



Accessibility in Turtle Mountain School Division

Turtle Mountain School Division
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Accessibility Plan Update

Name of Organization: Turtle Mountain School Division

Date of First Approval: December 10, 2016

Date of Update: March 25, 2022

Part 1: Baseline Report

Provide an analysis of the types of barriers Manitobans may face in accessing your programs, facilities, and services. Highlight those that are most significant to you.

A. Overview of Programs and Services

Provide a general description of the programs and services within your organization, emphasizing those targeting the public.

Turtle Mountain School Division (TMSD) serves students in the communities of Boissevain, Minto, Killarney, as well as four Hutterian colonies including Mayfair, Wellwood, Can-Am, and Holmfield colonies. Turtle Mountain School Division is also closely affiliated with the Turtle Mountain Adult Education Centre, which has two campuses, one in Boissevain and one in Killarney. There are approximately 1008 students throughout Turtle Mountain School Division, and a wide variety of programs and activities are offered throughout the school division.

Within Turtle Mountain School Division our mission is to ensure “the students are the focus of all our efforts. The Division strives to provide an education that prepares individuals for a meaningful life in a changing world. We promote a learning environment that begins in the home, continues in the school, and is supported by the community.”

As part of the school environment, the general public access the schools for a variety of events throughout the year including open houses, concerts, awards presentations, parent/teacher conferences, and various extra-curricular events. In addition, through our Use of Facilities policy and procedures various user groups have access to the school facilities for a variety of activities which take place outside of the regular school day. The schools are an integral part of the community, with numerous groups accessing school facilities in the evenings.

B. Accessibility Achievements

Summarize the steps already taken by the organization to achieve accessibility. Reference policies which promote accessibility of your organization by the public, and by staff and/or students affected by accessibility barriers.

Turtle Mountain School Division recognizes and supports the United Nations Declaration on the Rights of the Child, and the Canadian Charter of Rights and Freedoms. Turtle Mountain School Division believes that every

child is entitled to quality education free from discrimination irrespective of race/colour, religion, ethnicity, gender, gender identity, sexual orientation, socioeconomic status, language, physical/social/emotional/intellectual development, disability and beliefs.

In Turtle Mountain School Division, policies and procedures that support the diverse community that it serves can be located at www.tmsd.mb.ca and include:

- A-11: [Workplace Safety and Health](#)
- D-11: [Playground Equipment Support](#)
- G-23: Access
- G-24: [Appropriate Educational Programming](#)
- H-2: [Respect for Human Diversity](#)
- I -15: [Use of a Certified Service Animal in a School](#)
- K-16: [Code of Conduct for Employees](#)
- K-19: [Discrimination](#)

In Turtle Mountain School Division we conduct annual reviews of all schools and worksites within the division. This includes divisional administration, our Supervisor of Transportation and Maintenance, school custodians, the Occupational Therapist who provides services to Turtle Mountain School Division, as well as school administrators who will have consulted with school staff. This review is completed in by October 31 each school year. The goal is to continue to reduce barriers by identifying barriers which we can address in the short term, barriers that we identify as requiring a longer-term solution, as well as the ways in which we will overcome barriers that exist, but have not yet been addressed for financial or other reasons.

C. Barriers to Accessibility

List barriers Manitobans may face in accessing your programs, facilities, and services. Highlight those that are most significant to your organizational mandate and to the public. What organizational policies may inadvertently create barriers? Are there any temporary barriers which may be created by renovations or computer software upgrades that could create accessibility barriers?

The largest barriers that Turtle Mountain School Division faces are cost and time. After performing an initial assessment of the accessibility of all buildings, several accessibility barriers were identified. The largest task continues to be upgrading aging facilities and buildings to meet accessibility standards. Another barrier includes communication including accessibility to website information.

Through the school and worksite review, we have established a list of the identified accessibility barriers which currently exist. This list serves as a reference point as we work to remove barriers both in the short and long term, as well as identifying ways in which we will develop short-term strategies to overcome barriers that will require a longer period of time and/or financial commitment to address.

Part 2: Accessibility Plan

A. Statement of Commitment (Policy Statement)

Turtle Mountain School Division is committed to moving toward 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 aligned with the requirements within the Accessibility for Manitobans Act (AMA), and in accordance with accompanying procedures.

B. Procedures (Actions)

Action	Strategies/Initiatives	Expected Outcome
1. Establish Accessibility Sub-Committee through Workplace Safety and Health Committee	<ul style="list-style-type: none"> The Accessibility Sub-Committee will meet quarterly A Board Trustee will be on this group Establish operating parameters for the Accessibility Sub-Committee Review Provincial Accessibility documentation and timelines 	<ul style="list-style-type: none"> Compliance with Provincial Accessibility documentation and timelines Annual report on Progress by March 31 Operating parameters and expectations established
2. Provide information in an accessible format, both proactively and upon request.	<ul style="list-style-type: none"> Research alternative formats of electronic communication, including division and school websites, to accommodate disabilities such as visual impairment. 	<ul style="list-style-type: none"> Work to ensure means of either written or electronic communication, both at the division and school level, are accessible to all.
3. Staff awareness and training will be provided.	<ul style="list-style-type: none"> Administration and staff will receive information and training on an ongoing basis to increase awareness of accessibility barriers. 	<ul style="list-style-type: none"> Accessibility will be a key consideration when planning any renovation or new construction. With an increased awareness and understanding of accessibility barriers throughout the division, any ongoing concerns will be more readily identified and therefore addressed.
4. Removal of Barriers, beginning with those which are most readily achievable from a cost/time perspective.	<ul style="list-style-type: none"> With the site and school reviews complete, the identified barriers will be reviewed and plans will be established to address barriers as is feasible from a budget and time perspective. 	<ul style="list-style-type: none"> Over time barriers will be overcome, either permanently or on a short-term basis until a long term solution can be funded.

<p>5. Monitor progress on an ongoing basis.</p>	<ul style="list-style-type: none"> The accessibility plan, including the corresponding list of identified barriers, will be reviewed annually. This will include site/school and divisional personnel. We will acknowledge the accomplishments we are able to make and adjust priorities for future years accordingly. 	<ul style="list-style-type: none"> Accessibility barriers identified through our site/school review will be removed on a gradual and ongoing basis, and any newly identified barriers will be included. New barriers will be prevented through any renovation or new construction work.
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Signature:



Date: March 25, 2022

Sub-Committee Members: Grant Wiesner
Superintendent/CEO
Tyler Shiels
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Rob MacTavish
School Board Trustee

Michael Kowal
Head Custodian, Killarney School

Appendix: Accessibility Barriers Within TMSD

Accessibility Barriers Within Turtle Mountain School Division

School/Worksite	Address in Short Term (list when and if complete)	Address in Long Term (include how barrier is being temporarily overcome)
<i>Minto</i>		
Steel handicap ramp at front door		to be completed by summer of 2019, if need arose would arrange manual assistance and expedite completion
Chair lift accessibility to main floor		to be completed by summer of 2019, if need arose would arrange manual assistance and expedite completion
<i>Boissevain School</i>		
Wheelchair accessibility in all bathrooms stalls, sinks, dryer,	ensure one bathroom accessible main floor, summer 2017	
Wheelchair accessibility in office - lower counter section for wheelchairs	To be completed summer of 2017	
Sitting height countertop in office		
Accessible water fountain in high school area	To be completed summer of 2017	
Elevator to second floor		Would require provincial funding, if need arose we would adjust classroom assignments to be inclusive
Lift or ramp to stage in gym		Would require provincial funding, will include on Capital D list
All faucets converted to lever style	Begin in summer 2017, complete within 3 years	
Bathroom toilet paper dispensers converted to easy grip dispensers	Begin in summer 2017, complete within 3 years	
Accessibility to resource room	Summer of 2018	
Bathrooms need wider doorways and increase turning area	Main floor washroom done summer 2017	Remaining washrooms as time/funding permits, if need arose would ensure accessible washroom available in school
Playground pea gravel is not conducive to wheelchairs		Assess feasible alternatives, if need arose assistance would be provided to ensure inclusivity on playground
Renovate main bathroom to handicap washroom	To be completed Summer of 2017	
<i>Killarney School</i>		
Lift for stage	Complete when PSFB funding secured, 16/17	
Wheelchair access to stage	Complete when PSFB funding secured, 16/17	
Wheelchair access to music room		Complete by summer of 2018
Button to open handicap washroom	Summer of 2017	
Lower counter section in office	Summer of 2017	
Accessible lockers	Begin in summer of 2017, several in place within 2 years	
Hearing impaired phone	Address immediately upon need arising	
Widen hallways in grade 3/4 hallway (Shiels)		Complete by summer of 2018
Upgrade accessibility signage	Begin in summer of 2017, complete over three years	
Curb cuts for east and north entrances	Fall of 2017	
Accessibility for track and field area		create crushed limestone path, summer of 2018?
Change over door knobs to levers		look at replacing over three year period, targeting summer of 2019 for completion as needed and as new construction or renovation occurs
Convert doors to 36" from 32"		
Signage to accessible locations/bathrooms	Summer of 2017	
Stair nosings, need to project		Summer of 2018
Tactile indicator of stair railing ends	Summer of 2017	
Lowered angled mirror in washroom		
Removal of step up to access urinals		
Drinking fountain access, 3 feet off floor, foot pedal		
<i>Mayfair</i>		
New ramp to east entrance door	referral to colony leaders for review	
No lift or elevator to basement	referral to colony leaders for review	
Push button opener to handicap entrance	referral to colony leaders for review	
Water bottle fill station/hand dryers	referral to colony leaders for review	
Proper exit signage/Faucets and levers	referral to colony leaders for review	
<i>Can Am</i>		
No handicap washroom	referral to colony leaders for review	
Change door knobs to levers	referral to colony leaders for review	
Proper exit signage	referral to colony leaders for review	
Hand dryers changed from towels	referral to colony leaders for review	
No ramps to any exits or entrances	referral to colony leaders for review	
Entrance doors have tall thresholds	referral to colony leaders for review	
<i>Wellwood</i>		
Change knobs to levers	referral to colony leaders for review	
Proper exit signage	referral to colony leaders for review	
Change paper towel to hand dryers	referral to colony leaders for review	
Change knobs to levers	referral to colony leaders for review	
No ramps or stairs at fire exits	referral to colony leaders for review	
Large elevation difference from outside ramp to inside floor level	referral to colony leaders for review	
<i>Holmfield</i>		
Water bottle fill station/hand dryers	referral to colony leaders for review	
Proper signage	referral to colony leaders for review	
Wheel chair accesable ramp to front door	referral to colony leaders for review	
New front door equipped with push button opener	referral to colony leaders for review	
modify boys bathroom to handicapp accesible	referral to colony leaders for review	
Change all taps to single lever and door knobs to levers	referral to colony leaders for review	