



## Growth

- ✓ Successfully worked through the expansion of Royal Bay Secondary despite challenges related to the pandemic.
- ✓ Completed the design (90% drawings) and tendering for the new middle and elementary schools in West Langford.
- ✓ The district also successfully added more property for the building of future schools.
- ✓ Operational Plans identified as strategies in the Strategic Plan for Information Technology, Communications, and Human Resources have been completed and have begun implementation.
- ✓ The Facilities Operational Plan is nearing completion and is set to begin implementation in the next school year.
- ✓ The budget this year has focused on setting priorities related to the delivery of outcomes of the Strategic Plan. The process called for the setting of priorities related to work yet to be completed. The process became slightly altered as a result of the pandemic and the need for a conservative, carry forward budget. Despite this, specific funds have still been targeted to address strategic plan goals.
- ✓ A stronger data connection to funding, allocation and full-time equivalency calculations has strengthened the staffing process. Also, a new process was created with the Sooke Teachers' Association to clarify processes and practices related to spring staffing.
- ✓ The creation of a District Principal position focused on capital projects, along with a capital steering committee structure has allowed greater tracking of progress and oversight for capital projects.
- ✓ The District successfully created and put in place a Pandemic Response Plan as directed by the Ministry of Education for different phases of remote and in-class learning opportunities.
- ✓ The District created an internal audit function to provide the Board and Management a critical look at our internal systems and processes in order to improve efficiency and effectiveness.
- ✓ A set of guiding principles was created and adopted by the Board to be used in the catchment review process currently underway.

## Message from the Superintendent

*Despite the 2019/20 school year being interrupted by the COVID-19 pandemic, the Sooke School District has been able to expand its work on its Strategic Plan. Over the course of this school year district staff, partner groups, students and community members engaged in work to support our progress.*

*Sooke School District is a dynamic and growing community of learners. In order to ensure a strong focus on educational outcomes, connectedness to our core work and managing facility space now and into the future, three goal areas were selected. The areas of Learning, Engagement and Growth form the foundation of the District's Strategic Plan.*

*This "interim report" shows and measures our progress and is intended to bridge the gap to a full Strategic Plan Summary report in the spring of 2021. The timing will allow the district to ensure that we have collected, collated and interpreted all of the data available to us.*

*In every department and across every aspect of our school district, we have invested time and energy to ensure positive outcomes for students.*

*Key accomplishments this year include:*

- ✓ *Development of improved data systems and use for planning.*
- ✓ *Engagement Survey data collected through a partnership with BC Stats as a comparator for 2018.*
- ✓ *Continued curriculum development work, including reporting policy changes, curriculum transformation and career program planning.*
- ✓ *Additional planning for student spaces, including expansion, new schools and catchment reviews.*

*While the goals are ambitious, they are attainable and serve to focus the work of the district in a time of competing ideas and interests. More information on everything you read here can be found on our website [www.sd62.bc.ca](http://www.sd62.bc.ca) including the complete [Strategic Plan](#) and reporting measures.*

*Sincerely,*

*Scott Stinson*

*Superintendent of Schools*



### Learning

- ✓ Created stronger connections and processes for gathering, accessing and using data to assist in decision making. This has included the creation of Manager of Data and Analytics position.
- ✓ The implementation of the Student and Parent Portals, a component of the student information system, MyEducationBC, has allowed the district to distribute report cards to middle and secondary parents and students online.
- ✓ The district has also been able to have the Manager of Data and Analytics support a refined and localized enrolment projection process.
- ✓ The district has continued work and development on the Graduation Program Implementation. Examples include an increased use of Graduate Capstone interviews, as well as the continued development of programs to support trades and careers.
- ✓ Continued focus on curriculum and assessment transformation has been a focus for this school year. Specific examples include:
  - Redesigned the District Principal role with a focus on curriculum transformation.
  - Prepared district staff for a transition to the Ministry of Education Schedule A reporting options
- ✓ Continued our valued role as part of the South Island Partnership with Camosun College. 130 Grade 12 students took part in Dual Credit courses leading to college/university-transfer credits. 18 students district-wide pursued first-year red seal course work.
- ✓ Work on the development of early interventions to support students in a strong and positive start to their public education continued. An example is the Early Childhood Educators (ECE) project that pairs an experienced ECE with a Kindergarten classroom teacher.
- ✓ The district funded and supported mentorship programs for new principals and vice-principals as well as new-to-career teachers through the Activ8 series.
- ✓ Building staff capacity in support of students with challenging behaviour was supported by a session for all staff with Dr. Ross Greene.
- ✓ Building progressive assessment & evaluation strategies that value students' strengths and self-assessment was a continued focus for the district. Professional learning included:
  - Ken O'Connor, a Canadian expert in assessment with a focus on standards-based assessment and formative assessment practice.
  - Tom Schimmer, an expert in assessment and evaluation, was a focus for our middle & elementary teachers.



### Engagement

- ✓ The second year of our BC Stats Employee Engagement Survey shows a higher return rate of 63% over 56% last year.
- ✓ Increased collaboration across all employee groups, with parents and with local governments was evident, especially during the spring as the district dealt with COVID-19.
- ✓ The use of Thought Exchange in partner and community engagement proved successful during consultations such as school naming, catchment review, COVID-19 response, and budget planning.
- ✓ New processes for developing, reviewing and communicating worker safety plans continue.
- ✓ Creating structures to support positive working relationships across partner groups and with stakeholders continues to be a priority.
- ✓ A revamped district website for public communication was completed this year. Work on the creation of an internal website, Engage, was completed and the site launched.
- ✓ Staff training and development in support of employee growth continues through in-person and online, self-directed learning platforms.
- ✓ Redevelopment and enhancement of talent acquisition processes continue.
- ✓ Completion of the research and planning phase of the Strategic Workforce Plan (SWP) allows us to now develop a succession program for the school district.
- ✓ Successful negotiations of the local union agreements with the STA and CUPE 459 were completed.
- ✓ Supporting students and teachers through standardized technology in classrooms including laptops for over 700 teachers.
- ✓ Focus Group consultations with SD62 staff were held in the spring. Results will be brought forward in the fall to partner groups in support of developing a Staff Wellness Framework.
- ✓ The *Healthy Schools, Healthy People Framework* has been drafted with goals for 2020-2023.
- ✓ The position of District Principal of Safe and Healthy Schools was established to lead future work in the area of staff and student health and safety.