SWAN VALLEY SCHOOL DIVISION

<u>Sustainability of Human Resources</u>: the ability to recruit and retain high quality and diverse staff in all departments

Goals/Objectives	What has been done
Establish that Swan Valley School Division is a desirable place to work Create succession plans for specialty positions Partner with Universities and training institutions to increase mentorships, apprenticeships and student teacher placements	- Attended teacher recruitment fairs - Produced a Swan Valley Recruitment booklet - Produced a First Year Teacher Handbook - New website for the Division and schools - Creating a more collaborative culture (ongoing) - Sharing promotional materials with other community groups - Partnering with UCN on Volvo Project - Preliminary meeting with Sapotaweyak and OCN in regards to Vocational Training for Post Secondary and high school students - Governance Model changed to reflect how the Board operates - New Policy Manual - New Administrative Procedure Manual - Accessibility Plan created - Schools front desks modified to comply with Accessibility Plan - Executive Summaries and Board Minutes emailed to all employees - Trained all Principals in Walk Through Training - **Started hiring process sooner** - **Hired more qualified local teachers to increase retention rate** - **Partnering with a variety of partners to bring a Dental Assistant Training Program to the Valley** - **Created a Policy Manual for the PD Committee** - **Restructured recognition awards** - **Joint staff recognition evening** - **Provided leadership/specialized training opportunities to staff** - **Partnering with UCN on a Level 1 Carpentry Program** - **Provide Leadership Development options to Principals; MASS Leadership Course, IPEC Coaching, Literacy/Numeracy Session for Principals, Data Analysis Training.**

	- **A number of student teachers are conducting their teaching practicums in Swan Valley School Division** - **Maintenance Supervisor and some of his staff received their Boiler Class 4 ticket. Training provided by Parkland College and supported by SVSD**