

Risk Ref	Risk Type / Category	Risk Item	Risk Description	Potential Risk Drivers	Current Mitigation / Compensating Controls	complete/ on-going/ in progress	Primary Risk Impact Category	Impact	Likelihood	Risk Rating	Rank Order
11	Operations	Regulatory compliance	The risk that School District No. 83 does not adequately comply with regulatory requirements (e.g., OH&S rules, changing building codes, union requirements for staff; etc.).	- Lack of internal reviews to detect compliance breaches - Lack of employee awareness regarding policies / procedures / controls - Compliance-related policies may not reflect current practice - Increase in external regulatory and procedural requirements (e.g., building code, life safety, privacy protection, CASL)	- Full review of Board Policies underway	on-going	Compliance (Regulatory / Safety / Legal / Contractual)	3.00	3.70	11.10	12
					- District SuperSheet Staffing Report clearly identifies how to follow the "old language" for staff ratios re: LRT, Counselling F.I.I. re: the SCC ruling	complete					
					- Continuing assessment of Preventive Maintenance Program to ensure compliance requirements are addressed through this program	on-going					
					- Regular training and communication with staff to address changing compliance requirements	on-going					
					- Regular communication with regulatory bodies and consultants to ensure compliance	on-going					
12	Operations	Business continuity	The risk that School District No. 83 may not be able to provide appropriate educational continuity or emergency response to manage plausible events (hazards, catastrophes, pandemics) while managing the cost of continuity planning	- Aging facilities and lack of funding for initiatives such as continuity planning - Lack of staff training around continuity planning	- Principal /Vice Principal pool established to support succession planning for school leadership	on-going	Operational Efficiency & Effectiveness (includes IT-related risks)	3.50	3.70	12.95	10
					- Established Learning Resource Teacher mentorship program, and new teacher and new PVP induction program	complete					
					- On-going assessment of facilities to determine maintenance and capital upgrades needs with a focus on sites identified by ministry	on-going					
13	Operations	Managerial accountability	The risk that School District No. 83's organizational alignment—including lines of authority and accountability, decision making structure and holding people accountable for their actions and results	- Lack of formal performance management reviews - Lack of defined performance expectations	- All management staff, including Senior Leadership and Principals and Vice Principals, have regular performance appraisals, and teacher performance appraisals are conducted regularly by Principals and Vice Principals	on-going	Operational Efficiency & Effectiveness (includes IT-related risks)	3.50	4.30	15.05	5
					Job Descriptions for all excluded positions have recently been updated and will be kept current	on-going					
14	Operations	Student & faculty safety risk	The risk that incidents regarding the safety of students & faculty within School District No. 83's care, including violence and threats, takes significant resources to prevent and manage, and could result in reputational damage, financial costs or legal action.	- Aging facilities - Lack of employee awareness around health and safety policies/procedures/controls - Lack of staff training around health and safety - Inadequate understanding of external health and safety requirements - Lack of effective coordination around health and safety and risk management issues	- Revised/streamlined Threat-Violence reporting and investigation process	complete	Strategic / Reputation	3.80	3.30	12.54	11
					Staff have been trained and training is on-going re: Violent Risk Threat Assessment	on-going					
					- Strategic Maintenance Plan under development, including an updated Preventive Maintenance Plan, a 10 year Capital Plan, and an evaluation of IE Shop needs and safety requirements	in progress					
					- Reinstatement of a Facilities and Grounds Manager to ensure capacity to train staff on safety policies and procedures	complete					
					- Addition of a dedicated safety professional to address safety issues and compliance	complete					
15	Operations	Alternative delivery	The risk that School District No. 83 may not take sufficient advantage of distance education or alternative learning methods to manage its increasingly diverse student population with broader support needs.	- Increase in alternative delivery methods/models of education - Increased diversity within the student population - Aging facilities - Geographic distance to schools in certain regions - High number of potential students currently being home-schooled in the region	- Expansion of EOP program (now K-12), with inclusive education supports	in progress	Strategic / Reputation	3.00	3.20	9.60	17
					- Established a range of programs from K-12 to support students who need alternative learning settings (Bridge Programs, After School Program, SPARK Program, StoreFront School, Teen House, Individual Achievement Program, Career Connections Program)	on-going					
					- Increased programming and awareness around SOGI and at all levels of our system	on-going					
					- Increased focus and training re: inclusive practices in schools and teaching to diversity/UDL	on-going					
16	Operations	Lack of defined processes	The risk that School District No. 83 has not effectively instituted defined, uniformed processes in key areas throughout the School District.	Lack of capacity to develop key policies/processes	Complete Policy renovation underway; 30+ Policies/Regulations have been reviewed/updated/adopted to date	in progress	Operational Efficiency & Effectiveness (includes IT-related risks)	3.00	3.50	10.50	13
					Recently updated the Boards Procedural Bylaws	complete					
					Administration Guidelines review, update and assembly process underway	in progress					