



Dear Stakeholder:

Thank you for taking time out of your busy schedule to attend Swan Valley School Division's Strategic Planning/Continuous improvement planning day.

This is an important day for Swan Valley School Division because the Strategic Plan sets the course for the school division over the next three years. We will also have the time to look at the implications of the education review on our school division and how we incorporate that into today's planning. We view your input and role as a critical component in the planning process.

We have compiled a package of materials that are intended to help you become familiar with the administration, schools and departments within our division. Please take time to review this information before the session to ensure that our time together is productive and efficient. Thank you again for helping us plan for our student's future.

Sincerely;

Jon Zilkey

Superintendent/CEO



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Agenda

8:30	Registrations/refreshments	
9:00	Opening Remarks	Board Chair
9:05	Goals for the day and SVSD review	CEO
9:30	Principal/Department Heads SWOT groups (3X15)	
10:15	Individual reflecting on 2-4 Priorities for SVSD	
10:30	Break	
10:45	Group sharing of individual reflection and consensus On 2-4 group priorities	
11:30	Sharing with the large group your priorities/putting similar together	
12:00	Lunch and labelling 2 most important to you	
1:00	Walking around, focus on 2-3 Priorities (consensus)	
1:30	Individual and group think of 4-5 goals for each priority	
2:15	Break	
2:30	Large group sharing of goals for each priority	
3:00	Consensus on 4-5 goals for each priority	
3:15	Next Steps	CEO
3:30	Closing	Vice-Chair

Swan Valley School Division

WHO WE ARE

Swan Valley School Division is located in the South Western part of Manitoba. The Division Office is located in Swan River. The Division has a total enrollment of about 1,416 students. The Division has schools in the communities of: Benito, Bowsman, Minitonas and Swan River. The Division also provides high school programming to Wuskwi Sipiik First Nation and Sapotaweyak First Nation.

Our Vision:

Ready to Succeed

Our Mission:

To create an inspiring, learning community where we all belong, contribute and succeed.

The School Division operates the following schools:

Benito School	K - 8
Bowsman School	K - 8
Minitonas School	K - 8
Heyes Elementary School	K - 6
Taylor Elementary School	K - 5
Ecole Swan River South School	K - 8 dual track
Swan Valley Regional Secondary School	9 - 12

BASIC FACTS

Budget	21 million
Pupil/Teacher Ratio	13.0
FTE Teachers	114.28
FTE Educational Assistants	69
FTE Bus/Sec/Main/Sun/DO/Cus	62
Enrollment	1,416
Bus Routes	27

PROFESSIONAL DEVELOPMENT

The Division supports educators by providing ongoing professional development. The Division's PD Committee is largely comprised of teachers. The PD Committee has significant input into the Divisional PD initiatives during the year. In addition, teachers can select personal PD opportunities both within the Division and outside of the Division. Teachers are encouraged and supported to grow as a group of lifelong learners. Look at the Continuous improvement plan to see other aspects of professional development the Division is involved in.

VOCATIONAL PROGRAMS

The School Division's Regional Secondary School offers a wide variety of Vocational Programs. Some of these programs are matriculated with the University College of the North, which operates a Satellite Campus next to the school. Students can receive Level 1 credit from Apprenticeship and the College for a number of the vocational programs.

The College offers a number of programs at its Satellite Campus. These programs are accessible to students and adults within the community and surrounding area.

EARLY LEARNING PROGRAMS

An initiative of the School Division is its commitment to early learning. The Division offers full time Kindergarten in all of its early years' schools (the province supports Kindergarten at half time). The Division also partners with local organizations and Parent Child Coalitions to support age 0-5 programming throughout the Valley (eg. Better beginnings).

INDIGENOUS EDUCATION

The Division is within Treaty 4, the traditional land of the Cree, Oji-Cree, Anishinabe, and Assiniboine people.

First Nation Communities which are located close to Swan River are Sapatawayak First Nations, Wuskwi Sipihk First Nations and Pine Creek First Nations. There are some high school students from all three communities that attend Swan Valley Regional.

The division has an Indigenous Curriculum Facilitator. The role of the facilitator is to help staff integrate Indigenous perspective into all curriculums. The facilitator also acts as a resource to the division when interacting with First Nation Communities. A continued focus over the next few years for the Division will be to implement the recommendations of the Truth and Reconciliation Commission and to change the academic graduation gap between our indigenous and non-indigenous students.

FRENCH IMMERSION

The division offers a K-12 French Immersion Program. The K-8 portion of the program is located at Ecole Swan River South School and the 9-12 program is located at Swan Valley Regional High School. The division is part of the northern French Immersion Consortium. The consortium works together to offer a variety of French Immersion High School Courses. Some of these courses are offered by the local school within the division and some are accessible via IITV from partner high schools. The Immersion Program has existed for more than 20 years.

MUSIC PROGRAM

The division is a strong supporter of Music. Schools in the division offer Middle Years Band, Choral and Fiddle Programs. The High schools offers a Choral and Band program. These groups perform at local functions as well as provincial competitions.

SPORTS PROGRAMS

The division has a very strong history of providing a strong sports programming in all of its schools. At the Middle School level students compete in a variety of inter school sporting events such as; volleyball, soccer, badminton, track and field, baseball, basketball etc. The high school has teams that compete in a number of sports such as: soccer, basketball, football, baseball, volleyball, track and field, golf, x country, rugby, etc.

Programing for Success: provide age appropriate programming as well as incorporating best teaching practises to ensure student success at all grade levels.

Goals/Objectives	What has been done
<p>Increase play based learning opportunities for K – grade 2 students</p>	<ul style="list-style-type: none"> - Agreement with Wellman Lake to use their facilities for outdoor activities for all schools - Development of a division wide outdoor education program for grade 4 and grade 6 - Partnership with the University of Brandon to offer University Courses to our grade 12 students - Carpentry Program and strengthening of the Electrical program added to Vocational Options - Life Skills Program offered to all grade 6 students ; partnership with Communities that Care
<p>Increase Life Skills Training at the Grade 3 -8 levels</p>	<ul style="list-style-type: none"> - Implementing My Blue Print (ongoing) - Development of an Off Campus site at Friendship Centre - Conducted a Grade 4 and Grade 6 Outdoor Education Day - Music Monday at the Museum - All students in Grade 6 received Life Skills Training Program; Grade 7 Program will be added in the 18/19 school year. - Environment Management receives program status
<p>Increase student engagement at Grade 9 -12 levels</p>	<ul style="list-style-type: none"> - High School hockey program started at SVRSS - Students attended vocational skills completion in the Pas and Winnipeg, money added to 18/19 budget to support ongoing attendance at skills competitions - Trained a number of staff on canoe and water safety - Exploring the idea of offering more UCN Programs locally - ICT pilot at ESRSS that looks at learning and handling responsibly technology - Added a digital literacy program to the grade 6-8 classes - Feedback from parents and students via zoom sessions on Covid - MRLC work with principals this year on Instructional leadership

Sustainability of Human Resources: The ability to recruit and retain high quality and diverse staff in all departments

Goals/Objectives	What has been done
<p>Establish that Swan Valley School Division is a desirable place to work</p>	<ul style="list-style-type: none"> - 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
<p>Create succession plans for specialty positions</p>	<ul style="list-style-type: none"> - 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
<p>Partner with Universities and training institutions to increase mentorships, apprenticeships and student teacher placements</p>	<ul style="list-style-type: none"> - 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



	<ul style="list-style-type: none"> - 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 - Chris and some of his staff received their Boiler Class 4 ticket. Trained provided by Parkland College and supported by SVSD - Reached out to St. Boniface, French Immersion student teachers in 2019-2020 - Had a total of 6 students from BU, 1 from UCN, and 2 St. Boniface in terms of student teachers - Going to recruitment fairs in UCN, BU, U of M and St. Boniface - Looking at U of Calgary education program to certify potential teachers online so they can stay in the Valley - Changed Pd for principals to better support them going to CAP conference in Winnipeg - Have created accessibility committee and have added requests to schools and updating based on employee standards coming out in May 2020 - 2020-2021 Maintained student teaching placements with U of C, BU and St. Boniface -
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Health and Well-Being; physical, social, nutritional and intellectual health

Goals/Objectives	What has been done
<p>Resource schools to ensure the health and well-being of all staff and students</p> <p>Develop clear pathways to access community resources/supports</p> <p>Develop Early Identification Protocol to help identify students that need support</p> <p>Educate all stakeholders, staff and students on the importance of well being</p>	<ul style="list-style-type: none"> - Division is involved in the Communities that Care Initiative - Students and staff attended Head Strong : Stomp out the Stigma Conference in Dauphin - Birch River School piloting meditation, yoga, mindfulness ... to help students self regulate - P.D. session in Benito on Creating a Calming Classroom Kit - E.A. P.D. session on Creating a Calming Classroom Kit - All employee's day had a number of wellness sessions - Partnering with Apple Schools to provide two half time coordinator positions in two schools to promote healthy living and nutrition - Completed Grade six Life Skills training program, will add Grade 7 Program in 18/19 school year - Hired two APPLE Health Facilitators - Hired an additional .5 counselling position to support outlying schools - Staff attend ASSIST PD session - Mental Health Training PD session will be offered every year - Reviewed Safety Protocols for schools and division - Hardwiring sound fields into classrooms - A number of principals attended Safer Schools Together sessions - Participating in the Project 11 at the grade 5-8 level. - Piloting the K-4 curriculum for project 11 in two schools - Reviewed our Pre School Programing - Conducted Mental Health PD Session - Hired a division guidance counsellor for our division.

	<ul style="list-style-type: none">- Professional development on planning for teacher and student success- Professional development on difficult conversations- Reviewed and updated many Workplace Safety and Health protocols within the division including more training with SAFE Manitoba.- Have increased staffing for resource- Due to Covid have increased staff for remote learning, recovery learning, supervision and cleaning- Have given Mental Health resources within the SVSD back to School Plan
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Maximize Resources: Optimal utilization of our human resources, programs and infrastructure

Goals/Objectives	What has been done
Effective and efficient use of our infrastructure	<ul style="list-style-type: none"> - Conducting community consultations on infrastructure and school configurations - Reduced one bus route last year - Beginning the process of right sizing staffing of schools given that some school’s enrollments have dropped significantly (reductions in Secretary, E.A. , Staffing in some schools)
Equitable access to all programs including extra curricular programs	<ul style="list-style-type: none"> - Board reducing itself by two trustees for next round of elections - Upgraded the phone system (Benito and Birch now included) - Meetings conducted with Sapotaweyak to explore providing their students vocational options - Meeting with president of UCN to explore Swan becoming a permanent training site for certain UCN Programs
Technology Infrastructure reflects programming needs	<ul style="list-style-type: none"> - Upgrading all hardware in all schools - Consolidated the school in Minitonas for the 18/19 school year - Restructured Birch to a k-6 school - Adults allowed into vocational programs for a fee - Developing partnerships with Living Word Bible College to provide vocational programming to their students
Increase student enrollment	<ul style="list-style-type: none"> - Testing smaller bus - Upgrades the Switch for our network - Working with Bowsman Daycare Board to open a daycare in Bowsman - Provide Benito Daycare additional space - Completed the upgrade on the exterior of SVRSS



	<ul style="list-style-type: none">- Completed the Carpentry Building- Board provided funds to cover grad costs for 18/19 school year- UCN renting space in our Trades Building to offer a Level one Carpentry Program- Encouraging UCN to offer a local teacher training cohort- Our own staff conducted local PD Sessions for our teachers during SAGE Day- Swan Valley Workforce Development Centre opened by UCN- Reduced the number of board committees- Birch River officially closed as of June 30, 2019- UCN/SVSD partnership with local business community and Sapotaweyak to build houses for area.- UCN partnership for more sponsorship of our adult education program- Sold the Minitonas Early School to the Municipality of Minitonas Bowsman- Installed Lofts in our classes as a better alternative to smartboards- Renewed partnership with Northern Sector Counsel for 4 years with Heavy Duty- Looking at partnerships for Welding programs and space
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Cultural Inclusiveness: Address and support the needs of people from diverse cultures, and value and celebrate their unique contributions.

Goals/Objectives	What has been done
<p>Provide appropriate support to increase Literacy and Numeracy scores across all grade levels</p>	<ul style="list-style-type: none"> - Partnership developed with Friendship Centre to offer Indigenous cultural activities such as; dancing, fiddling, beadwork, singing, jigging etc... - Divisional Indigenous Committee formed with reps from each school - Treaty training for all staff - Follow up session on Treaty Training for teachers - Public acknowledgement at community meetings that we are on Treaty land
<p>Provide culturally appropriate supports to increase Literacy and Numeracy scores for all Indigenous students</p>	<ul style="list-style-type: none"> - Some school plans have a goal of increasing the number of Indigenous books in their libraries - Divisional Literacy committee formed to provide leadership in the area of Literacy - School provided a local school Pd day to develop a school plan to improve Literacy and Numeracy - Two divisional reps attending Numeracy Provincial meetings - Training two Reading Recovery Teacher in the 18/19 school year - Two schools will be piloting the new K-8 ELA Curriculum - Indigenous folder created on K drive for teachers to access - Resources added to K drive
<p>Educate students, staff, and the community about the importance and value of Cultural Inclusiveness.</p>	<ul style="list-style-type: none"> - Public acknowledgement signage in all of our schools - ESRSS is participating in a grade 7/8 Numeracy Achievement Project - SVRSS is participating in the Reading Apprenticeship Training - Heyes School participating in Action Research School Initiative - Early Years, Middle Years, Senior Years grade meetings to plan Indigenous perspective inclusion in our curricular areas



- Increase the number of books in our libraries that have an indigenous Perspective
- Exploring a partnership with the Friendship Centre to hire an Elder/Knowledge Keeper.
- Acquiring more Indigenous curricular materials
- A number of schools have participated in The Blanket Exercise
- Hired a Home School Liaison for SVRSS to work with Sapotaweyak and Wuskwi Sipihk students
- Added numeracy and literacy to the Student Services role who is now attending numeracy and literacy meetings within the province.
- Added a second school to the Learning sprints group to focus on measurable change.
- Numerous staff participating in MRLC workshops throughout province.
- Designed ways in Spring 2020 to get our First Nations students back to school in June to help with graduation requirements and some vocational programming.

