



LAKESHORE
SCHOOL DIVISION

Multi-Year Accessibility Plan

Prepared by

Lakeshore School Division's Accessibility Steering Committee

In accordance with The Accessibility for Manitobans Act (AMA), 2013

This publication is available through the Lakeshore School Division website www.lakeshoresd.mb.ca.

Introduction:

The Lakeshore School Division School Board is committed to providing services to our students, parents/guardians, the public and our staff that are free of barriers and biases. The Accessibility Plan is developed in accordance with the Accessibility for Manitobans Act (AMA), 2013. The legislation requires accessibility standards to be developed over the next several years. The standards will address barriers and set out requirements in five key areas of daily living.

1. Customer service standard
2. Information and communication
3. Transportation
4. Employment
5. Built environments

Objectives:

This Plan: The Accessibility Plan will be established, reviewed and updated in consultation with the Accessibility Planning Committee and consult with persons with disabilities.

- Describes the processes by which Lakeshore School Division will **identify** barriers to Accessibility.
- Describes the measures Lakeshore School Division will take to **remove** barriers to Accessibility.
- Makes a commitment to **prevent** barriers to Accessibility
- Makes a commitment to **report on, review and update** this multi-year plan annually.

About Us:

- Lakeshore School Division is located approximately an hour north of Winnipeg, Manitoba. Lakeshore occupies 7000 square kilometers of Manitoba's Interlake Region. The Division serves 1100 students, employing over 260 regular staff in ten schools. The six communities that are served by Lakeshore School Division are Moosehorn, Ashern, Eriksdale, Lundar, Inwood, and Fisher Branch.
- As part of the school environment, public access the schools for events such as open house, holiday concerts, parent teacher conferences, etc. The schools are an integral part of our community, with many public groups accessing school facilities after school in the evenings and on weekends.

Mission and Vision:

LAKESHORE IS... An Inspired Community of Learners

IN LAKESHORE...

- We put students first - always.
- We believe all children can learn and succeed.
- We educate the whole child.
- We help children feel safe.
- We have high expectations.
- We are small with big aspirations
- We dream big dreams with our children and their parents.
- We take risks on the way to success.
- We build strong relationships.
- We embrace diversity.

Commitment Statement

The Lakeshore School Division School Board is committed to providing services to our students, parents/guardians, the public and our staff that are free of barriers and biases. Lakeshore School Division strives to ensure that key principles of independence, dignity, integration and quality of opportunity are reflected and valued in our learning and working environments. The commitment is to:

- Maintain an Accessibility Planning Committee
- Ensure, wherever practicable, that Board policies, regulations and procedures are consistent with the principles of accessibility. The Accessibility Planning Committee will provide input re: accessibility issues, where appropriate, with regard to new policies, regulations and procedures and to those under review.
- Improve practices and services for students, staff, parents/guardians, volunteers, and members of the community. Consideration of barriers to accessibility and how to provide services by removing barriers that may exist. Barriers may include attitudinal barriers, informational and communication barriers, technological barriers, systemic barriers and physical and architectural barriers.

Achievements

Lakeshore has much to celebrate in making the school Division more accessible including, but not limited to, current regulations and procedures that promote accessibility:

- Mission and Vision statement
- Safe Schools – Code of Conduct
- Safe Schools – Emergency Response Plans
- Safe Schools – Respect for Human Diversity
- Safety Inspections and Maintenance
- Transportation of Students
- Use of Certified Service Animals in Schools
- Access Assessment
- Off Site Field Trips and Excursions

The Committee will build on existing strengths in accessibility to achieve compliance in all five standards as part of this multi-year plan.

Policy Statement:

Lakeshore School Division will develop and put into place measures, policies and regulations and procedures and practices that will help ensure barrier-free accessibility for people with disabilities, seniors, and others with challenges to mobility, communication, understanding or health concerns.

Actions

Review and Monitoring Process:

The Accessibility Planning Committee will meet regularly during the year to first identify the barriers and gaps in policies, regulation and procedures and practices and to develop a solution focused strategy as a priority in our Accessibility Plan. Following its development the Committee will review progress and evaluate the effectiveness of implementation of barrier removal and prevention strategies and to plan for increased accessibility throughout the Division. On an annual basis the Committee will challenge themselves to continue to plan for improved accessibility in all five standards.

Accessibility Planning Committee:

Lakeshore School Board Trustees	Lakeshore Senior Administrators	Lakeshore School Principals
Jim Cooper (chair) Teresa Johnson (vice-chair) Helen Jeremy Marvin Coverdale Ray Imlah Kris Vigfusson Kelly Webb	Janet Martell (Superintendent/CEO) Marlene Michno (Secretary Treasurer) Mark Parkes (Director of Operations) Leanne Peters (Assistant Superintendent) Terri Otto (Student Services Administrator)	Alann Fraser (Alf Cuthbert School) Darlene Willetts (Ashern Central School) Karen Carmichael (Ashern Early Year's School) Alison Martilla (Eriksdale School) Ryan Wallack (Lundar School) Greg Thomas (Fisher Branch Collegiate) Roger McCulley (Fisher Branch Early) Shaun Lindal (Broad Valley and Marble Ridge Colony Schools)

Barrier Identification Methodology:

The accessibility working group will use the following barrier identification methodology:

- Ongoing reference to the Accessibility for Manitoban's Act, 2013.
- Brainstorm with the Planning Committee a list of known and suspected barriers to determine the extent of known and suspected barriers within the Division.
- Discussions with principals for information sharing and feedback around known and suspected barriers within the Division.
- Solicit suggestions from employees, volunteers, students and others outside the organization to improve accessibility. This will be done through the Division website, Twitter, Facebook and consultations.
- Provide an opportunity, through a survey, focus groups, phone calls and interviews, for employees, volunteers, students and others outside the organization to provide input on the accessibility of the organization.
- Communication to stakeholders through newsletters, the Division website, Twitter and Facebook.
- Provide a copy of the Accessibility plan that is developed with questions to invite feedback and a response mechanism.

Barrier Prevention and Removal:

Beginning in September 2016, there will be a lens on the identification, removal and prevention of barriers for Accessibility specific to the Customer Service Standard but will a lens on all five standards. Lakeshore School Division will ensure continuous improvement in accessibility. This process will continue through and beyond the establishment of an initial one-year plan which places particular emphasis on the provisions of the regulation made under the AMA with regard to Customer Service. The largest barrier to Lakeshore School Division is cost. Although many upgrades have been made to facilities we anticipate more that may need to be addressed. The cost to upgrade facilities to meet the accessibility standards will likely surpass current budget allocations. Other barriers include communication/website, and attitudes.

Customer Service: Barriers to be addressed, by November 2017, under this Multi-Year Accessibility Plan:

The Customer Service Standard under the Accessibility for Manitobans Act, 2013 identified specific requirements to achieve accessibility in the area of Customer Service. Lakeshore School Division intends, through this next year, under the multi-year Accessibility Plan, to take action to address barriers to accessibility related to all five standards with a particular focus this year on the Standards for Customer Service. This plan will continue to evolve, as framed below, once the Planning Committee has identified the barriers that exist and reviewed existing practices and regulations and procedures. This process will aim to be solution focused.

Lakeshore's initial steps, to be compliant with the Customer Service Standard by November 2017, will be to identify barriers that exist and address barriers that are identified. Lakeshore will identify barriers, review existing practices and regulations and procedures and where necessary introduce measures, regulation and procedures and practices to:

- Meet the communication needs of clients.
- Allow assistive devices.
- Welcome support persons.
- Allow people with service animals.
- Review physical barriers to access.
- Let customers know when accessible services aren't available.
- Invite customers to provide feedback.
- Train staff on accessible customer service.

Communication of the Accessibility Plan:

The plan will be available on our School Division website at www.lakeshoresd.mb.ca. We will work toward having the plan available in alternative formats. Questions, Comments or feedback regarding Lakeshore's multi-year Accessibility Plan are welcome. Please direct any questions or comments to admin@lakeshoresd.mb.ca or call 204-739-2101.