

# School District No. 83 (North Okanagan-Shuswap)

## STRATEGIC PLAN: Goals, Outcomes, and Strategies



### STUDENTS FIRST

**Goal – Students First:** Student success is our top priority every day.

#### Outcomes

- Students pursue and demonstrate growth and self-awareness in academic and personal goals.
- Students demonstrate proficiency in literacy, numeracy, and core competencies.
- Students are involved in decisions that affect them at individual and systemic levels.
- Students are knowledgeable and empathetic to Indigenous world views and perspectives.
- Students have successful experiences from K-12 that prepare them for a life with dignity and purpose during their school years and after graduation.

#### Strategies

- Provide supports to address the diverse needs of students
- Develop meaningful, varied, inclusive, and differentiated learning experiences to correspond to the needs and interests of students.
- Integrate Indigenous cultures and perspectives, and incorporate “First People’s Principles of Learning” through classroom routines, school and district-wide activities.
- Access authentic indigenous resources.
- Implement an equity scan for students of indigenous ancestry.
- Increase project-based, and inquiry learning opportunities for all students.
- Expand opportunities for students to have input and choice of learning experiences
- Expand and support student leadership and advocacy programs.
- Provide diverse learning opportunities inclusive of responsible technology-supported environment
- Provide guidance to students on the healthy use of technologies.
- Expand student competencies in life skills (e.g., socially appropriate behavior)
- Collaborate with parents and students in establishing and supporting the child’s development.
- Increase opportunities for collaboration among staff to expand upon a culture of reflective practices.
- Expand high quality professional learning opportunities and instructional support
- Apply models of assessment that include establishing goals and monitoring change along the learning continuum.

#### Measures and Targets

**Provincial Literacy and Numeracy Assessments** - 70% of all participating students will meet the standard of **Proficient or Extending**, with no significant gap between Indigenous students and all students.

**Foundation Skills Assessment** - 80% of all participating students will meet the standard of **Proficient or Extending**, with no significant gap between Indigenous students and all students.

**Six Year Graduation Rate** - 90% of all students in the grade 8 cohort will graduate with a **Dogwood or Adult Dogwood** within six years, with no significant gap between Indigenous students and all students.

**Core Competencies** - 100% of all students will be able to speak authentically to their learning, using the **Thinking**, the **Communication**, and the **Personal and Social Core Competencies** as the framework.

# School District No. 83 (North Okanagan-Shuswap)

## STRATEGIC PLAN: Goals, Outcomes, and Strategies



### ORGANIZATIONAL EFFICIENCY

**Goal – Organizational Efficiency:** Decisions and actions are clear, purposeful, and responsible.

Outcomes	Strategies
<ul style="list-style-type: none"><li>The organization is trustworthy, consistent, ethical, and transparent.</li><li>Resources (e.g., time, money, and people) are allocated responsibly.</li><li>Relationships within and among district departments are healthy and personnel work well together toward common goals.</li><li>The public is informed, connected, and/or can easily access appropriate information.</li><li>Financial reporting is consistent and accessible.</li><li>All employees and trustees are connected to the organization's core purpose and goals.</li><li>All employees and trustees are committed to individual and organizational capacity building and to continuous development.</li></ul>	<ul style="list-style-type: none"><li>Use the Strategic Plan as a regular reference point to provide direction and focus resources</li><li>Communicate relevant and timely information about student success, and district processes and decision-making.</li><li>Provide current, accurate, relevant, informative, and accessible communications, including Board publications.</li><li>Model respect, integrity, and transparency.</li><li>Optimize joint committee structures.</li><li>Create, review, and revise policies and regulations.</li><li>Engage all employees and trustees with learning opportunities and ongoing professional development.</li><li>Optimize facilities to ensure they are quality learning environments.</li><li>Unify branding and cohesiveness of communication strategies so that the district's values are apparent to all.</li><li>Invite community input and provide opportunities for collaboration whereby families, community, and schools work on our students' behalf.</li><li>Establish relationships and regular collaboration with formal and informal representatives from the Indigenous communities.</li><li>Provide continued transparency throughout the budgeting processes</li><li>Apply policies and procedures clearly and consistently.</li><li>Communicate a comprehensive and well aligned organizational structure.</li><li>Ensure there are professional growth opportunities and regular performance evaluations for all staff.</li><li>Establish and maintain accountability expectations for decisions and actions.</li></ul>
<b>Measures (Targets TBD)</b> <ul style="list-style-type: none"><li>Student, staff, and parent perception surveys to determine perceptions, with data disaggregated to show FN results and participation</li><li>Monitor feedback</li><li>Measures in organizational effectiveness (outputs TBD)</li><li>Parent &amp; Community engagement</li><li>Board meetings</li><li>Work order management reports</li><li>Artifacts from joint committee work</li><li>Social media feedback</li></ul>	

# School District No. 83 (North Okanagan-Shuswap)

## STRATEGIC PLAN: Goals, Outcomes, and Strategies



### CULTURE OF HEALTH AND WELLNESS

**Goal – Culture of Health and Wellness:** Students and staff are healthy, and connected to the learning community

Outcomes	Strategies
<ul style="list-style-type: none"><li>Students and staff are meaningfully engaged in their work.</li><li>Students and staff feel a sense of connection and belonging to the learning community.</li><li>Students and staff co-create and share responsibility for a safe learning environment.</li><li>Staff and students support a culture that is respectful and inclusive of indigenous learners and their families, and communities.</li><li>Students and staff understand and practice healthy habits regarding nutrition, sleep, and physical activity.</li><li>Students and staff utilize resources and strategies to support positive mental health and to respond to mental health concerns and the contributing factors.</li><li>Students and staff create and sustain positive personal and cultural awareness, identity, responsibility.</li></ul>	<ul style="list-style-type: none"><li>Provide and support learning/working environment with strategies to support mental, emotional development/wellness.</li><li>Build connections and healthy relationships with one another.</li><li>Support learning and strategies that encourage healthy living.</li><li>Expand support for Truth and Reconciliation (TRC): Calls to Action, including establishment of TRC Allies, ongoing staff development, and adoption of protocols.</li><li>Increase Indigenous perspectives and strategies with supports for staff and student wellness</li><li>Incorporate policies, practice, and governance that validates indigenous identity and learning styles.</li><li>Expand partnerships with and access to provincial and community agency supports.</li><li>Educate and invite parental support and participation to partner in the development and growth of children with additional focus on those children and families who are most vulnerable.</li><li>Provide opportunities for student wellness input and advocacy programs and groups</li><li>Foster and develop strategies for resiliency, perseverance, and grit.</li><li>Explore and initiate avenues for responsible use of technology.</li><li>Intervene with supports for personnel and students who demonstrate evidence of need.</li><li>Analyze and expand resources and strategies in service of the outcomes through the Wellness Committee.</li><li>Expand awareness and increase access to Employee Family Assistance Program (EFAP)</li><li>Provide opportunities for staff to work together beyond the boundaries of the traditional school day.</li></ul>

#### Measures (Targets TBD)

- Staff and student district absenteeism
- Survey student, parent and staff culture of wellness and satisfaction
- Feedback
- Specialized surveys (i.e. McCreary Adolescent Survey, 'Our Schools Survey', MDI); Childhood Experiences Questionnaire (CHEQ)Early Development Initiative (EDI)
- Equity scan (Distribution of resources against need)
- Employee retention