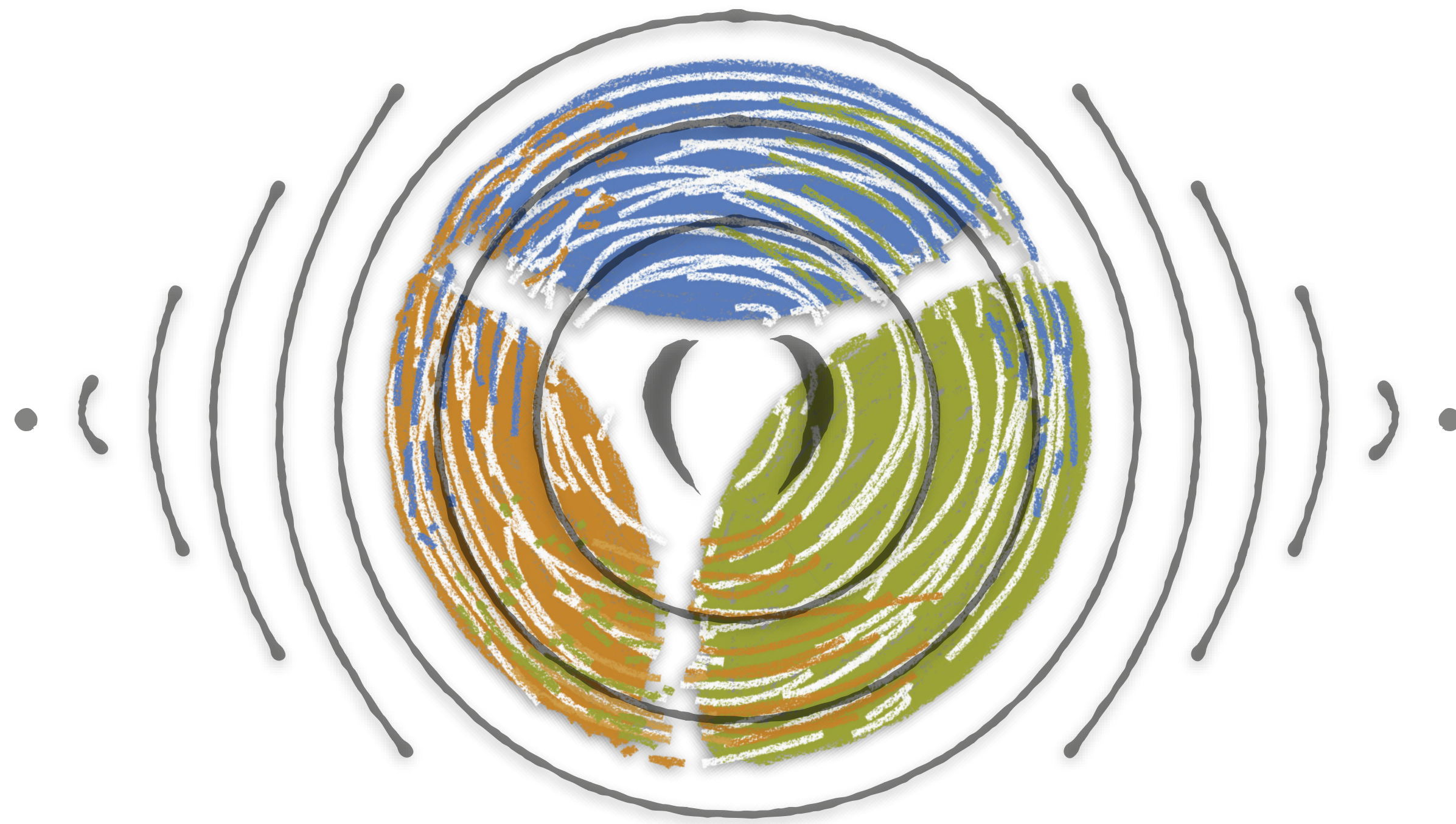


GUIDING WISDOM



The graphic above demonstrates the interconnectedness of the Guiding Wisdom. The circle embraces all, illustrating inclusion and a holistic worldview. The three colours represent Syeyutsus, JEDI, and Environmental Stewardship. The colours blend to convey their interconnectedness. The black lines represent the Salish Eye, as our school district sits within Coash Salish territories. The Salish Eye is watchful of past and future generations.

SYEYUTSUS RECONCILIATION FRAMEWORK

Through the Syeyutsus Framework, themes, values and teachings of Indigenous Peoples include:

- The underpinnings of knowledge are the land, language and culture.
- The land is our teacher.
- We are all one family.
- It is important to live with balance, honour, respect, courage and vulnerability.
- It is vital that we establish a sense of belonging and connectedness to each other and the environment.
- We are all connected.
- We use holistic approaches that include mental, physical, emotional and spiritual lenses.



JEDI STANCE

JUSTICE the right to be treated and the responsibility to treat others with fairness and a fair process that meaningfully addresses barriers.

EQUITY to identify, remove and prevent systemic barriers and discriminatory practices.

DIVERSITY a representation of people's identities and experiences, collectively and as individuals.

INCLUSION feeling welcomed, valued, safe and a sense of belonging to participate freely with respect, dignity and freedom from discrimination.

ENVIRONMENTAL STEWARDSHIP

The goals of this Strategic Plan reflect our commitment to engaging in environmentally sustainable practices within our schools and classrooms, as well as across the broader system. We are committed to responding to the climate crisis with actions informed by Indigenous knowledge and western science. This will maximize positive outcomes over generations, integrating our Environmental Stewardship Action Plan (ESAP) to ensure every aspect of our operations contributes to a greener and more sustainable future.

VISION AND MISSION

VISION STATEMENT

Guided by our commitment to Justice, Equity, Diversity, and Inclusion (JEDI) principles and the Syeyutsus Reconciliation Framework for Truth and Reconciliation, our vision in Nanaimo Ladysmith Public Schools (NLPS) is to create an inclusive and equitable learning community where every individual thrives.

MISSION STATEMENT

NLPS is committed to multiple approaches and pathways to success for all students. Students will imagine, reflect, and innovate within a safe, equitable, and responsive learning environment that develops their academic, social and emotional growth and holistic well-being.

BOARD GOALS

STUDENT & EMPLOYEE WELLNESS	STUDENT SUCCESS	TRUTH & RECONCILIATION
OBJECTIVES • Increase the number of students who feel welcome, safe and have a sense of belonging in their school. • Increase the number of employees who feel valued and/or engaged.	• Increase literacy success rates for all students. • Increase numeracy success rates for all students. • Increase graduation rates for students: who identify as Indigenous, who have disabilities and diverse abilities, and/or are Children and Youth in Care.	• Increase the number of students who engage with hul’q’umi’num language. • Increase awareness of the Syeyutsus Reconciliation Framework.
METRICS STUDENTS • Student Learning Survey (Grades 4, 7, 10, 12) EMPLOYEES • Annual employee engagement survey	LITERACY • Report Cards K-12 • FSA (Grades 4 & 7) • Grade 10 Literacy Assessment • Grade 12 Literacy Assessment NUMERACY • Report Cards K-12 • FSA (Grades 4 & 7) • Grade 10 Numeracy Assessment GRADUATION RATES • Completion Rates • Disaggregate by demographics • Disaggregate by types	HUL'Q'UMI'NUM • The number of educators who are aware of the resources available • The frequency of access SYEYUTSUS PRINCIPLES • Completion and presentation • Create support resources and district-wide sharing plan • Implement district-wide sharing plan