

August 2017

Volume 11, Issue 8

GDI (1980-2017)

Proud Past, Bright Future



# GDI Communicator

The GDI Communicator is an internal newsletter intended to increase communication between management and staff of the Gabriel Dumont Institute of Native Studies and Applied Research

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## Lori Pritchard, Award-Winning Educator and SUNTEP Grad

By James Oloo

In September 2014, we featured an article in the GDI Communicator titled *Lori Pritchard Exemplifies the SUNTEP Way*. This summer, Lori took her time again to chat with us.

Lori Pritchard is a published author, educator, award-winning educational administrator, and school principal. She is also an instructor in the teacher education programs at the University of Calgary and Mount Royal University, and a graduate of Gabriel Dumont Institute's Saskatchewan Urban Native Teacher Education Program (SUNTEP).

She pointed out that "When given the opportunity to share my personal story related to my work, I always share how grateful I am to the Gabriel Dumont Institute and the SUNTEP program. Aside from the multitude of professional opportunities that have been afforded to me as a result of receiving my B.Ed. and later my M.Ed., my time at SUNTEP changed my life in so many ways."

She continued, "SUNTEP gave me the gift of pride. I got to learn about my Métis culture, including my own family history and contributions to Canada. The beautiful Indigenous students, families, Elders, and community members that I

have met over the last 20+ years have taught me so much about myself and the diversity of Indigenous cultures in Canada and around the world. Many of these people have become my family and me theirs." Lori noted that, "I get to help young people to learn more about their culture, and to be proud of who they are and where they come from."

Lori is the Principal at Sir John A. Macdonald Jr. High School in Calgary where she uses her leadership to enhance Indigenous content in the curriculum. "For the first time in the 50 years of the school, we will be offering Indigenous Studies to our students in 2017-2018, and I will be team teaching the course to our grade 7 students."

Lori, who is also a member of the Indigenous Strategy Working Group at the University of Calgary, started her teaching career at Kinistin Saulteaux First Nation in Saskatchewan. She has since worked as teacher and principal at Whitecap Dakota First Nation, principal of Piitoayis (Eagle Lodge) Family School, and Supervisor of Aboriginal Education at the Niitsitapi Learning Centre.

SUNTEP graduates are better equipped to soar and Lori's work has been

recognized by numerous awards. These include: Leadership Award (by Métis Nation of Alberta, Region 3, 2013); Canada's Outstanding Principal (2013); Courage Award – First Nations, Métis and Inuit Education (Northwest Regional Learning Consortium, 2012); and Dr. Joseph Crowshoe Award – Aboriginal Education (University of Calgary, 2006). She has also received sashes, eagle feathers, shawls, and blankets from Elders, families, students, and community groups.

SUNTEP continues to be special to Lori and her family. Her late Uncle John Richards, and cousins Raymond Pritchard, Val Pritchard, Sheila Aubichon-Pocha (current Head, SUNTEP Saskatoon), and Frank Aubichon are all SUNTEP graduates. Lori states that "My sister-friend Michelle Ranger, who has been my colleague at Calgary Board of Education and a true inspiration to me over the last ten years, is also a SUNTEP Saskatoon graduate." Another cousin, Jennifer Pritchard, is a current SUNTEP student.

Asked about her teaching philosophy, Lori stated that "My teaching philosophy is simple. I believe that all students arrive at school each day as learners with life stories shaped by their wisdom, their curiosity, their gifts, and their family and culture."

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Dumont Technical Institute  
Program Offerings  
2017 – 2018

*Practical Nursing – Year I*

- Prince Albert
- Saskatoon
- Regina

*Practical Nursing – Year II*

- Regina

*Office Administration*

- Saskatoon
- Regina

*Business Certificate*

- Pinehouse Lake

*Early Childhood Education*

- Pinehouse Lake

*Integrated Resource Management*

- Buffalo Narrows

*Heavy Equipment Truck & Transport Mechanic*

- Prince Albert

*Multi-Sector Safety Tickets*

- To be determined

*Scaffolding*

- To be determined

*Class 5 Driver Training*

- To be determined (North)

*Trades Related Training*

- La Loche

*GED/Apprenticeship*

- Meadow Lake

*Adult Basic Education Level 1&2*

- La Loche

*Adult Basic Education Level 3*

- Île-à-la-Crosse
- La Loche
- Prince Albert
- Saskatoon

*Adult Basic Education Level 4*

- Île-à-la-Crosse
- La Loche
- Lloydminster
- Prince Albert
- Regina
- Saskatoon

*Adult Basic Education (Flex)*

- Saskatoon.

## Business Program Up and Running in Pinehouse

By Dylan Pelletier

Dumont Technical Institute is proud to be offering a Business Certificate program in the Northern Village of Pinehouse. This is a one year Saskatchewan Polytechnic program. Graduates will have the option to transfer their credits to a 2-year Business diploma program or a 4-year Business degree.

A total of 15 students are attending a bridging program that commenced on August 14. The three week program will help the students improve their skills in Math and English prior to the start of the full program in September. Dumont Technical Institute is pleased

## Why Employee Recognition is Important

By Jim Edmondson

Employee recognition is the timely, informal or formal acknowledgement of an individual or team's behaviour, effort or length of service that supports the organization's goals and values. Recognition does not always present itself as a tangible thing such as an award or bonus. Rather, it is often done through gestures or praise. Gabriel Dumont Institute takes pride in its employees and their accomplishments and goes to great lengths to recognize them for those items. As our greatest asset is our people and the fact that we have a contingent of long-term staff shows our strength as an organization.

Appreciation is a fundamental human need. Employees respond to appreciation expressed through recognition of their good work

to have Sherry Markham teaching the bridging program. Sherry has worked for Dumont Technical Institute in Pinehouse for the past several years and has mainly taught Adult Basic Education during that time.

The Business Certificate program will begin on September 5, 2017. We will welcome 20 local Indigenous students into the program. We recruited two very qualified instructors for the program. Raj Joshi will be teaching Accounting, Computers, and Business Law; while Randy Natomagan will be teaching Economics, Marketing, Business Communications,

because it confirms their work is valued. When employees are aware that they are recognized and appreciated for their work, their satisfaction and productivity rises, and they are motivated to maintain or improve their performance.

Praise and recognition are essential to our sense of self and an outstanding workplace. People want to be respected and valued for their contribution. Everyone feels the need to be recognized as an individual or member of a group and to feel a sense of achievement for work well done or even for a valiant effort. Everyone wants a 'pat on the back' to make them feel good.

There are two aspects to all types of recognition, especially employee recognition. The first aspect is

Organizational Behaviour, Business Mathematics, and Human Resources. Randy is an Indigenous person originally from Pinehouse.

Much praise must go to our local partners in Pinehouse, especially Reyna Natomagan and Walter Smith who have worked hard on behalf of the students. A large amount of the credit for getting this program off the ground goes to them. Marina Morin of Gabriel Dumont Institute Training and Employment played a key role in securing funding for the students. Thank you Reyna, Walter, Marina, and my colleagues at Dumont Technical Institute. 🌍

to actually see, identify or realize an opportunity to praise someone. If you are not in a receptive frame of mind you can easily pass over many such opportunities. This happens all too frequently. The other aspect of employee recognition is, of course, the physical act of doing something to acknowledge and praise people for their good work.

As a supervisor or a co-worker, why should you get involved in recognizing others' accomplishments? There are several reasons. First, because being cognisant of others' contributions, both large and small, can greatly affect your own personal life and professional relationships.

Secondly, because recognition has a huge communication component!

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**Lori Pritchard** ... Continued from Page 1

Lori stated that “As a teacher, it is my job to learn about my students and their life stories in order to discover their strengths and their areas for growth as learners. Meeting my students where they are at is important for their success and to mine.”

When I asked Lori about her view regarding the importance of having Indigenous teachers in our classrooms, she reminisced about her personal experience. “The only thing that I remember learning about being Indigenous (Métis) when I was in elementary school was negative. Learning that my ancestors were savages, thieves, and drunks in my Social Studies class taught me to be ashamed of being Indigenous.” She pointed out that “This shame kept me from being myself and reaching my full academic potential. I didn’t want to be Indigenous, so I did everything that I could to keep that part of myself secret.”

“When I reached high school, I met my first Indigenous teacher, Mr. Gray, who taught us a history that was inclusive of a truth that I hadn’t been exposed to before. Mr. Gray shared his culture with us, and

taught us about treaties, residential schools, oppression, and racism.” Lori noted that “It was while in Mr. Gray’s class that for the very first time, I felt pride as a Métis person. I can say with certainty that if it hadn’t of been for Mr. Gray, I would not have applied to the SUNTEP program.”

Lori noted that “Indigenous teachers in our classrooms are critical to enhancing the success of our Indigenous students. When students see positive representations of themselves in the classroom and are exposed to content that acknowledges and celebrates their Indigeneity, they are more likely to bring their whole self to the learning experience, which can only result in success.” As an educator and school administrator, Lori has employed strategies that have promoted success of her Indigenous students. “My time spent in the classroom as a teacher has been focused on designing learning tasks that offer opportunities for me to know my students, and for my students to learn more about themselves as Indigenous peoples.”

She reminds us that since the 2016 release of Canada’s Truth and Reconciliation Commission (TRC) final report, “There has been a significant growth in the number of school districts wanting to engage in ‘Reconciliation through Education’ by way of Indigenization and decolonization. This can’t happen without Indigenous teachers in our classrooms and in school and system leadership positions.”

Lori, who has previously served on the Canadian Teachers’ Federation – Advisory Committee on Aboriginal Education, noted that she often tells her high school students about her own K-12 story and “share all of the gifts that SUNTEP has given me: pride, community, family, career (and) leadership (skills).”

A published author, Lori has presented on her academic and professional work in Canada, New Zealand, and Peru. When asked about her future plans, Lori stated: “I love teaching and I’ve thought often about pursuing my Ph.D. I may take that path soon. Maybe.” Lori graduated with a bachelor of education degree from SUNTEP Saskatoon in 1994. 🌐

Saskatchewan Urban Native Teacher Education Program (SUNTEP)



Lori Pritchard is a SUNTEP graduate and Canada’s Outstanding Principal Award recipient



**Importance of Defining Employee Roles**

By Shepell

Your Employee and Family Assistance Program (Edited by James Oloo)

We are all familiar with the phrase ‘job descriptions.’ It clearly identifies and spells out the responsibilities of a specific employment position. Job descriptions include information about working conditions, skills and knowledge needed.

This article examines how organizations can reduce

employee stress by assigning clear job responsibilities. Gabriel Dumont Institute managers may find it useful.

**Setting realistic goals**  
Ensure deadlines are attainable and seek to support your employees by monitoring.

**Prioritizing**  
Make sure everyone knows the order of priorities and that

employees have the tools at hand to meet them.

**Work hard, play hard**  
Create a culture of ‘work hard, play hard’ by taking some time out of the work schedule for employees to interact and have fun on a regular basis. When employees know what is expected of them, they will be motivated to perform. 🌐

SUNTEP graduates have gained excellent reputations as teachers and role models in schools across Canada. Their training combines a sound academic education with extensive classroom experience and a thorough knowledge of educational issues.

**PROGRAM FEATURES**

- a four-year, fully accredited Bachelor of Education program, offered by the Gabriel Dumont Institute in cooperation with Saskatchewan Learning, the University of Regina and the University of Saskatchewan
- the program is offered in three urban centres -- Prince Albert, Saskatoon, and Regina
- focus on Native Studies and cross-cultural education with an emphasis on Métis and First Nations history and culture
- a solid foundation in the theories and skills of teaching enhanced each year with classroom experience



**GDI Aboriginal Apprenticeship Project**

# “I am ready for takeoff,” Says Cody Montagnon

By James Oloo



Cody Montagnon is the latest Gabriel Dumont Institute Aboriginal Apprenticeship Project’s client to earn a journeyperson certification. On June 23, 2017, Cody received his Construction Electrician Journeyman certification from the Saskatchewan Apprenticeship and Trade Certification Commission (SATCC).

SATCC in my first year. I liked that. It was a good opportunity.”

Cody points out that the biggest challenge during his apprenticeship was technical training. “I spent at least three hours each night studying. I struggled with math. But, I worked hard and passed. I never thought I’d do well in math the way I did. It’s possible if you put your mind into it, and give it your best.”

Whenever I got discouraged, Dwayne always encouraged me to keep going.”

Cody, who currently works for Double Diamond Industrial Structures in Saskatoon, said: “Many times, I almost gave up and quit. I had many challenges. But, I’d made a personal goal that I was going to get my journeyman (certification) no matter what and however long it takes. I did it, and it feels good.” He goes on, “I recommend Gabriel Dumont Institute to anyone who thinking of going into trades. Apprenticeship training involves a lot of work before you can get your journeyman, but GDI made it easier for me with its supports.”

Cody stated, “I liked the experience and continuity at Gabriel Dumont Institute. I had Dwayne Docken work with me throughout my apprenticeship.” Dwayne is an employment counsellor at Gabriel Dumont Institute Training and Employment. “Gabriel Dumont Institute was awesome. They helped me get job placements, good network within the industry, plus they provided me with (financial) support to buy books, tools, work boots, and for transport to the work site.

Cody’s future plans include starting his own company, “I am ready for takeoff,” he said, smiling.

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Cody Montagnon became GDI Aboriginal Apprenticeship Project’s newest client to earn Journeyman certification in Construction Electrician

As a young boy, Cody had interest in making and repairing things. While in high school, he made a decision to pursue a career in the trades. He came to Gabriel Dumont Institute right after high school for advice. As he reminisced, “It was great to come out of high school and get very helpful information from Gabriel Dumont Institute about their apprenticeship program. The person I spoke with at Gabriel Dumont Institute told me that they would help me be indentured as an apprentice with the

## Employee Recognition is Key ... Continued from Page 2

Recognizing people for their good work sends an extremely powerful message to the recipient, their work team and other employees through the grapevine and formal communication channels. As the old adage goes, “We reap what we sow.” So why not show someone that you appreciate all that they do?

While evidence has linked it to increased productivity and employee satisfaction, recognition remains an undervalued technique to gain engagement and to have those around us understand that we do in fact appreciate all that they do.

a quality employer who treats their people well, has a competitive compensation and benefits program and whose corporate culture is vibrant. That is certainly the case at GDI where we have approximately 30% of our total workforce with over 10 years of service. This is a really positive sign because it means our staff love it here and we benefit from all that experience.

Recognition is not rocket science – it is an obvious thing to do. Despite the unquestioned benefits arising from recognition, one of the mysteries of our personal and professional lives is that recognition invariably is done badly, if done at all.

Organizations have realized the benefit that can be gained by recognizing employee contributions to their overall success. Most organizations, including Gabriel Dumont Institute, recognize length of service as a milestone of stability and a barometer of organizational health. Employees who remain at a company long term are a sign of

If you have worked at another organization you probably know what I mean when I say that GDI is the best place I have ever worked or been associated with!



Photos by James Oloo

# Cody Montagnon ... Continued from Page 4

For a participant in an apprenticeship program in Saskatchewan to become a certified journeyperson in a chosen trade, the SATCC requires the following. The participant finds employment in the trade and be indentured (registered) with the SATCC office as an apprentice. The apprentice then completes all levels of training including hands-on training while working under contract with an employer, and technical training in a classroom setting. Upon completing all apprenticeship levels, the apprentice writes the

certification examination at the end of training.

From the moment a participant is accepted into the Gabriel Dumont Institute Aboriginal Apprenticeship Project until their final day in the program, Gabriel Dumont Institute Training and Employment assigns then an employment counsellor who works closely with them.

Gabriel Dumont Institute Training and Employment ran a very successful GDI Aboriginal

Apprenticeship Initiative (2011-2014) under the federal Skills and Partnership Fund. The initiative exceeded all its targets including creating 223 new trades-related jobs and having 157 indentured apprentices. In early 2015, Gabriel Dumont Institute and Western Economic Diversification Canada officially announced a three year \$8.9 million GDI Aboriginal Apprenticeship Project (2014-2017) with a federal investment of \$3.1 million. For more information please contact [apprenticeships@gdins.org](mailto:apprenticeships@gdins.org)



GDI Aboriginal Apprenticeship Project



Cody Montagnon (right) is congratulated by Dwayne Docken, Employment Counselor, GDI Training & Employment. Please see story on Page 4

Photo by James Oloo

## Payroll Cutoff Calendar, September 2017

By Carmala Thiessen and Veronica Verzonowski

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
					1	2
					Student Payday Cutoff @ 4:30 for Accounts Payable Invoices	
3	4	5	6	7	8	9
	Labour Day Stat Holiday	Cutoff @ Noon for Sep 15 Student Payroll		Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for Accounts Payable Invoices	
10	11	12	13	14	15	16
	Cutoff @ 4:30 for Timesheet & Payroll Revisions for Sep 15 Payday	Cutoff @ 3 pm for Stop Payments on Student Sep 15 Direct Deposits		Accounts Payable Cheque/EFT Run	Staff Payday Cutoff @ 4:30 for Accounts Payable Invoices Student Payday	
17	18	19	20	21	22	23
	Cutoff @ 4:30 for Sep 29 Student Payroll			Accounts Payable Cheque/EFT Run	Cutoff @ 4:30 for A/c Payable Invoices	
24	25	26	27	28	29	30
	Cutoff @ 4:30 for Timesheet & Payroll Revisions for Sep 29 Payday	Cutoff @ 3 pm for Stop Payments on Student Sep 29 Direct Deposits		Accounts Payable Cheque/EFT Run	Staff Payday Cutoff @ 4:30 for Accounts Payable Invoices Student Payday	

Employee contracts due prior to payroll cutoff date.

MRTS due by the 15th of every month, and employee contracts are due prior to payroll cutoff date.

If received after the cutoff date, the employee will be paid on the following pay period.



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Back issues of this newsletter  
can be obtained at:

[www.metismuseum.ca/browse/  
index.php/833](http://www.metismuseum.ca/browse/index.php/833)

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**GABRIEL DUMONT INSTITUTE**  
of Native Studies and Applied Research

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### GDI Library Regina

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[https://gdins.org/student  
-services/library/](https://gdins.org/student-services/library/)

### GDI Library Prince Albert

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#### GDI Mission:

*To promote the renewal and the development of Métis culture through research, materials development, collection and the distribution of those materials and the development and delivery of Métis-specific educational programs and services.*



**GABRIEL DUMONT INSTITUTE**  
of Native Studies and Applied Research