



# 2019-2020 ACTION PLAN

**Ian MacRae**  
Director of Education

## 1. **VISIONARY LEADERSHIP**

**GOAL:** *To provide leadership that demonstrates the commitment to human rights, equity and reconciliation, in implementing the strategic direction of the Lakehead District School Board and enhancing public confidence in the education system.*

### **KEY ACTIONS:**

- 1.1 Communicate mission, vision, values and goals of the Board and the commitment to further academic excellence and global citizenship with all students.
- 1.2 Promote ethical leadership and engage stakeholders (internal and external) in advancing the strategic direction of Lakehead Public Schools.
- 1.3 Work with senior staff to implement plans for student success and well-being.
- 1.4 Strengthen relationships/partnerships to engage students, parents, staff, school communities, stakeholders such as Indigenous Peoples and diverse communities, in the ongoing review and implementation of the Board's Strategic Plan.
- 1.5 Pursue initiatives to engage the community in articulating and demonstrating the mission, vision, and values of Lakehead Public Schools, in accordance with the commitment to advance human rights, equity and reconciliation.

## 2. **RESPONSIBLE STEWARDSHIP**

**GOAL:** *To ensure that the organization maintains the commitment that students acquire knowledge and skills to become responsible members of a democratic society.*

### **KEY ACTIONS:**

- 2.1 Align system resources to implement the Board's Operational Plan.
- 2.2 Support equitable access to learning opportunities for all students. Provide learning that meets the needs of diverse students through Board programs and pathways that enhance students' life choices, and facilitate their 21<sup>st</sup> century learning needs.
- 2.3 Support equity of outcomes in student achievement for all students.
- 2.4 Promote safe, caring, equitable and inclusive learning and working environments where all students feel they belong and can thrive.
- 2.5 Continue to enhance staff knowledge, skills and competencies to promote service excellence and well-being, in the provision of equitable and inclusive education for all students.

### **3. COLLABORATIVE LEARNING CULTURES**

**GOAL:** *To support learning-oriented organizational improvement processes.*

**KEY ACTIONS:**

- 3.1 Encourage collaboration in and with schools and with system leaders in achieving shared goals of accessibility, student success, equity and well-being.
- 3.2 Promote enhanced school and classroom practices to support learning of all students, respecting visible and invisible differences.
- 3.3 Communicate the direction of the Board Operational Plan at staff and advisory committee meetings, during school visits, public presentations and through individual contacts.

## 4. **ENGAGING IN COURAGEOUS CONVERSATIONS**

**GOAL:** *To strengthen confidence in Lakehead Public Schools through open communication, relationship building and inclusive processes.*

### **KEY ACTIONS:**

- 4.1 Foster relationships of trust with leaders to promote courageous conversations necessary for continuous improvement.
- 4.2 Provide timely information regarding Board direction and decisions with employee groups.
- 4.3 Demonstrate an open, transparent, and accessible relationship with trustees, staff and the broader community.
- 4.4 Implement effective strategies, including social media, to increase communication with internal and external stakeholders, to enhance opportunities for feedback, to highlight student, school and Board achievements within the organization and the communities.

## 5. Evidence-based Decision Making

**GOAL:** *To enhance rigorous decision-making processes based on sound and comprehensive information.*

### **KEY STRATEGIES:**

- 5.1 Demonstrate compliance with Ministry of Education direction and legislation in the role of Secretary to the Board.
- 5.2 Use data including equity related data to inform decisions and planning.
- 5.3 Review the strategic and operational plans and report on progress of their implementation to the Board.
- 5.4 Ensure a transparent budget process responsive to the strategic direction of the organization and requirements of legislation.
- 5.5 Ensure that all reports align with the Board's Strategic Plan and provide high quality information to aid with decision-making and future strategic planning.
- 5.6 Ensure the integrity of management processes that directly affect the operation of schools.
- 5.7 Present a transparent account of school and Board performance to the organization's diverse stakeholders