

GOAL – Continuous Improvement of Instruction and Assessment

OBJECTIVES	ACTION THEMES	ACTION PLANS
Continuous improvement in special needs, Indigenous and overall student population on student achievement.	Teach and Learn to Diversity	<ul style="list-style-type: none"> • Learning Services Appreciative Inquiry • Continue to support team of coordinators focused on improved student results • Full implementation of Schools Code of Conduct
	Examining Programs of Choice	<ul style="list-style-type: none"> • Develop a business case to bring Montessori into the district
	Build System Capacity	<ul style="list-style-type: none"> • Collective teacher efficacy through PLC time • Learning series sessions • Build data system to support analytics • Identify where each Indigenous student is to the path of graduation • Showcases of Learning • Refresh NLPSEarns.sd68.bc.ca Portal
Continue providing collaborative opportunities for employees to work toward full implementation of new curriculum.	Understanding and Improving Assessment Practices	<ul style="list-style-type: none"> • Systemizing Tier 2 and 3 reading assessments • Re-envisioning how Learning Coordinators work with schools to drive consistent practices.
	Response to Intervention	<ul style="list-style-type: none"> • Continue supporting Focus Schools through training and resourcing • Monitoring data and results • Creating public awareness of Focus Schools
Improve opportunities for early intervention and learning.	Early Years Strategy	<ul style="list-style-type: none"> • Participation in UBCM pilot project • Program review to identify childcare needs • Develop an Early Years Framework
	Increase Understanding of Syeyutsus Framework	<ul style="list-style-type: none"> • Environmental scan of current environment • Working across senior leadership team • Working with partners • Development of learning series
Increase leadership capacity and excellence.	Leadership and Development	<ul style="list-style-type: none"> • Develop core competencies in interview process that reflect the district's core values • Continuation of leadership series for Vice Principals • Participation on leadership committee • Implement growth plan model throughout excluded staff • Governance and financial literacy training

GOAL - Safe, Caring and Healthy Learning and Working Environment that is inclusive of diversity of our entire learning community

OBJECTIVES	ACTION THEMES	ACTION PLANS
Increase the number of students who feel welcomed, safe, connected, and have a sense of belonging in their school.	Value Diversity	<ul style="list-style-type: none"> • Information to parents about school community • Communicating to our diverse student population • Including newcomers
Increase the number of students who feel there are two or more adults at their school who care about them.	Foster Healthy Relationships	<ul style="list-style-type: none"> • Training CYFSWs on Connect Framework • Establish systems to foster relationships beyond classrooms
Increasing awareness and capacity in addressing mental health and wellness.	Student and Staff Mental Health and Wellness	<ul style="list-style-type: none"> • Develop a Mental Health & Wellness Framework • Develop Trauma-Informed practices • Mental health literacy curriculum role out • Build capacity in system leaders • Embedded Syeyutsus principles • Internal information portal for staff • Menstrual products project
	School as a Community Hub	<ul style="list-style-type: none"> • Exploring best practices and identify emerging opportunities and gaps • Offering Parent Connect Group as a pilot project
Increasing awareness and capacity in supporting children and youth in care.	Supporting Children and Youth in Care	<ul style="list-style-type: none"> • Develop a District wide response and support framework
	Facilitating Post Secondary Transitions	<ul style="list-style-type: none"> • Secondary admin counsellors training and communications • Develop a data system that allows the district to track student progress
Accelerate seismic upgrades and upgrade aging facilities.	Universal Environment	<ul style="list-style-type: none"> • Define a modernized and inclusive, accessible, learning and working environment • Develop a strategy to support universal access to technology (e.g. WIFI) • Work with Facilities as needed to embed Indigenous design features into new renovations and buildings
	Addressing immediate needs	<ul style="list-style-type: none"> • Addressing immediate health and safety priorities • Addressing immediate inclusion and accessibility challenges • Develop a District-wide seismic mitigation and complete prioritized Post-Earthquake Response (PPR) pilot • Develop an enterprise Wide Risk Management framework (BCP, cashless schools, ERP refresh) • Keeping the public informed about seismic program
	Supporting career training opportunities through upgrading facilities	<ul style="list-style-type: none"> • Involving students in upgrade projects to encourage career training objectives • Develop a business case to expand the program • Expansion of program
	Work with Facilities to identify opportunities to establish Gathering Place	<ul style="list-style-type: none"> • Work with Facilities to create a concept plan through partnerships

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OBJECTIVES	ACTION THEMES	ACTION PLANS
<p>Increase employee engagement.</p>	<p>District Culture</p>	<ul style="list-style-type: none"> • Continue and expand leadership Development • Orientation and onboarding (mentorship) engagement opportunities around strategic plan goals • Expansion of Growth Plan • Explore employee engagement opportunities • Develop response to employee engagement • Re-vamp school district internet site • Student survey for Grads
	<p>Recruitment and Retention</p>	<ul style="list-style-type: none"> • Developing strategies for positions that present recruitment and retention challenges • Develop a succession plan including identification of mission critical positions • TTOC pilot project

GOAL – To be a leader in Environmental Stewardship and Sustainability

OBJECTIVES	ACTION THEMES	ACTION PLANS
Annually reduce school district greenhouse gas emissions by 2% a year.	Internal Leadership	<ul style="list-style-type: none"> • Develop a policy on environmental sustainability • Continue to implement an energy plan • Develop a green house gas credit program incentive for schools to enhance environmental and sustainability practices • Increase articles from schools that will effectively reduce travel time to DAC • Inform internal stakeholder about their own GHG emissions to drive system change
	External Leadership	<ul style="list-style-type: none"> • Develop opportunities to support GHG reductions in the community • Re-examine purchasing policy through sustainability lens
Increase learning opportunities for students and staff on climate change and sustainability.	Indigenous Paradigms	<ul style="list-style-type: none"> • Disseminate climate change and sustainability materials including indigenous principles • Increase learning opportunities for staff (This may require some leadership from Learning Services to understand Facilities role to focus this work on the indigenous paradigms) • Challenging the school community to develop more sustainable practices (This may require some leadership from Learning Services to understand facilities role to focus this work on the indigenous paradigms)
Implement a food security program that includes community partners.	Food security	<ul style="list-style-type: none"> • Identify and engage with community partners • Develop a food security definition and strategy
Supply and support infrastructure for sorting, composting, and recycling at all educational facilities.	Recycling	<ul style="list-style-type: none"> • Review the existing district program and work towards full implementation and consistency across the school district • Require DAC and schools to develop innovative practices and report out on results annually
Increase opportunities for outdoor education and programming in the district.	Connect to Land	<ul style="list-style-type: none"> • Identify capital opportunities to promote outdoor education • Encourage schools to develop outdoor opportunities • Celebrate and communicate champions • Explore with partner First Nations to develop a land-based education strategy • Pilot the Take A Hike program

GOAL – Truth and Reconciliation

OBJECTIVES	ACTION THEMES	ACTION PLANS
Implementation of the Syeyutsus Reconciliation Framework in the school community.	Implement the Syeyutsus Framework	<ul style="list-style-type: none"> • Define the Syeyutsus framework in school communities • Create an implementation team • Environmental scan of the district • Creation of information packages for departments and school (e.g. Print, banners, posters)
Support innovative Indigenous educational and community partnerships.	Growing Relationships	<ul style="list-style-type: none"> • Influencing local organizations and influencing other reconciliation activities • Continue and grow FN relationships
	Innovative partnerships	<ul style="list-style-type: none"> • Support the transition of QQS • Welcome Qwam Quam into school district under a co-governance mode • Supporting our most vulnerable students by developing a business case with partners for 5th Street property • Develop a partnership to support a “Village in a City” on Selby Street
Implement Truth and Reconciliation Commission Calls to Action #57.	Increase cultural awareness	<ul style="list-style-type: none"> • Identify opportunities across the district • Identify experienced trainers to deliver training
Promote land and Hul'q'umi'num language-based learning programs.	Resources and support	<ul style="list-style-type: none"> • Purchasing and creating resources to support indigenous content • Creating resources to support Hul'q'umi'num
	Fluency	<ul style="list-style-type: none"> • Identify potential location for program • Explore Hul'q'umi'num Immersion school • Increase number of Hul'q'umi'num teachers