

Accessibility Plan Update May 2025

The Accessibility Committee continues to work towards the three-year plan that was implemented in September 2023. Below is a summary of the work completed towards this plan in the 2024-2025 school year. Throughout the year, the Committee offered feedback related to work being done by staff to further the goals of the NLPS Accessibility Plan.

Priority #1: Employment and Service Delivery Practices

- This year, Committee members refined their understanding of students' experiences and needs and discussed systems for addressing these needs in a sustainable and impactful way. To assist, several guests were invited to attend meetings and share their perspectives. This included: a parent of a kindergarten student with diverse abilities and disabilities, a Community Inclusion Youth Worker, and a School Psychologist.
- A Director of Instruction and Occupational Therapist partnered with the Professional Development Committees for both CUPE and the NDTA, to offer accessibility awareness sessions on a professional development day

Priority #2: The Built Environment

- The Learning Services and Facilities departments, in collaboration with an architectural consultant at Untapped Accessibility, worked to develop a matrix for prioritizing accessibility requests across the system. This tool weighs a number of factors, (i.e. health and safety, need, sense of belonging, cost/funding sources, urgency, universality) in determining priorities. A committee will review these requests on a regular basis to ensure requests for the built environment are responded to in an equitable and consistent way.
- The workorder system now includes a specific "Accessibility" option for facilities requests, to ensure that accessibility needs are appropriately flagged and prioritized.

Priority #3: Inclusion, Mental Health and Peer Connections

- School teams participated in an "Accessible Play Challenge," where they were invited to explore ways to offer more inclusive play opportunities for students in their school. They submitted their experiences into a draw for a grant towards accessible play equipment for their school. Sample activities were collated and shared throughout the system.
- The Classroom Matrix developed in the 2023-2024 school year was further refined this year, broad implementation of it remains a goal for 2025-2026.

Priority #4: Information and Communication

- The Communications Department is exploring ways to enhance the accessibility of our public website. Enhancements will be included as the website is refined in the coming year.
- The Communications Department is also in the process of developing an "Accessibility Style Guide," to assist all staff with ensuring digital and print communications are as accessible as possible.