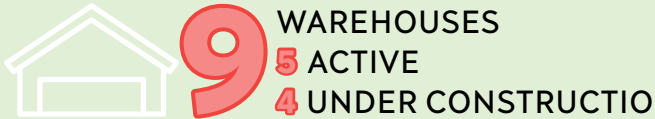


VACANCIES AS OF SEPTEMBER 30, 2023

TEACHERS
SECOND LANGUAGE SECTOR /
INUKTITUT SECTOR



INFRASTRUCTURE



* NOTE: Construction costs do not include taxes, project management fees, or contingencies.

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

ᐅᕐᕐᕐᕐ | Nurrarit - Jeunes Karibus

Youth Fusion

Université du Québec en Abitibi-Témiscamingue

United for Literacy

John Abbott College

McGill University

Collège Saint-Félicien



