




NANAIMO LADYSMITH
PUBLIC SCHOOLS

Strategic Plan

2019-23



A black and white photograph of a library interior. In the foreground, three students are sitting on a large, tufted cushion on the floor. One student is reading a book, while the others are looking at a document together. In the background, there are rows of bookshelves filled with books. The overall atmosphere is quiet and studious.

***Nanaimo Ladysmith Public Schools
resides within the traditional
territories of the Snuneymuxw,
Snaw-Naw-As and Stz'uminus
First Nations***

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STRATEGIC PLAN

BOARD RESPONSIBILITY



OPERATIONAL PLAN

SUPERINTENDENT RESPONSIBILITY



Introduction

ON NOVEMBER 28, 2018, THE NANAIMO LADYSMITH PUBLIC SCHOOL'S (NLPS) BOARD OF EDUCATION AGREED TO UPDATE THE DISTRICT'S STRATEGIC PLAN.

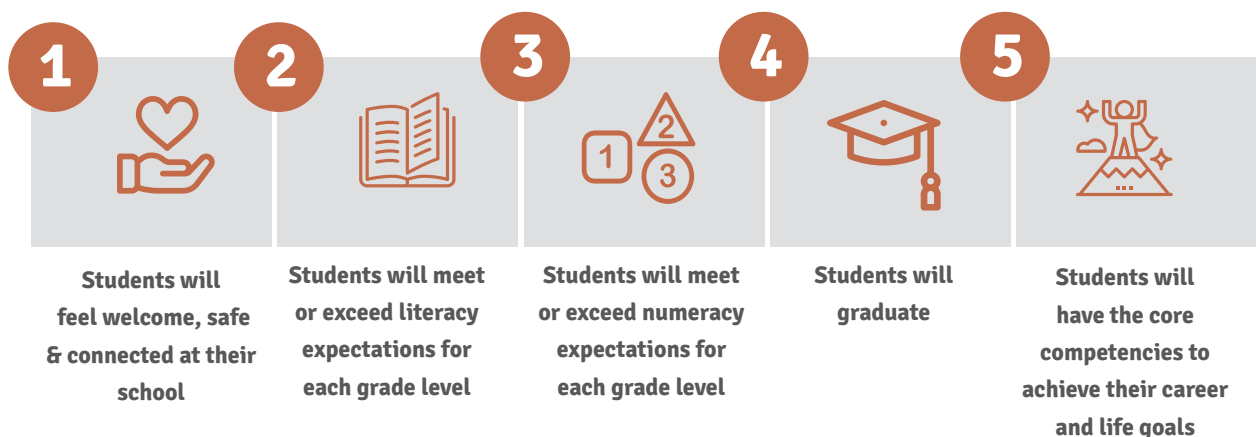
An updated strategic plan helps organize the district around a few significant goals and will ensure that the necessary resources are in place to successfully implement the goals in a manner that is sustainable over time.

The strategic plan will assist the Superintendent in establishing an operational plan that will include strategies and action items that align to the district's overall direction. The operational plan will begin September 2019 and updates will be periodically reported to the Board of Education and shared with the public to demonstrate progress against the goals and objectives that are outlined in this plan.

The district's Strategic Plan also aligns with the Ministry of Education's most recent **2019 Service Plan** and its key goals to: Improve Student Achievement and Success, Improve Outcomes for Indigenous Students; and Improve the K-12 system.

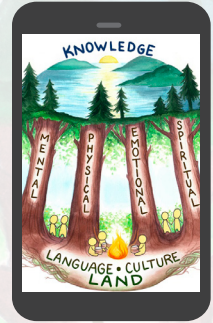
FRAMEWORK FOR ENHANCED STUDENT LEARNING

The district's Strategic Plan aligns with the Ministry of Education's Framework for Enhanced Student Learning; the Goals reflected in the Ministry of Education's 2019 Service Plan, and the five proposed provincial goals outlined below.



Syeyutsus Reconciliation Framework

IN JANUARY 2019, THE BOARD OF EDUCATION APPROVED THE SYEYUTSUS RECONCILIATION FRAMEWORK TO GUIDE THE DISTRICT'S EFFORTS TO ACTION THE BOARD GOAL OF RECONCILIATION.



Flowing from the Truth and Reconciliation Commission of Canada's Calls to Action, this framework, developed over a year and guided by Indigenous people, informs the work of the school district's strategic plan and all other aspects of decision-making across the district. Embedded in the Syeyutsus Reconciliation Framework are themes, values and teachings of Indigenous people that are shared by the district as it seeks to learn how to better serve students, their families and the larger community. These include:

- ▶ The underpinnings of knowledge are the land and, emanating from it, language and culture
- ▶ The land is our teacher
- ▶ Strengthening our relationships (We are all one family)
- ▶ How one lives with balance, honour, respect, courage and vulnerability
- ▶ Establishing a sense of belonging and connectedness to each other and the environment

- ▶ The importance of seeing through mental, physical, emotional and spiritual* lenses (*Connectedness, relationships to everything, part of a larger whole.)



This strategic plan encompasses the vision and values of the Syeyutsus Reconciliation Framework. The framework will be used as an overarching, foundational principle that will guide the district throughout the life of the plan, irrespective of changes to the plan's goals and objectives.

MISSION



To educate all students to become confident, curious and caring citizens by creating an inspiring, inclusive and healthy environment to work, learn and play.

VISION

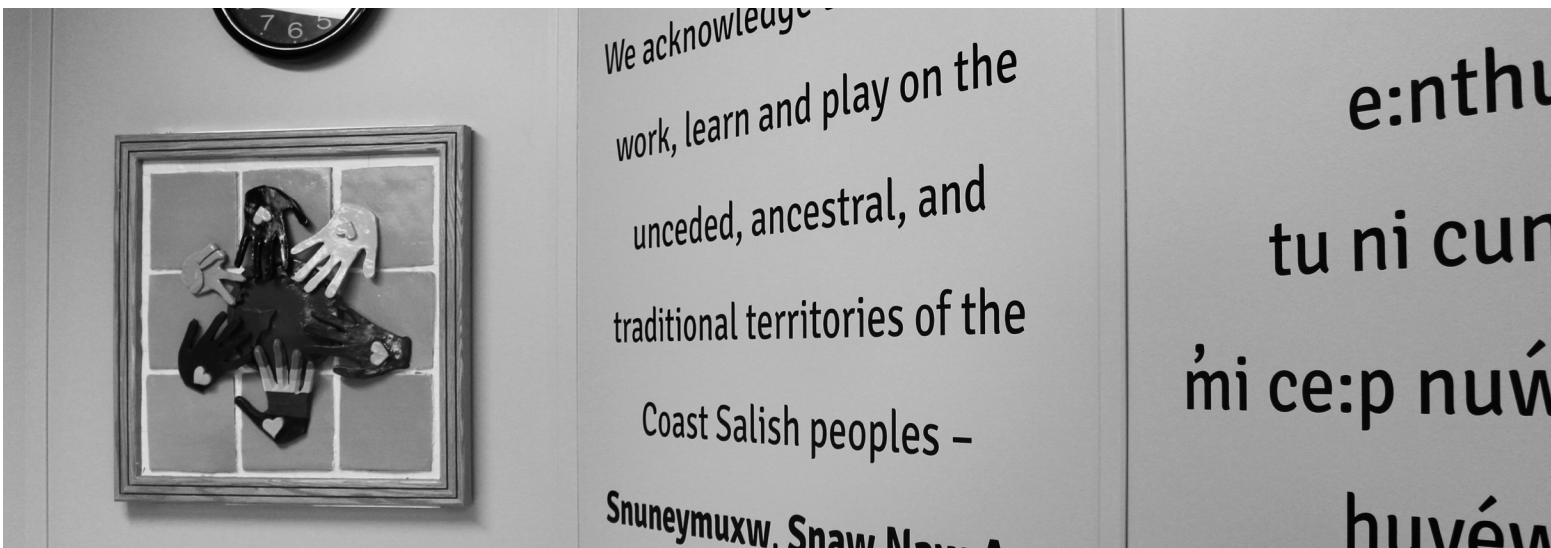


Courageous, innovative, inclusive and personalized learning community that inspires success for all.

TAGLINE



Success for All



VALUES:



Transparency

we believe in making decisions transparently



Inclusion

we honour the diversity of our learning community



Mutual Respect

we relate to each other with care and appreciation



Honesty

we are open and honest in our communications with each other



Diversity

we view our diversity as our key strength



Student Centred

we believe that our students are at the centre of everything that we do



Collaboration

we seek to develop relationships to achieve shared goals and consider each other in decision-making



Sustainable

we are leaders in environmental sustainability



Integrity

we act with integrity



Accountability

we are accountable for our actions



Equity

we believe that all students deserve equitable access to our programs and services

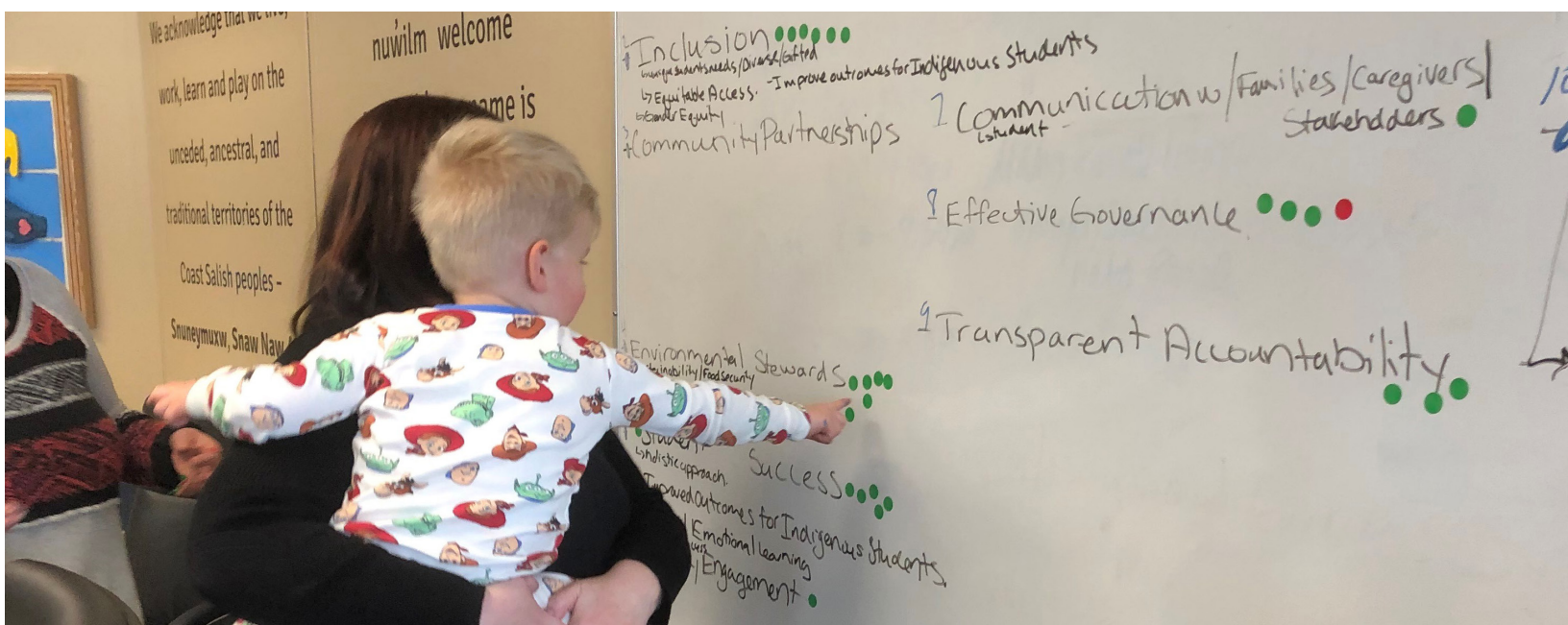
Developing the Plan

— A Collaborative Effort

The plan was developed by completing an [Environmental Scan](#) and [SWOT](#) (Strength, Weakness, Opportunity, Threat) analysis, extensive discussion with Trustees and Senior Staff, including a number of strategic planning workshops from January to April 2019 involving the Board of Education and Senior District Leadership.

The Strategic Planning Open House held on February 19, 2019 brought together representatives of the district's partner groups and community members to share ideas on its strengths and opportunities for growth. The district received considerable insight from the community, particularly parents, whose input through our Thoughtexchange online engagement process helped the Board of Education determine the plan's key strategic goals and objectives.

The district views the following plan as the starting point to engage the community on its vision for NLPS moving forward. The plan will be updated on an annual basis to ensure that the plan is relevant and reflects its current realities.



NLPS Goals and Objectives

GOAL

1

CONTINUOUS IMPROVEMENT OF INSTRUCTION AND ASSESSMENT

2

SAFE, CARING AND HEALTHY LEARNING AND WORKING ENVIRONMENT THAT IS INCLUSIVE OF THE DIVERSITY OF OUR ENTIRE LEARNING COMMUNITY

3

TO BE A LEADER IN ENVIRONMENTAL STEWARDSHIP AND SUSTAINABILITY

4

TRUTH AND RECONCILIATION

OBJECTIVES

- ▶ Continuous improvement in Special Needs, Indigenous and overall student population on student achievement
 - ▶ Continue providing collaborative opportunities for employees to work toward full implementation of the new curriculum
 - ▶ Improve opportunities for early intervention and learning
 - ▶ Increase leadership capacity and excellence
- ▶ Increase the number of students who feel welcomed, safe, connected and have a sense of belonging in their school
 - ▶ Increasing awareness and capacity in supporting children and youth in care
 - ▶ Increase the number of students who feel there are two or more adults at their school who care about them
 - ▶ Increasing awareness and capacity in addressing mental health and wellness
 - ▶ Accelerate seismic upgrades and upgrade aging facilities
 - ▶ Increase employee engagement
- ▶ Annually reduce School District Greenhouse gas emissions by 4.5% a year. (Achieving this target will require additional capital funding project approvals from the Ministry of Education).
 - ▶ Establish a Board Environmental Stewardship and Sustainability Committee
 - ▶ Increase learning opportunities for students and staff on climate change and sustainability
 - ▶ Implement a food security initiative that includes community partners
 - ▶ Supply and support infrastructure for sorting, composting and recycling at all educational facilities
 - ▶ Increase opportunities for outdoor education and programming in the district
- ▶ Implementation of the Syeyutsus Reconciliation Framework in the school community
 - ▶ Support innovative indigenous educational and community partnerships
 - ▶ Implement Truth and Reconciliation Commission Calls to Action #57
 - ▶ Promote land and Hul'qumi'num language based learning programs



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