



Chignecto Central
Regional Centre for Education

Welcome, Bienvenue & Pjila'si
Working at CCRCE

We Are All Treaty People



*We acknowledge that we are in
Mi'kma'ki, the ancestral and unceded
territory of the Mi'kmaw People*



Chignecto Central
Regional Centre for Education

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VISION

Each student contributes meaningfully as a global citizen and thrives in an ever changing world.

MISSION

We create engaging learning experiences in inclusive environments that support each student's well-being and social emotional development.



VALUES

Relationships
Diversity & Inclusion
Collaboration
Growth & Innovation
Responsibility



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Welcome, Bienvenue & Pjila'si

We are beyond excited that you have decided to join our vibrant learning community.

You are now part of a larger system that is anchored on helping all students thrive and achieve. We are proud that our region puts relationships at the forefront of our work. During your career with us, we look forward to supporting you in your role.

In whatever capacity you have joined us, I am confident you bring the knowledge, skills, and talents to help us continue to advance our commitments to student well-being and achievement.

As you dive deeper into your work, you will discover we are committed to bringing our values of relationships, diversity & inclusion, collaboration, growth & innovation and responsibility to life in our daily work.

We are pleased you have chosen to join us and I know our system will be stronger with you here. I look forward to hearing about your contributions to our mission: creating engaging learning experiences in inclusive environments that support each student's well-being and social-emotional development.

Once again, welcome to the team.

Sincerely,

KARYN COOLING
CCRCE REGIONAL EXECUTIVE DIRECTOR

A Look at CCRCE's Organizational Structure

As an organization focused on Pre-Primary-Grade 12 education, the majority of our employees are school-based staff members. However, CCRCE also has many regional offices, departments and divisions. No matter which school or department you'll be joining, you'll be a part of a greater team, united in providing our students with high quality education.

REGIONAL EXECUTIVE DIRECTOR'S OFFICE

The Office of the Regional Executive Director is responsible for the leadership of the Senior Management Team and provision for the supervision of all activities related to the core functions in all departments. This department's work includes regional planning processes establishment of annual priorities and objectives to inform planning, strategic leadership, staff development, risk management, strategic decision-making, resources management, and coordination of effective system communications.

PROGRAMS & STUDENT SERVICES

The Programs and Student Services Department is responsible for the development and delivery of programs and related services through an inclusive model of education. This model incorporates a multi-tiered system of support that is specific to the Nova Scotia context and addresses students' academic, social-emotional, and behavioural needs in an integrated way. It also includes African Canadian Education and Services, as well as Mi'kmaw Education and Services.

The major functions of the Programs and Student Services Department include implementation of curricula, programs, and related services, supporting Professional Learning Communities in all CCRCE schools and departments, technology integration, research projects, and the guidance and counselling services, student equity initiatives and support services, school community partnerships, and student evidence of well-being and achievement.

SYSTEM ADMINISTRATION

The System Administration Department works collaboratively with the Department of Programs and Student Services to fulfill the mandate of Education Services. This Department is responsible for the leadership and operational management of our schools, implementation of all school-related policies and procedures, School Advisory Councils, and management of the Information Technology Division and International Student Program.

HUMAN RESOURCES

The Human Resources Services Department is responsible for all aspects of human resources and labour relations. The Human Resources Services Department provides employment structures, strategic advice and administrative services to support the goals of the System Improvement Plan, Business Plan and the Vision, Mission and Values of CCRCE.

OPERATIONAL SERVICES

The Operational Services Division supports a safe and healthy student-centred learning environment through its three departments: Student Transportation, Property Services and Health & Safety.

FINANCIAL SERVICES

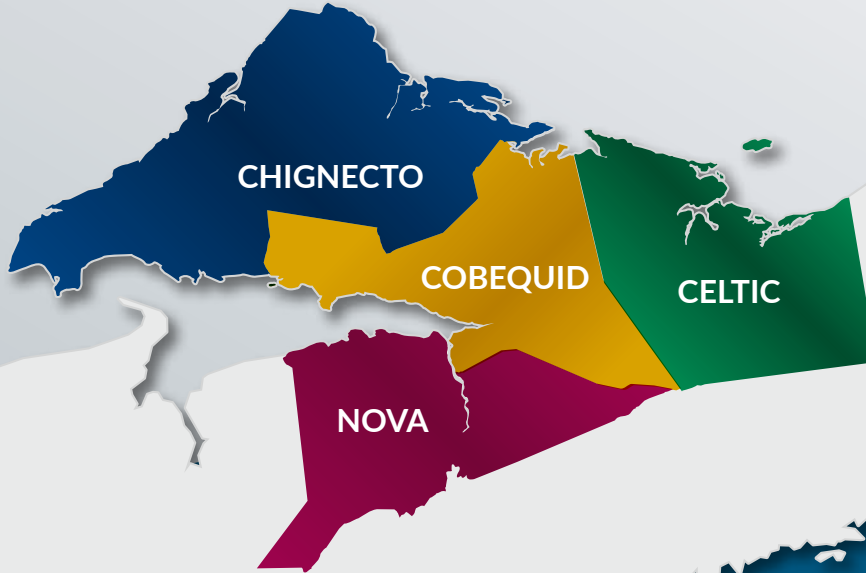
The Financial Services Department provides leadership and management of the finance functions of CCRCE. The Financial Services Department is responsible for providing support services in the areas of fiscal planning, budgeting and financial management. The major functions of the department include payroll services, procurement, accounts payable, revenue management, investing and receivables, school financial management and financial reporting including the coordination of the annual audit.



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Welcome to CCRCE

Stretching from the New Brunswick border to the Antigonish County line and from the Northumberland Strait to the Halifax Regional Municipality.



67

SCHOOLS



207

TOTAL BUSES ON
REGULAR ROUTES



APPROXIMATELY

2900

STAFF



ALMOST

20,000

STUDENTS IN PRE-PRIMARY TO 12



3,942,458

TOTAL NUMBER OF KM STUDENTS
TRANSPORTED EACH YEAR



At CCRCE, we have five different employee groups. You will receive a collective agreement and/or terms and condition of employment for your union/employee group that will outline job specifics (*e.g., vacation, sickness, etc.*) The five employee groups include Nova Scotia Teachers Union (*NSTU*), Nova Scotia Government and General Employees Union (*NSGEU*), Canadian Union of Public Employees (*CUPE*), Public School Administrators Association of Nova Scotia (*PSAANS*), Professional Services and Support Group.

For all our employees, we have a work culture centred around our core values:

- Relationships
- Diversity & Inclusion
- Collaboration
- Growth & Innovation
- Responsibility



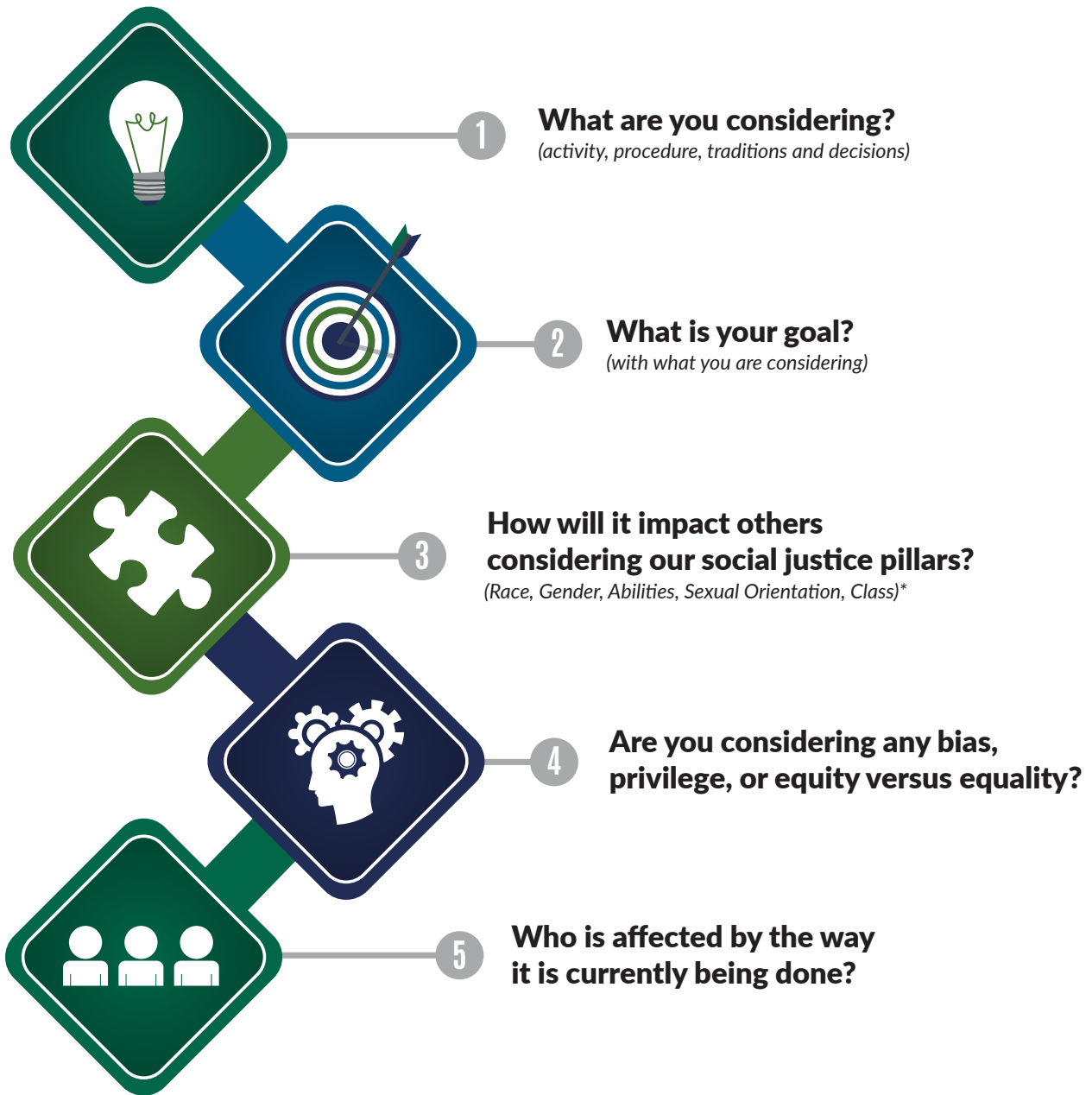
Relationships

THE IMPORTANCE OF RELATIONSHIPS

At CCRCE, we value the importance of putting relationships at the core of our work. We believe that building strong relationships with our colleagues, students, families and communities allows us to achieve more together. You will hear us talk about Relational Approach. This work considers the many lenses within our organization and the impact our actions could have on our relationships.

Relational Approach

What if all aspects of our region were considered through a lens that examines how they affect the relationships of the people in our system?



Diversity & Inclusion

INCLUSIVE EDUCATION POLICY

As of September 2020, the Nova Scotia Inclusive Education Policy came into effect for all schools within CCRCE. The policy is a commitment to ensuring a high-quality, culturally, and linguistically responsive and equitable education is provided to every student.

We all play a part in education to ensure we are being inclusive. Please take a moment to read the full Inclusive Education Policy by visiting: <https://www.ednet.ns.ca/docs/inclusiveeducationpolicyen.pdf>

STAND UP. SPEAK OUT.

As a region, we strongly believe in equity and creating safe environments for learning and working. Our focus on 'how to be an ally' has presented various opportunities for our staff and students to engage with current societal issues, including Black Lives Matter and Treaty Education. We acknowledge there is still so much work to be done, but we will strive to listen and learn from others, better understand marginalized peoples' lived experiences, and become better equipped to be an ally when the time arises. Learn more at <https://ccrce.ca/stand-up>.

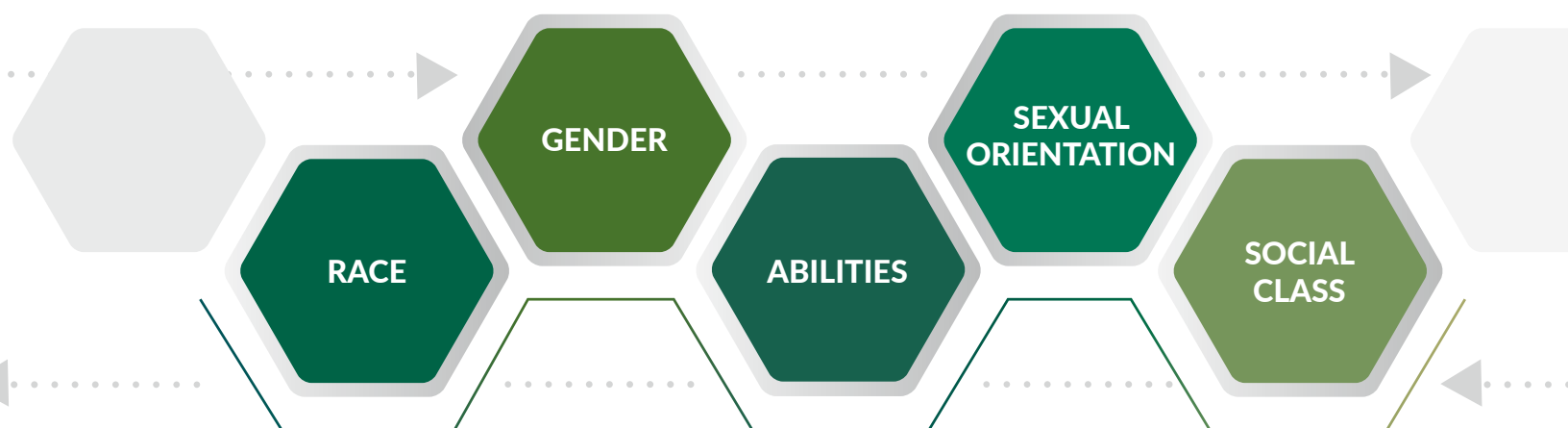
Social Justice at CCRCE

Social justice means **creating a culture** where each person is free from discrimination and able to experience success. A socially just culture is more than equality and equal opportunity. It recognizes human rights and historical and current discrimination and focuses on **equity, not equality**.

HOW CCRCE IS COMMITTED TO BRINGING THESE TO LIFE:

- We ensure the work we do **respects** the backgrounds and lived experiences of each person and is done in an equitable and fair manner. We ensure all members see themselves **reflected** within CCRCE regardless of their social pillar.
- We **encourage** our students, staff, families, and communities to enhance their knowledge of what it means to be inclusive of the many diverse relationships we can **embrace, honour, and empower**.
- We remove impediments to personal progress and **nurture** each person to achieve their full potential. We explore and confront policies, practices, and structural barriers that have excluded and continue to disempower various people in our schools and region.
- We **recognize** the need to have potentially difficult conversations with and about traditionally marginalized groups.

OUR SOCIAL JUSTICE PILLARS



We recognize and strive for equity over equality.

We seek to understand, even if we do not agree.

Collaboration

Although our job roles span varied work sites and schools, we encourage all CCRCE employees to collaborate and communicate across departments. By working together to problem solve, we are able to bring different viewpoints to look at solutions from a new perspective.

We are all a team working, whether directly or indirectly to influence our students' well-being and academic success. We all play a critical role in making this happen and each employee is an important piece of our CCRCE team.



Growth & Innovation

GROWTH

As an organization dedicated to education, we also encourage each of our employees to continue their path of learning and professional growth. Each position at CCRCE has professional development opportunities provided to support their success with us.

CCRCE has a System Improvement Plan that guides the work of our schools to focus on three main priorities; well-being, literacy and mathematics. Read more about our approach and strategies at <https://ccrce.ca/system-improvement-plan>.

INNOVATION

At CCRCE, we are proud of our commitment to support our students in innovative approaches. With a focus on being Culturally Responsive, our educators are bringing student voice and lived experiences into the classroom and integrating it in their teaching practices. We also understand the importance of our students' well-being on their learning readiness. Our schools are engaging students in mindfulness activities, outdoor learning, and physical activity breaks during class time.

It's hard to think of innovation without technology coming to mind. Our schools are bridging technology with learning and keeping students engaged through fun tech and hands on activities. Green screens, maker spaces, 3D printing, QR codes, robots and coding are only a handful of examples of how students are interacting with tech in our spaces.

Did you know that in many of our schools, teachers are embracing flexible seating for their students. Through evidence-based research, we know that students are more likely to be engaged in their learning if they feel they have a say in what their learning looks like, including where they choose to sit (or stand).

Responsibility

EMPLOYEE RESPONSIBILITY

As you join CCRCE, you join the ranks of other talented staff members. Together, we all play an important role in not only supporting our CCRCE students' learning journey, but also in public education.

Remember your words and actions both at work, outside work, and online have an important role in ensuring public education supports all students.

Remember:

- As a CCRCE employee, you now represent the values of our organization in your actions and work.
- We encourage you to represent yourself in a professional manner within your online presence.
- Use the proper channels of communication to discuss, report and resolve workplace issues, not social media.
- Uphold the privacy and confidentiality of our students and our colleagues

Welcome to CCRCE!

We look forward to welcoming you on your first day with us!

You are a critical piece in helping us continue to provide inclusive learning to all students within our region. We want to thank you for choosing CCRCE as your work home!

There will be much to learn as you get acquainted with your new role. However, we are always here to support you both now and in the future.

If you have any questions before your first day, please feel free to reach out to Human Resources at 902-897-8940.



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