



SCHOOL DISTRICT OF MYSTERY LAKE

ACCESSIBILITY PLAN

This publication is available in alternate formats upon request. It is also on the School District of Mystery Lake website at www.mysterynet.mb.ca

Updated March 2023

Reference: The Accessibility for Manitobans Act (AMA), 2013



OVERVIEW OF PROGRAMS AND SERVICES

The School District of Mystery Lake is a public education system that serves Thompson students. There is six elementary schools and one high school, and French Immersion and Cree bilingual is offered within the district. The district has approximately 3000 students and employs over 475 people across the district.

In the School District of Mystery Lake we:

- Provide public education
- Employ teachers and support staff to provide education and services in our system
- Manage a variety of spaces that are used by the public
- Communicate through district phone message system and district and school websites



ACCESSIBILITY ACHIEVEMENTS

A review of the School District of Mystery Lake's existing practices, procedures and facilities was conducted and a list of achievements with respect to accessibility was created. These are:

- Appropriate education procedure
- Transportation procedure updated to meet student services legislation
- Inclusion philosophy
- Improved building access
- Gender neutral washrooms
- Accessible parking
- Play structures in some school grounds have accessibility pieces to them
- Cultural proficiency training for all staff to address attitudinal barriers
- Variety of classroom furnishings to address different learning styles and needs
- Sound field systems available in all K-3 classrooms and others as required
- Schools have blinking light system for announcements and emergencies
- Change room upgrades in all schools to improve privacy and feeling of safety
- Sensory resources readily available eg. noise reducing headphones, Boardmaker, chewllery , blue tooth sound amplification systems for public use at District and Community events
- Schools have suggestion boxes located in the office specifically to address how customer service and accessibility can be improved

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ACCESSIBILITY BARRIERS

A review of the School District of Mystery Lake's existing practices, procedures and facilities was conducted and a list of barriers with respect to accessibility was created. These are:

- Accessible washrooms
- Consistent signage
- Door sizes not wide enough in some cases
- Online application process
- No statements regarding documents being available in different formats
- No statements regarding asking for help if required
- Accommodations for low vision or hearing impairments during public events/presentations
- Accessibility designated parking spots for staff and public in all locations
- Education regarding accessibility for staff
- Size of print in publications
- In classroom path of motion is limited or non-existent in some cases
- Stairs only access to some areas in some buildings
- Counter height in some buildings at reception area, kitchens and washrooms

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STATEMENT OF COMMITMENT

The School District of Mystery Lake declares its vision as "Success for All".

"The mission of the School District of Mystery Lake will empower each student's learning potential and develop socially responsible lifelong learners with a strong sense of self-worth by providing a diversity of educational experiences."

ACTIONS	RESPONSIBILITY	BUDGET	ESTIMATED COMPLETION
Develop an admin procedure for service animals	Superintendent of Human Resources and Policy	Nil	October 2016 – completed Admin Procedure 4.40(ii)
Develop an admin procedure on customer service	Superintendent of Human Resources and Policy	Nil	October 2017 – completed Admin Procedure 4.40(iii)
Develop an admin procedure for use of assistive devices by general public	Superintendent of Human Resources and Policy	Nil	October 2017 – completed Admin Procedure 4.40(iv)
Develop an admin procedure for the notification of the disruption of services	Superintendent of Human Resources and Policy	Nil	October 2017 – completed Admin Procedure 4.40(i)
Develop Procedure for accessible employment practices	Superintendent of Human Resources and Policy	Nil	May 2022-completed Admin Procedure 2.A.230
Provide training on accessible hiring practices	Superintendent of Human Resources and Policy	Nil	June 2022-completed Superintendent of Human resources provided PD on the new accessible employment practices and all leadership team members completed online training provided by the Manitoba Accessibility Office
Review of programs to ensure accessibility barriers are addressed as required	Superintendent of Educational Services	TBD as required	Ongoing
Gather and analyze data from accessibility survey	Student Services Administrator	\$100	February 2017 – ongoing and suggestions reviewed annually
Training and PD for all staff	Student Services Administrator and School Administrators	Nil	September 2017 – ongoing – customer service training completed
Improved signage for all buildings	Facilities Manager	\$2000	Ongoing

ACCESSIBILITY PLAN

The School District of Mystery Lake has identified the following short and long term goals to address the requirements set forth by The Accessibility for Manitobans Act.

Designate parking spaces and signage	Facilities Manager	\$1000	June 2017 – completed
Counter heights examined and altered as required	Facilities Manager	Maintenance Budget	Ongoing
“Available in alternate format” on documents	All	Nil	Ongoing
Communication piece – larger print available, tagging text to photos, captioning, Synervoice options	All	Nil	Ongoing
Budget lines added for accessibility	Secretary-Treasurer	TBD based on individual schools	September 2017 – completed
Sensory Integration Rooms	Student Services Administrator and School Administrators	School based budgets and Student Services budget	Ongoing
Lighting has been upgraded from low light florescent to LED-blue tones and brightness will assist with visual impairments	Facilities Manager	Maintenance Budget	Ongoing
Website is in compliance with Web Content Accessibility Guidelines (WCAG 2.1)	Director of Information Technology	Business Administration Budget	Completed

REVIEW AND MONITORING

The School District of Mystery Lake will utilize a committee format to meet regularly throughout the year to begin to address the barriers in procedures and practices. Each meeting will document the work that has been completed as well as next steps to be completed prior to the committee meeting again. The committee will also evaluate the plan and effectiveness or improvements needed in changes that have been implemented.

COMMUNICATION OF THE PLAN

The School District of Mystery Lake Accessibility Plan will be available on our district website at www.mysterynet.mb.ca and it will be shared at a public board meeting as well as with all school administrators, who will then share within their school communities. Questions or feedback regarding the Accessibility Plan are welcome and can be addressed to sdml@mysterynet.mb.ca or by calling 204-677-6150.

SCHOOL DISTRICT OF MYSTERY LAKE ACCESSIBILITY COMMITTEE

Angele Bartlett	Superintendent of Human Resources and Policy
Lorie Henderson	Superintendent of Educational Services
Jolene Brown	Student Services Administrator
Orest Chychula	Facilities Manager
Trish Griffin	Principal – Westwood School
Lucy Mayor	Principal – Juniper School
Bonnie Rempel	Principal – R.D. Parker Collegiate
Todd Harwood	Principal – Deerwood School
Kerri Shultz	Principal – Burntwood School
Kathleen Kelson	Principal – Wapanohk Community School
Jonathon Wamboldt	Principal – Ecole Riverside