

# **Interlake School Division Accessibility Plan**

**Prepared by**

**Interlake School Division's Accessibility Steering Committee**

**in accordance with The Accessibility for Manitobans Act (AMA) 2013**

This publication is available through the Interlake School Division website [www.isd21.mb.ca](http://www.isd21.mb.ca)

## **Baseline Report**

### **Introduction**

The Interlake School Division (ISD) is committed to providing services to our students, parents/guardians, staff, and community at large that are free from barriers and biases. This 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 environment

### **Overview of Programs and Services**

The ISD is a rural public school division with 22 schools serving approximately 2850 students and 500 employees. ISD school communities include Balmoral, Grosse Isle, Rosser, Stonewall, Stony Mountain, Teulon, Warren, and Woodlands. We also serve students in nine colony communities including Clearwater, Concord, Interlake, Keystone, Meadow Lane, New Haven, Prairie Blossom, Rock Lake, and Sturgeon Creek. The ISD is committed to providing quality educational programs and opportunities for its community of learners, and to creating a safe, inclusive and respectful learning environment to support and enable learners to develop the knowledge, skills and values to reach their full potential and become contributing members in a democratic society.

Public access to schools is essential to be inclusive for all people and to promote community engagement. Parent teacher conferences, progress conversations, drama productions, athletics,

Christmas concerts, Open House, and community workshops are a few events that schools organize for their communities. The Continuing Education program which is offered to the public includes workshops, leisure and fitness programs throughout the school year. ISD schools are an integral part of the community with many public groups accessing school facilities in the mornings and evenings.

### **Accessibility Achievements**

ISD foundational beliefs include:

- Fostering independent, lifelong learners who are critical and creative thinkers
- Nurturing responsible global citizens who have respect and empathy for others in a diverse society
- Communicating in a way that facilitates the open-minded sharing of ideas
- Creating a challenging, caring, inviting and respectful learning community
- Addressing the needs of all learners in a safe and engaging learning environment
- Provide appropriate resources to meet a range of learning needs

The ISD places a strong emphasis on the safety and well-being for all students, employees, families, and community members. A few accessibility achievements include:

- Wheelchair buses
- Sidewalk extended to parking lot for students utilizing wheelchairs
- Assistive technology
- Service animal
- Single use washrooms
- Elevators
- Front Row pro digital and Red Cat sound systems in classrooms
- Handicap access buttons
- Handrails
- Visual, accessible division and school websites
- Strategic Plan Priority – Positive, respectful learning environment
- Teachers differentiate instruction to meet a diverse range of learners
- Respect in the workplace training for all employees

A few ISD policies that promote accessibility include:

- Student Safety/Medical Concerns
- Use of a Certified Animal
- Respect for Human Diversity
- Respectful Workplace

### **Barriers to Accessibility**

The cost associated with meeting accessibility standards will be the biggest barrier for the ISD. The ISD has schools and buildings that need to be upgraded. In particular, the ISD has a school



which is a Manitoba Heritage Site. The cost to meet accessibility standards for this school could be extensive. Other barriers include space, attitudes, and time to ensure the ISD plan is carried out.

## **Accessibility Plan**

### **Statement of Commitment**

The ISD is committed to ensuring equal access and participation for people with disabilities. We are committed to treating people with disabilities in ways that allow them to maintain their dignity and independence. We believe in inclusion. We are committed to meeting the needs of people who face accessibility barriers. We will do this by identifying, removing and preventing barriers and by meeting the requirements of the AMA.

### **Policies**

The ISD will review all programs, services and new initiatives to work toward accessibility. The ISD will also make information available in an accessible format or provide communication supports to people with disabilities in a way that considers their disability.

### **Actions**

#### **Action 1 – Establish Accessibility Working Group**

##### **Initiatives/Actions**

- Appoint an accessibility coordinator
- Establish an accessibility working group
- Meet on a regular basis to review initiatives working towards accessibility

##### **Expected Outcomes**

- To create a working group which represents the division
- To establish detailed work plans and multi-year timelines
- To develop, implement, and update the Accessibility Plan

#### **Action 2 – Offer and provide information in an accessible format on request**

##### **Initiatives/Actions**

- Develop a process for responding to requests for accessible supports and services
- Communicate process to all staff
- Improve communications

##### **Expected Outcomes**

- To advertise the availability of alternate formats

### Action 3 – Staff Awareness and Training

#### Initiatives/Actions

- Confirm ISD's commitment to accessibility in writing and celebrate progress
- Offer accessibility awareness presentations to divisional staff
- Acknowledge accessibility achievements and share information with staff in newsletters and staff meetings

#### Expected Outcomes

- To consider accessibility with future programs and services
- To share Accessibility Plan with Admin Council who will share with their staffs
- To have staff understand accessibility and support implementation of the plan
- To ensure progress of Accessibility Plan is available to staff

### Action 4 – Monitor Progress

#### Initiatives/Actions

- Track progress on challenges and requests for accommodations with budgetary implications
- Report annually to Board of Trustees
- Integrate future plans and budgets into operational plans
- Review Accessibility Plan annually

#### Expected Outcomes

- To ensure Senior Admin and Board of Trustees are aware of progress on AMA compliance and consider future plans
- To include progress on accessibility in annual reports
- Post Accessibility Plan on website

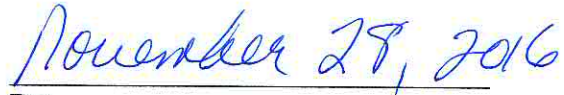
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Senior Management



Date