

School District Six Two (Sooke) Strategic Plan – Version 1 as at December 12, 2017

Vision:

We honour student voice and choice through engaging, purposeful and experiential learning in a safe and respectful community.

Values:

Relationships Choice Respect Integrity Trust Safety

Mission:

Our mission is to help develop informed, literate and resilient citizens through engagement in a safe, respectful and responsive SD 62 learning community.

Belief Statement:

In School District #62, Sooke, we believe:

- *the quality of experience for students and staff should be engaging, purposeful and reflective of voice and choice;*
- *all education partners have a role in supporting student learning, each with distinct responsibilities;*
- *in the commitment of understanding and respecting differences and complexities that affect achievement;*
- *in fostering a district-wide focus on learning, and ensuring that everyone has the opportunity to achieve their potential;*
- *in continuous improvement through decision-making informed by gathering evidence that is strength and results-based; and*
- *we are growing at an unparalleled pace and it is necessary to ensure this growth is managed appropriately to ensure the District continues to be successful in the delivery of its educational programs.*

Goals:

Learning Engagement Growth

Learning

Goal: to develop adaptable learners who are creative, critical and social thinkers with the capacity to be global citizens.

1. To enhance student success and engagement at school
 - a) Define student success as building mastery in academic, social-emotional, physical, creative and self-awareness knowledge and skill sets
 - b) Create environments and programs where students can build on their holistic strengths with the goal to support positive transition leading to improved life and educational outcomes
 - c) Facilitate conversations around data collection/analysis to develop a plan that will inform practice and improve student success
 - d) Identify highly effective academic and student support service models and facilitate their implementation
 - e) Build systems within our schools that promote a significant student to adult connection that fosters resiliency and a connection to school outside of academics
 - f) Create an awareness and strategies to incorporate physical activity/movement into students and staffs' learning/working environment
 - g) Develop strategies and support to address student's mental and holistic health
2. Create and support innovative practice and learning environments
 - a) Develop, support and embrace natural learning spaces and outdoor education opportunities for students at all levels
 - b) Expand the variety of mediums, platforms and approaches to learning: Face to Face instruction, Distributed Learning, Blended Learning, Cohort programs, Academy programs, Nature Kindergarten, Outdoor & Experiential Education, Alternative Education (Colwood Annex & Sooke Learning Centre), French Immersion, CHOICES
 - c) Include other world views as part of the learning environment for example: Aboriginal elders and International students
 - d) Foster volunteerism and service learning in our schools and classrooms
3. To facilitate the development of programs of choice that are responsive to student and community voice
 - a) Respond to community needs and requests through the development of District and school-based programs, courses, clubs and classroom activities
 - b) Support choice, diversity, opportunities and innovation in academic, athletic, artistic and technical fields of study
4. To develop capacity, innovation and engagement with educational and personal technology that fosters digital literacy, citizenship, rights and responsibilities
 - a) Provide student training on internet safety
 - b) Develop critical thinking which allows appropriate use of electronic devices and analysis of information, opinions and images on the internet
 - c) Explore and develop an understanding of moral and ethical issues as they relate to use of the internet and social media

Measures	17/18	18/19	19/20	20/21
% of students satisfied with post-secondary readiness	TBD	+5%	+7.5%	10%
% of students satisfied with job readiness	TBD	+5%	+7.5%	10%
% of students not meeting expectations	TBD	-5%	-10%	-15%
6 Year Completion Rates	76%	78%	80%	82%
Grade to Grade Transition Rates	TBD	+5%	+7.5%	+10%

Engagement

Goal: To foster a collaborative and healthy environment, towards a culture of excellence, through effective engagement and communication.

1. Create a healthy environment that promotes wellness
 - a) Through data gathering and stakeholder surveys, determine student and family needs/wants relative to wellness
 - b) Explore and develop employee programs designed to support wellness

2. Promote a greater sense of community through engagement with all stakeholders
 - a) Establish a **Communications Plan** that takes into consideration stakeholder needs and wants
 - b) Through data gathering and stakeholder surveys, determine student and family needs/wants relative to engagement
 - c) Explore and develop strategies to support stakeholder engagement

3. Create a safe, flexible and culturally respectful environment that meets the needs of all, particularly our Aboriginal community
 - a) Enhance our Occupational Health and Safety capacity
 - b) Bring the District Vision and Values to the forefront by incorporating them in the work we do at all levels
 - c) Work with the Board of Education, Executive, Exempt Staff, STA, CUPE and SPVPA executive to use District Vision and Values “common language” in the work we do
 - d) Support the implementation of the Na’tsa’maht Enhancement Agreement

4. Promote a greater degree of employee satisfaction and morale
 - a) Senior management meets regularly with STA, CUPE and SPVPA executive to determine needs and concerns
 - b) Continue to have assistant superintendents routinely visit schools and partner groups and worksites/departments
 - c) Recognize and celebrate the work of individual/groups of employees by creating a specific recognition budget
 - d) Collect data through annual employee satisfaction surveys, exit interviews and stay interviews

5. Invest in widespread professional learning opportunities that respond to employee and system needs
 - a) Seek feedback from school-based administrators regarding the effectiveness of current professional development support and future directions
 - b) Explore different models of professional development to support and engage more teachers, CUPE staff, and administrators in professional learning and growth plans

Measures	17/18	18/19	19/20	20/21
Staff Satisfaction Rate		Baseline		+5%
Stakeholder Satisfaction Rate		Baseline		+5%
Attendance Levels		Baseline	+2%	+5%
# of schools implementation annual Na'tsa'maht Agreement goals		100%	100%	100%
Employee Turnover Rates		Baseline	-5%	-7.5%

Growth

Goal: to effectively and efficiently accommodate the accelerated growth in student population and changing demographics in the district through the creation of safe and respectful environments that inspire learning.

1. To maintain and plan for the required resources and infrastructure
 - a) To create a District **IT Plan** that addresses infrastructure needs by acquiring and maintaining appropriate equipment
 - b) To create a District **HR Plan** that addresses the District's HR needs
 - c) Create a District **Facilities Plan** to ensure fair and equitable access to Capital and Maintenance Funding for all District buildings
2. To provide leadership in educational stewardship and environmental practices
 - a) Develop and implement a recycling program at the school and district level
 - b) Reduce carbon footprint by looking for other sources of energy and/or minimize current usage
 - c) Enhance environmental learning/studies into the classroom
3. To maximize the capacity of existing schools and services while protecting space and sense of community
 - a) Review catchment areas and/or define overflow schools to maximize spaces in all buildings
 - b) Develop a set of guidelines to review programs offered prior to restructuring and impacting the applicable programs for the purpose of preserving programs that are central to the Board's values while addressing the needs to maximize classroom space
4. To secure appropriate land in areas of projected growth and to maintain and develop organizational capacity around that growth
 - a) Maintain the annual Capital Plan based on projected growth
 - b) Update the Long Range Facilities Plan on a bi-annual basis
 - c) Develop an enterprise wide **Risk Management Plan**
 - d) Create cyclical training schedules in relation to new systems that are implemented within the district in all areas starting in 2018-19 school year (IT, HR, Finance, Maintenance, etc.)
 - e) Provide adequate resources to manage and implement change projects (project managers)

Measures	17/18	18/19	19/20	20/21
Satisfaction Rate with IT services		Baseline	+5%	+10%
Satisfaction Rate with Facility services		Baseline	+5%	+10%
Completion of Catchment Review			Completion	
Completion of Risk Management Plan		Completion	Reviewed	Reviewed
Reduction in Photocopies	Baseline	-2%	-5%	-7.5%

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