

Accessibility Plan

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Accessibility Plan (2026)

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Statement of Commitment

River East Transcona 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.

RETSD serves students in the communities of the Northeast Winnipeg, Transcona, East St. Paul, and St. Clements, and exists to educate students to be inspired, skilled, responsible citizens. With a population of approximately 18,765 students, our 42 schools offer a wide variety of accessible programming and activities.

The division has been, and will continue to be, forward-looking, innovative, and service-oriented, offering superior, comprehensive programming to meet the emerging needs of our students and community. To fulfil our purpose and in our journey toward our vision, RETSD is committed to providing relevant, progressive educational programming and supportive services in a safe, stimulating learning environment.

Policies

1. Customer Service Standard RETSD has made staff training on equity, inclusion, and responsive service delivery a core component of its accessibility work. This training is embedded into the onboarding process and is reinforced throughout staff development initiatives. Online training videos are available and ensure all staff are equipped with the knowledge and skills required to support students and families with diverse needs.
2. Employment Standard RETSD has taken concrete steps to build inclusive hiring practices. Applicants are offered accommodation during the hiring process, and interviews are modified where necessary to ensure accessibility. Staff can request workplace accommodation, including ergonomic supports and adjustments that promote wellbeing. The division also provides meaningful work placements for students that are tailored to meet a wide range of learning needs and abilities.
3. Information and Communication Standard Classroom materials are provided in a variety of formats to support students with visual, auditory, or cognitive needs and assistive technologies are integrated into classroom practice to enhance learning and communication. RETSD's divisional and school websites have been updated to meet accessibility compliance standards under the AMA and translation and interpretation services are offered to families to ensure equitable access to information.

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Actions

Action 1 – Accessibility Working Group meets continuously

Initiatives/Actions

- A working group created which consists of representation of the division
- Working groups have detailed work plans, multi-year timelines
- Members participate in developing, implementing, and updating the accessibility plan

Expected Outcomes

- A working group created which consists of representation of the division
- Working groups have detailed work plans, multi-year timelines
- Members participate in developing, implementing, and updating the accessibility plan

Action 2 – Offering and providing information in an accessible format as requested

Initiatives/Actions

- Availability of information in multiple formats
- Staff are aware of alternate formats and how to make them available to the public

Expected Outcomes

- Availability of information in multiple formats
- Staff are aware of alternate formats and how to make them available to the public

Action 3 – Staff Awareness and Training has taken place

Initiatives/Actions

- Accessibility will be considered as RETSD plans future programs and services
- Staff understands accessibility and supports implementation of the plan
- Information on progress on implementation of RETSD's Accessibility Plan is available to staff

Expected Outcomes

- Accessibility will be considered as RETSD plans future programs and services
- Staff understands accessibility and supports implementation of the plan
- Information on progress on implementing RETSD's Accessibility Plan is available to staff

Action 4 – Monitor Progress

Initiatives/Actions

- Superintendent is aware of progress on AMA compliance and considers future plans
- Annual report includes progress on accessibility
- Accessibility Plan is posted on RETSD website

Expected Outcomes

- Superintendent is aware of progress on AMA compliance and considers future plans
- Annual report includes progress on accessibility
- Accessibility Plan is posted on RETSD website