

SD62 Operational Plan 2021-22

Strategic Priorities

In addition to leading the daily operation of schools, in the 2021-22 school year, work is underway on several strategic priority (Learning, Engagement, Growth) objectives.

The key item of work for the Executive Team for Fall 2021 is to undertake a review of all programs. The district wants to ensure that resources are used to deliver the most effective and efficient level of services possible. The outcome of the Program Reviews will feed into the 2022-23 budget development process and plan out key projects for the next three to ten years.

Learning

Complete the Middle School Philosophy work.

The district continues to consult with middle school principals, vice principals, teachers, students, other staff, and parents about creating a “We believe” statement for middle schools. SD62 will ensure that the important aspects of development are supported in our middle schools. We recognize that this is an important stage in a child’s development. We want to ensure that we are reflecting this with our “We believe” statement. We want to continue to focus on what is best for students at this stage.

Ensure the effective and impactful utilization of return-to-school provincial funding that supports mental wellness.

The district is operationalizing provincial funding in support of mental wellness for staff, students and families. The district response plan has been finalized and shared with stakeholders and is being actioned this fall. The action plan includes learning opportunities for staff, students and families focused on Trauma Informed Practice, Mental Health Literacy, Social Emotional Literacy, Grief and Loss. In addition, funding has been distributed throughout the system to support health promotion activities. This work fits within the district Healthy Schools Healthy People Framework that is focused on all aspect of health and wellness promotion in SD62.

Continue to promote the implementation of Sexual Orientation and Gender Identity (SOGI) related policy as it relates to protocols, processes, practices, and infrastructure.

Work continues in this important area. District and School SOGI Leads are established and a working plan has been developed outlining key goals for this year. These goals include completion of Gender Neutral signage at all single use restrooms in the district, revision of SOGI policy and regulations to reflect current language and concepts, and a system review of schools to determine how to best to retrofit existing schools to include gender neutral restrooms and changerooms. This work is in addition to our continued efforts to create spaces and learning opportunities within our district that reflect all those that work in SD62 and those we serve.

Develop recommendations regarding enhanced educational pathways for learning and graduation.

The new District Principal of Pathways & Choice has been hired & placed for the 2021/2022 school year. Through the process of the District's Program Review, the structures and services that serve the graduation program (Gr.10-12) are under analysis and recommendations will flow to further enhance and re-focus the District's efforts to provide a variety of options and choices that strive to meet the needs and interests of an emerging and dynamic student population and community.

Engagement

Renew the Na'tsa'maht Agreement and support schools to have plans in place.

In consultation with the Nations that SD62 serves, a decision was made to delay the renewal of the Na'tsa'maht Agreement for the 20/21 school year. The reasons for the delay were the challenges COVID-19 presented in gaining access to our Indigenous partners and communities to have the important dialogue and input into this foundational agreement.

In the current school year, conversations have begun at the Na'tsa'maht Indigenous Education Council table and a lead position on the consultation and development of a renewed Na'tsa'maht Agreement will be in place for January of 2022. Active collaboration on the renewal process will continue with a scheduled completion of the agreement for June 2022.

Create an approach to performance management that enables talent development and management in pursuit of achieving strategic objectives.

No function has been untouched by the combination of changing demographics, new technologies and changing expectations. In light of the new reality, HR is developing a performance culture that promotes both individual and organizational success through initiatives such as succession planning, training and development. The focus being goal setting and alignment to obtaining the strategic objectives of the School District.

Broaden the Wellness Plan and reflect a holistic approach to wellness.

SD62 continues to support implementation of its Healthy Schools Healthy People Framework. The framework sets out six key goal areas focused on promoting health and wellness for staff, students and families. Work continues this year including expansion to established programs and services, and the initiation of new projects, programs and initiatives as set out in the framework.

Growth

Undertake Program Reviews

During the 2021-22 academic year, the Executive is leading reviews of all programs in the district. As part of the Growth strategic priority, the district is looking for improved alignment, coherence and efficacy in the provision of services across the district, three year planning horizon, aligning resources with results, a focus on the strategic plan goals, and

an understanding of how best to provide operational support services in the district. This program review should provide a basis for planning and implementation of improved services by the district for the next three to ten years.

Develop an approach to determine staff diversity, equity and inclusion.

HR wishes to cultivate a healthy and diverse work culture that consists of highly engaged employees. Working with our partner groups we are developing a baseline of data confirming the diversity within our present workforce configuration. Together we will develop a survey to gather the pertinent data to then be used to fashion policy and procedures such as employment equity standards. Through our employee engagement survey data we will better understand areas of strength and growth in regards to being or becoming an inclusive and belonging organization.

Undertake a feasibility study for the renewal of the School Board Office

As the District continues to grow at an exponential pace, space at the existing Board Office is limited and out of date. Staff are undertaking a review of current and future space needs to determine the potential options for the Board to consider to address these challenges. The existing Board office opened it's doors in 1988 with under 35 staff. Today, the office has over 100 staff working and space no longer meets the demands of the District. As offices become more virtual, changes in how we deliver services from the Board Office must also be considered.

Review of performance indicators as referenced in the Facilities Operations Plan.

As part of the District's Strategic Plan Accountability Framework, staff are developing key indicators to measure the performance of the District in managing the facility condition of our spaces. These measures will include both maintenance and minor capital work conducted throughout the District.

Complete a report with recommendations on how to manage community use bookings.

District staff are looking at the option of managing community bookings in-house. This has been a project that has been considered for numerous years and is another example of the District maturing towards organizational excellence.

Develop a Budget 2022/23 using the insights from the Program Reviews.

The District is undertaking a review of its programs with anticipated recommendations flowing through to the budget development process to begin in early 2022. This process will ensure that District resources are closely aligned with the goals and objectives of the Strategic Plan.

Continue onto the next phase of work from 2020-21 on the Student Success Dashboard Extension.

The first iteration of the Student Success Dashboard was used to inform our Framework for Enhancing Student Learning (FESL) reporting back to the ministry for September 2021. We are now focused on

continuing to inform principals about the data that is available. In parallel, we are researching internal and external sources of student data and evidence used by departments (both qualitative and quantitative). These will eventually integrate into School and Department plans and next year's FESL reporting.