



Multi-Year Accessibility Plan

Prepared by

Seine River School Division

Accessibility Steering Committee

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

[. Your questions, comments, concerns are welcome. Please email us at accessibility@srsd.ca](mailto:accessibility@srsd.ca)

Introduction:

Seine River School Division's School Board is committed to providing services to our students, parents/guardians, the public and our staff that are fully accessible. 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 Seine River School Division will **identify** barriers to Accessibility.
- Describes the measures Seine River 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.

Commitment Statement

The Seine River School Division School Board is committed to providing services to our students, parents/guardians, the public and our staff that are accessible. Seine River 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:

- Sustain 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.

Policy Statement:

Seine River 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.

This multiyear plan will address the following barriers:

Attitudinal

Information and Communication

Technological

Systemic

Physical/architectural

About Us:

Seine River School Division is located in Southeastern Manitoba, Canada. Our Division stretches from La Salle in the Northwest to the Woodridge area deep in Southeastern Manitoba.

Seine River School Division offers:

K-Grade 12 English and French Immersion Programs

Grade 9-12 Technical-Vocational Programs

K-Grade 12 Life Skills Program

Adult Learning Centre

Mission and Vision:

Our MISSION:

Seine River School Division engages students in learning experiences that develop literate, innovative and socially responsible citizens.

We believe that:

Children must feel valued

Children will learn

Children's learning needs must be met

We value...

HONESTY

EMPATHY

AND RESPECT

Our Vision:

Learning Today – Shaping Tomorrow!

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.

Communication of the Accessibility Plan:

The plan will be available on our website at www.srsd.mb.ca. Upon request, the plan will be made available in alternative formats. Questions, Comments or feedback regarding Seine River School Division's multi-year Accessibility Plan are welcome. Please contact us with any questions or comments by calling 204-878-4713.

Achievements

Seine River School Division is an inclusive school division and has addressed barriers in locations over the years.

- Accessible entryways
- Emergency evacuation systems
- Survey of office areas completed to ensure persons are able to access the physical office spaces and work begun on changing those offices not accessible
- Accessible washrooms; gender neutral/family washrooms
- All persons are welcome and included in our buildings
- Evacutrac systems for all buildings with second storeys

Accessibility Planning Committee:

Seine River School Division Senior Administrators and staff	Seine River School Division School Principals
Elaine Lochhead (Assistant Superintendent) Paul Ilchena (Secretary Treasurer) Ross Groll (Maintenance Supervisor) Dianne Bulloch (Occupational Therapist)	Jacque Dion Francois Remillard

Focus groups at schools – Our plan is to include and consult with students and staff and parent (if available) at our schools to provide more input for the plan.

- First student and staff focus group has occurred, College St. Norbert Collegiate
- Facilitators of first focus group will share the process with their colleagues.

Barrier Identification Methodology:

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

- Ongoing reference to the Accessibility for Manitobans 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, 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.
- Provide a copy of the Accessibility plan that is developed with questions to invite feedback and a response mechanism.

Customer Service: Barriers to be addressed, by September 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. Seine River School Division intends, through this next year, under the multi-year Accessibility Plan, to take action to address barriers to accessibility related to 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 is solution focused. The Plan, over this one-year period, is to map and carry out a detailed plan to comply with the Accessibility Standard of Customer Service by September 2017.

Seine River School Division's initial steps, to be compliant with the Customer Service Standard by September 2017 will be to identify barriers that exist and address barriers that are identified. SRSD 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; generate a summary and list of priorities related to customer service
- Let customers know when accessible services are not available.
- Invite customers to provide feedback.
- Train staff on accessible customer service.

Customer Service Timeline

Ongoing: Interpretation services as requested

Assistive devices, service animals, support persons accommodated as needed

Annual review of buildings and possible barriers

August 2016 – Customer Service workshop for all school secretaries

September 2016 – Grooming room open in La Salle School

September 2016 – Divisional Accessibility Committee formed

November 2016 – Accessibility review and discussions with school administrators

November 2016 – Feedback solicited from staff members in individual schools

November 2017 – Accessibility planning shared with Clinician and Consultants at division level

December 2016 – Accessibility plan submitted

December 2016 – College St. Norbert Collegiate students and staff focus group

February 2017 – Accessibility plan put on divisional website with opportunity for viewers to complete survey and provide feedback comments

February 2017 – Reviewing divisional and school website for accessibility

March 2017 – School newsletter to include information for parents on the Accessibility Plan posted on website

March 2017 – Committee members will share with school administrators the process used at school focus meeting

March – June 2017 – School focus group meetings to occur; data from focus group meetings analyzed for themes/concerns

March – June 2017 – Review school offices for physical barriers

June 2017 – All schools have space identified for gender neutral/family washroom(s) and signs installed

August 2017 – Accessibility plan shared with Secretaries and School Library technicians

October 2017 – Accessibility plan shared with Custodians and Bus drivers

Barrier Prevention and Removal:

Seine River School Division will focus on the identification, removal and prevention of barriers for Accessibility specific to the Customer Service Standard. SRSD 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.