

# July 2012 Employee Newsletter

## Message from the Board

Barry Baltessen

In late 2009, the Board adopted 2010-2014 Strategic Plan: Shaping the Future. At that time, the mission, vision and values for the organization were articulated and broad strategic direction was developed to improve performance and awareness in the region. The strategic directions that emerged from the planning session included:

Integration  
Marketing and Communication  
Partnership Development  
Organizational Continuity  
Information Management

The area of communications was identified as a key objective due to concerns related to lack of public awareness and a need to improve internal communications and team building. It was recognized that integration of services would be the number one priority and a major change effort for KDSB. Employee involvement and understanding would be necessary to be successful. In addition, internal communications aimed at getting everyone in the organization on the same page would need to be the primary focus of the communication strategy that would create a firm foundation for external communications.

Earlier this year, communication roll-out meetings and BBQ events were held with very positive feedback from everyone involved. However, communication is not an event but a journey and it was recognized that the momentum would have to be maintained and built upon.

The Communication Committee that has been established will lead the effort to improve internal communications aimed at strengthening relationships, building cohesiveness and dissolving silos between services. Success will depend on the cultural commitment of everyone in the organization, from the board of directors to the management team to front-line employees. Everyone has a responsibility to be engaged in the process of improving internal communications.

Your board of directors is firmly committed to improved communications, starting with internal communications. On behalf of the board, I want to recognize the employees who have stepped forward and made a personal commitment to be part of the solution. They believe that their input will make a difference and have volunteered to share information with their colleagues and provide employee feedback to the management team. Our journey has begun!

## Service Recognition—NWEMS

Congratulations to the following paramedics who were recently recognized for their many years of dedicated service to our communities.

### 30 Years Service Recognition

David Williams                      Sioux Lookout

### 20 Years Service Recognition

Denis Boyd	Dryden
Ursula DeKeyser	Ear Falls
Janet Griffiths	Ignace
Leslie Dunville	Ignace
Jeffrey Wykes	Kenora
Candace Olson	Nestor Falls
Patricia Benson	Sioux Narrows
Keith Hunt	Sioux Lookout

### 15 Years Service Recognition

Dean Smith	Kenora
Jeffrey Wetendorf	Kenora
William Makahnouk	Sioux Lookout

### 10 Years Service Recognition

Jesse Laybourne	Dryden
Evan McDonald	Dryden
Jonathan Noble	Dryden
Andy Trudgen	Dryden
Susan Mitchell	Kenora
Nicholas Roy	Kenora
Sandra Lee	Pickle Lake
Joel Campbell	Red Lake

### 5 Years Service Recognition

Steven Dunk	Ignace
Laird Paul	Kenora
Nicole Sherrington	Kenora
Brian Silvester	Kenora
Patricia Triskle	Kenora
Tanya Kozlovic	Kenora
Clement Cospito	Sioux Lookout
Jeffrey Shumka	Sioux Lookout
Shannon Zehr	Sioux Lookout
Adam Wykes	Sioux Narrows

**Shannon Zehr—5 years Service**



**John Noble—10 Years Service**



**Dave Williams—30 Years Service**



## Finance and HR

Blaire Paterson

With many changes over the last year, we'd like to reintroduce the Finance and HR team!

### Director of Finance

Responsible for overseeing all accounting functions. Generally speaking, she analyzes financial information to ensure the organization as a whole is operating within approved budgets. She is also the main liaison between the Finance Department and the Board of Directors. If you have a Finance question and aren't sure who to call, Corrine will make sure you are connected to the right person!

**Corrine Owen, C.G.A.**    [COwen@kdsb.on.ca](mailto:COwen@kdsb.on.ca)    Ext. 2223

### Assistant to the Director of Finance

Responsible for the day-to-day duties in finance, prepares the month end items, reconciles the bank accounts and monitors the general ledger accounts.

Also helps the Director of Finance prepare reports and assists other Directors with ensuring payments for various projects are made.

**Anita Reid**    [AREid@kdsb.on.ca](mailto:AREid@kdsb.on.ca)    Ext. 2321

*\*Anita is not currently working full time, and while she transitions back, is working on other projects\**

**Blaire Paterson**    [BPaterson@kdsb.on.ca](mailto:BPaterson@kdsb.on.ca)    Ext. 2260

*\*Blair is performing the day-to-day duties over the next few months\**

### Accounts Payable

Responsible for paying our vendors and ensuring our charge accounts are up-to-date.

Also pays employee expenses and monthly recurring items, like rent for many of our locations across the district.

**Diane MacArthur**    [DMacArthur@kdsb.on.ca](mailto:DMacArthur@kdsb.on.ca)    Ext. 2329

*\*Diane is performing the day-to-day duties while Blaire is temporarily acting Assistant to the Director of Finance\**

### Payroll

**Responsible for paying employees every two weeks (need we say more?!)**

Also tracks vacation, OT, and floater hours, as well as the Part Time Seniority list for Paramedics, and twice a year update the Full Time Seniority list for all unionized staff.

**Tara Barton**    [TBarton@kdsb.on.ca](mailto:TBarton@kdsb.on.ca)    Ext. 2229

### Human Resources Advisor

Responsible for administering and being the liaison for staff benefits (health, dental, insurances, etc.), any leaves of absences (short term and long term disability, pregnancy, parental, etc.), WSIB, (temporarily) OMERS, and the Employee Assistance Program. Bri also participates in the internal and external hiring process (job postings, interviews, offers of employment), interprets collective agreements and related labour relations issues, as well as provides advice to all levels of staff regarding human resources/personnel issues and maintains employee personnel files.

**Brianne Pollock**    [BPollock@kdsb.on.ca](mailto:BPollock@kdsb.on.ca)    Ext. 2266

## Ontario Works Client Graduation



## Spring Training

Martha Hammond



This spring all the paramedics in the region participated in a week long training session in Dryden. Training topics included labour & delivery, pediatrics, infection control, working with children in crisis situations, documentation, and arrhythmia interpretation, as well the Dryden Police Service & OPP made presentations about illicit drugs in our region, and Vince Savoia from the Tema Center Memorial Trust did a presentation about post traumatic stress.

We also had the opportunity to see and play with some of the new stretchers and stair chairs that are going to be implemented throughout the region.



## Modernizing Child Care In Ontario

Dianne Apland

The Government of Ontario is committed to working with partners to modernize the child care system, providing a venue for conversation about the long-term vision for child care in Ontario, as well as targeted medium-term objectives for the next three years.

The Government of Ontario's long-term vision is to build a high-quality, accessible and coordinated early learning and child care system for children before they start school and for school-ages children. The system will focus on learning in safe and caring play-based environments, on healthy, physical, social, emotional and cognitive development, and on early identification and intervention for children in need of supports. Where possible, service will be located in or linked with schools to enhance seamlessness for children and families.

Five major principles guide the long-term vision for early learning and child care in Ontario:

- Support and choice for children and families
- Commitment to quality programs for all children
- Efficient funding formula
- Supportive legislation and regulations
- Evidence-based decision-making and reporting

Transformation takes time and a measured approach will ensure we build on the strengths of today's child care system. The medium-term actions that the government can take over the next three years emphasize maintaining and improving service in the current child care system rather than growing the system through the creation of new child care spaces or additional subsidies.

With the long-term vision for child care in mind, the government has identified five key areas for action over the next three years:

1. Operating funding formula
2. Capital funding priorities
3. Quality programs
4. Modernized legislative and regulatory framework
5. Support for accountability and capacity-building.

Key questions have been included in the Discussion Paper, Modernizing Child Care in Ontario  
<http://www.edu.gov.on.ca/childcare/modernizing.html>

Discussion with Child Care providers will take place over the summer and the KDSB will provide a response reflecting the challenges and opportunities for northern, rural and remote communities.

(Information taken from Discussion Paper, Modernizing Child Care in Ontario)



Dryden, Sioux Lookout and Ignace at the Staff BBQ held on May 10/12 at Sandy Beach.

