



SWAN VALLEY SCHOOL DIVISION

Strategic Plan

2017 -2020



OUR VISION Statement

Ready to Succeed

OUR MISSION Statement

“The mission of Swan Valley School Division is to create an inspiring, learning community where all belong, contribute and succeed”.



WHAT WE BELIEVE WE NEED TO BE DOING

- * Offer programs which provide relevant and meaningful education to all students, emphasizing those communication skills and basic mathematical and scientific concepts necessary to the development of critical thought and awareness of responsible citizens.
- * Foster excellence in the delivery of our education services through regular review and monitoring of programs, thereby assuring accountability and ongoing improvement.
- * Promote tolerance, mutual respect and responsible behaviour as the means of preserving and enhancing opportunities for all students in the Division and, more generally, as the key elements in a pluralistic democracy.
- * Utilize technology in a manner which enhances educational programming by promoting and developing students' access to information and their ability to understand and use it productively.
- * Focus on lifelong learning in our program planning and delivery, in the disposal of our resources, in our relations with and expectations of staff and our engagement with the community.
- * Foster such a cooperative partnership and level of communication between school and community that the needs of all learners will be recognized and met.



Health and Well-Being: *physical, social, nutritional and intellectual health*

Goals/ Objectives	Strategies	Responsible Parties	Indicators of Success	Time Frame
Resource schools to ensure the health and well-being of all staff and students	<p>Conduct a needs assessment of each school</p> <p>Develop guidelines/formula for school staffing</p> <p>Develop a framework on what a typical classroom should have in Swan Valley School Division based on best practises (Secondary services, tech, books, space, etc.)</p>	<p>CEO/Student Services Coordinator</p> <p>Principals</p>	<p>Needs assessment completed</p> <p>Formulas created</p> <p>Framework completed</p>	3 years
Develop clear pathways to access community resources/ supports	<p>Create an inventory of all the supports available in the area</p> <p>Develop protocol on how staff, students and families can access supports</p> <p>Partner with community support groups to bring more services directly into schools</p> <p>Develop a communication plan which tells how they can access supports</p>	<p>Student Services Department</p> <p>Resource Teachers</p> <p>Counsellors</p>	<p>Inventory completed</p> <p>Protocol Developed</p> <p>Communication Plan Developed and Implemented</p>	3 years
Develop Early Identification Protocol to help identify students that need support	<p>Develop protocol on collecting data that will identify students that need early interventions</p> <p>Develop partnerships with other agencies to share data</p> <p>Conduct research on effective intervention strategies</p> <p>Work with community agencies to provide early interventions</p> <p>Pilot programs that have been successful in other divisions/communities</p>	<p>Student Services Coordinator</p> <p>Resource Teachers</p>	<p>Increased retention rates</p> <p>Protocol developed</p> <p>Access to resources</p> <p>Less resources required at middle years and high school</p>	3 years
Educate all stakeholders, staff and students on the importance of well-being	<p>Provide PD on well-being</p> <p>Create partnerships with community groups to promote and educate the public on the importance of well-being</p>	<p>Student Services Coordinator</p> <p>Resource Teachers</p>	<p>Attendance at PD sessions</p> <p>Less sick leave</p> <p>Survey results from students TTFM</p>	3 years



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

Goals/ Objectives	Strategies	Responsible Parties	Indicators of Success	Time Frame
Increase play based learning opportunities for K – Grade 2 students	<p>Provide PD for teachers on Play Based Learning</p> <p>Provide Parent session on the importance of Play Base Learning</p> <p>Provide opportunities for students to spend more time learning outside the confines of the classroom</p>	<p>CEO/PD Committee</p> <p>Principals/Teachers</p>	<p>Students engaged in more Play based Learning</p> <p>Observation surveys</p> <p>Tell Them From Me survey shows more student engagement</p>	3 years
Increase Life Skills Training at the Grade 3-8 levels	<p>Provide students the opportunity to explore vocational options</p> <p>Implement All About Me (My Blue Print) Program</p> <p>Provide students more experiential learning experiences</p> <p>Develop a program that teaches life skills like: budgeting, resume writing, cooking, sewing, etc.</p>	<p>Teachers/Principals</p> <p>CEO</p>	<p>Grade 7/8 Vocational Programs across the division</p> <p>Increase in experiential learning opportunities</p> <p>Observation survey</p> <p>Student using My Blue Print</p>	3 years
Increase student engagement at Grade 9-12 levels	<p>Utilize My Blue Print Program</p> <p>Provide more opportunities for work experiences and apprenticeships</p> <p>Develop an End of High School Prep Course</p> <p>Incorporate more relevant learning experiences into the curriculum</p> <p>Provide more opportunities to show linkages between school learning outcomes and the world of work.</p>	<p>Teachers/Principals</p> <p>CEO</p>	<p>Tell Them From Me Survey results showing increase engagement</p> <p>Improved attendance</p> <p>Increased grad rates</p> <p>Increase credit attainment</p> <p>Post Grad survey results</p>	3 years



Maximize Resources: *optimal utilization of our human resources, programs and infrastructure*

Goals/ Objectives	Strategies	Responsible Parties	Indicators of Success	Time Frame
Effective and efficient use of our infrastructure	<p>Conduct an audit of our current space usage and look for efficiencies</p> <p>Explore partnerships with community groups/businesses who need space</p>	CEO/Principals/ Maintenance Coordinator	<p>Increase utilization rates</p> <p>Audit completed</p> <p>Increase community usage of access space</p>	3 years
Equitable access to all programs including extra curricular programs	<p>Conduct a study on student fees and school fundraising</p> <p>Create guidelines on student fees and fundraising</p> <p>Create protocol that ensures all students have access to programs</p> <p>Determine the actual costs of extra curricular programs</p>	CEO/ Principal Board	<p>Reduced student fees</p> <p>More students participating in extra-curricular programs</p>	3 years
Technology Infrastructure reflects programming needs	<p>Conduct an audit of our current technology</p> <p>Provide training to ensure maximization of technology</p> <p>Provide funding to ensure that technology upgrades remain current</p> <p>Examine ways to use technology to bring more efficiency to the system</p> <p>Provide training to help teachers integrate technology into the classroom</p>	CEO/Principal Board Teachers Tech Department	<p>Teachers using more technology in the classroom</p> <p>Elimination of time consuming processes</p> <p>Staff being proficient in the use of technology</p>	3 years



Cultural Inclusiveness: *address and support the needs of people from diverse cultures, and value and celebrate their unique contributions*

Goals/ Objectives	Strategies	Responsible Parties	Indicators of Success	Time Frame
Provide appropriate support to increase Literacy and Numeracy scores across all grade levels	Divisional Numeracy and Literacy Committees to develop a plan. High School Math PLC committee to develop a plan to increase divisional scores in Provincial Math Assessments	CEO/Literacy and Numeracy Committee	Plan developed and implemented	December, 2017
Provide culturally appropriate supports to increase Literacy and Numeracy scores for all Indigenous students	Create a divisional Indigenous Education Committee to create a plan Divisional Literacy and Numeracy Committee to work with Indigenous committee in forming the plan	CEO/Lorna Munro/ Divisional Indigenous Committee	Plan developed and Implemented	December, 2017
Educate students, staff, and the community about the importance and value of Cultural Inclusiveness	Provide Cultural Proficiency Training for staff Conduct informational sessions for the community about Cultural Proficiency Incorporate cultural awareness into the curriculum at all grade levels Ensure Treaty Education outcomes are taught across the division Provide ongoing PD on Treaty Education and how to implement Treaty into existing curricular outcomes Implement the recommendations related to Education from the Truth and Reconciliation Commission	PD Committee/CEO Principals/teachers	Cultural activities planned in the schools Student survey on Treaty knowledge Stats on PD sessions attended by staff Increase in cultural celebrations in the community and schools	3 years



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

Goals/ Objectives	Strategies	Responsible Parties	Indicators of Success	Time Frame
Establish that Swan Valley School Division is a very desirable place to work	<p>Promote the many amenities offered in the area</p> <p>Attend teacher recruitment fairs</p> <p>Work with employee groups to ensure that we have a positive working environment for all</p> <p>Partner with other community groups to promote the region</p> <p>Offer competitive salary packages</p>	<p>CEO/all employees</p> <p>Board</p>	<p>Receive more resumes for job postings</p> <p>Less staff turnover</p> <p>Ability to fill specialty jobs</p>	3 years
Create succession plans for specialty positions	<p>Provide training opportunities for current employees to receive training for specialized positions</p> <p>Partner with other community organizations or school divisions to train employees for specialized positions</p> <p>Develop contacts outside the area to help recruit for specialized positions</p> <p>Collect data on employee retirement plans</p> <p>Advertise beyond the valley when positions become available (Especially French Immersion Teachers)</p>	<p>CEO/Department Heads</p>	<p>The ability to fill specialized positions with local qualified personnel</p> <p>Plan developed and implemented</p>	3 years
Partner with Universities and training institutions to increase mentorships, apprenticeships, student teacher placements	<p>Create partnership with Training Institutions/ Universities for Swan Valley School Division to become a training site</p> <p>Encourage local teachers to become cooperating teachers for student teachers</p> <p>Provide supports to trainees/student teachers to encourage them to come to Swan Valley School Division to receive their training/work experience</p>	<p>CEO/Department Heads</p>	<p>Increase in student teacher placements</p> <p>Increase in mentorships</p> <p>Increase in apprenticeship placements</p>	3 years





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