



SOOKE
SCHOOLS 62
Shaping Tomorrow Today

STRATEGIC PLAN

2018-2021



NA'TSA'MAHT

Sooke School District acknowledges the traditional territories of the Coast Salish: T'Sou-ke Nation and Scia'new Nation and Nuu-chah-nulth: Pacheedaht Nation. We also recognize some of our schools reside on the traditional territory of the Esquimalt Nation and Songhees Nation.

Hych'ka

Kleco Kleco or ʔekoo ʔekoo

Marsee or Miigwich



NA'TSA'MAHT means...

"Being of one mind, one spirit.

Together, working side by side, supporting each other, walking together. Good mind, good spirit for the good of our children, for the good of Mother Earth sustaining us."

– ELDER SHIRLEY ALPHONSE

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Learning. Engagement. Growth.

MESSAGE FROM BOARD

The SD62 Board of Education is proud to present the first ever Strategic Plan for the Sooke School District. Over the next three years, this plan will guide every aspect of our District. As one of the fastest growing school districts in BC, this plan will help shape us as we look ahead to the future. As you read on, we hope you will feel the inspiration shared by many in our educational community who contributed to this plan.

As a follow up to the creation of the District Vision in the 2015/16 school year, the Board of Education launched an inclusive engagement

process to develop a Strategic Plan for the District. Many stakeholders were involved in the plan's development to make sure that all voices could be heard. The results we received are exciting, focusing on the three main goals of learning, engagement and growth.

The Board of Education thanks all who were involved in creating this document. We clearly understand the importance of student and employee engagement in reaching our District's goals together and we look forward to reporting the future progress to you.

Sincerely,

WENDY HOBBS, RAVI PARMAR, BOB PHILLIPS, NEIL POIRIER, DENISE RILEY, DIANNA SEATON, MARGOT SWINBURNSON



Our VISION for Powerful Learning

WE BELIEVE...

- STUDENTS are at the **CENTRE** of LEARNING and ENGAGEMENT
- THEY are **self-aware**. CURIOSITY FURTHERS COMPETENCE



- the STUDENT-TEACHER **RELATIONSHIP** fuels the passion FOR LEARNING and TEACHING



- the FOUNDATION of ALL RELATIONSHIPS is **mutual** trust & respect



- in CREATING **CHOICE** **DIVERSITY**



- EDUCATION INVOLVES ACCESS to **DIFFERENT LEARNING ENVIRONMENTS** in ORDER to **inspire** and **engage** ALL LEARNERS



"VISION WITHOUT ACTION IS MERELY A DREAM. ACTION WITHOUT VISION JUST PASSES THE TIME. VISION WITH ACTION CAN *change the World*."
JULIA BARNER

Our **VISION**
WE HONOUR **STUDENT VOICE**
AND **CHOICE** THROUGH
ENGAGING, PURPOSEFUL AND
EXPERIENTIAL LEARNING IN A
SAFE AND RESPECTFUL
COMMUNITY



- Our **VALUES**
- **RELATIONSHIPS**
 - **CHOICE**
 - **RESPECT**
 - **INTEGRITY**
 - **TRUST**
 - **SAFETY**

BELIEF

IN SCHOOL DISTRICT #62, 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 **manage this growth appropriately** to ensure that the District continues to deliver successful educational programs.





VISION

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

MISSION

To help develop informed, literate and resilient citizens through engagement in a safe, respectful and responsive School District #62 learning community.

VALUES

Relationships, Choice, Respect, Integrity, Trust, Safety

GOALS

- 1. Learning**
- 2. Engagement**
- 3. Growth**

1. LEARNING



2. ENG



AGEMENT

3. GROWTH



1. LEARNING

Honour student voice and choice

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

1. To enhance student engagement and success at school

- a. Define student success as building strengths in academic, social-emotional, physical and creative domains
- b. Create environments and programs where students can build on their strengths, leading to improved educational and life 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
- f. Incorporate physical activity/movement into learning/working environments

- g. Develop strategies and supports to address mental and holistic health, safety and well-being

2. To create and support innovative teaching and learning environments

- a. Develop, support and embrace natural learning spaces and outdoor educational opportunities for students at all levels
- b. Expand the variety of mediums, platforms and approaches to learning
- c. Include world views as part of the learning environment
- d. Foster volunteerism and service learning in our schools and classrooms



3. To help develop 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, opportunity 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. Develop critical thinking which allows appropriate use of electronic devices and analysis of information, opinions and images on the internet
- b. Explore and develop an understanding of moral and ethical issues as they relate to use of the internet and social media

MEASURES	2017-2018	2018-2019	2019-2020	2020-2021
% 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%

2. ENGAGEMENT

Engaging, purposeful and experiential learning

Goal: To foster a collaborative and healthy environment through effective engagement and communication.

1. Create a healthy environment that promotes wellness

- a. Through data gathering and stakeholder surveys, determine student, family and staff needs/wants relative to wellness
- b. Explore and develop programs designed to support student and staff health, safety and well-being

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 responsive environment that meets the needs of all, particularly the Aboriginal communities we work with

- a. Enhance the District's 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 make 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

- Establish regular meetings between senior management and STA, CUPE and SPVPA executive to determine needs and concerns related to employee satisfaction and morale
- Continue to have Associate Superintendents routinely visit schools, partner groups and worksites/departments
- Explore strategies designed to recognize and celebrate the work of individual/groups of employees
- Collect data through annual employee satisfaction surveys, exit interviews and stay interviews

5. Invest in widespread employee learning opportunities that respond to employee and system needs

- Seek feedback from employee groups regarding the effectiveness of current learning opportunities to inform future directions
- Explore different models of capacity development to support and engage all employee groups
- Collect data through annual employee satisfaction surveys, exit interviews and stay interviews

MEASURES	2017-2018	2018-2019	2019-2020	2020-2021
Staff Satisfaction Rate	–	Baseline	–	+5%
Stakeholder Satisfaction Rate	–	Baseline	–	+5%
Staff Attendance Levels	–	Baseline	+2%	+5%
# of schools implementation annual Na'tsa'maht Agreement goals	–	100%	100%	100%
Employee Turnover Rates	–	Baseline	-5%	-7.5%

3. GROWTH

A safe and respectful community

Goal: To accommodate growth and changing demographics by creating safe and respectful environments that inspire learning.

1. To maintain and plan for the required resources and infrastructure

- a. Create a District **IT Plan** that addresses infrastructure needs by acquiring and maintaining appropriate equipment and software
- b. 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
- d. Establish a cost-effective preventative maintenance model

2. To provide leadership in educational stewardship and environmental practices

- a. Develop and implement a recycling program at the school and District levels

- b. Reduce carbon footprint by looking for other sources of energy and/or minimize current usage
- c. Enhance environmental learning/studies in 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 the efficient use of spaces in all buildings
- b. Develop a set of guidelines to review programs offered for the purpose of preserving 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 regular training schedules in relation to new systems that are implemented in all areas of the District
- a. Provide adequate resources to manage and implement change projects (project managers)

MEASURES	2017-2018	2018-2019	2019-2020	2020-2021
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%

Learning. Engagement. Growth.



3143 Jacklin Road, Victoria, BC V9B 5R1 | 250 474 9800

f /SchoolDistrict62 | t /SD62_Sooke

sd62.bc.ca

