



2022-2023

ACTION PLAN

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Director of Education

Committed to the success of every student



1. RECOVERY LEARNING

KEY ACTIONS:

- 1.1 Identify timely, evidence-based measures of student achievement to identify student learning needs.
- 1.2 Align the content of professional training with the capacities needed for district and school improvement.
- 1.3 Implement a system wide re-engagement strategy for early leavers.
- 1.4 Align goals, assessment, instructional practices, and teaching resources K – 2 with the Science of Reading.
- 1.5 Support the functional literacy needs of all students.
- 1.6 Continue to provide resources and training in order to improve student achievement and confidence in math.
- 1.7 Use the best available evidence to inform instructional decisions.
- 1.8 Support students for transitions.

2. EQUITY

KEY ACTIONS:

- 2.1 Hire new Human Rights and Equity Advisor.
- 2.2 Promote the human rights statement for the Board.
- 2.3 Successful implementation of Grade 9 de-streaming across all subjects.
- 2.4 Special Education review of programs and services.
- 2.5 Implementation of Equity Action Plan.
- 2.6 Implementation of Restorative Practices.
- 2.7 Review of policies and practices within departments that contribute to systemic barriers.
- 2.8 Review of census data for equity.
- 2.9 Accessibility action plan implementation 2022-2023.

3. INDIGENOUS EDUCATION

KEY ACTIONS:

- 3.1 Hire a new Principal of Indigenous Education to support implementation of the Indigenous Education Framework and Strategic Plan.
- 3.2 Develop an anti-Indigenous racism strategy.
- 3.3 Expand reciprocal partnerships with First Nation communities.
- 3.4 Expand land based and experiential learning programs.
- 3.5 Continue to develop an understanding amongst staff of the intergenerational impacts of Residential Schools.

4. LEADERSHIP

KEY ACTIONS:

- 4.1 Continue implementation of the Strategic Plan and Indigenous Education Framework.
- 4.2 Performance appraisal process for superintendents.
- 4.3 Develop equity as a foundational skill for school and system leadership with a view to renew principals, vice principals, manager, and supervisor performance appraisal processes to include equity competencies.
- 4.4 Increase student voice in our schools and at the system level.
- 4.5 Support student trustees in goal attainment.
- 4.6 Enhance professional learning opportunities for non-union leadership and staff.
- 4.7 Support succession planning for all areas of the organization.

5. MENTAL HEALTH

KEY ACTIONS:

- 5.1 Implementation of the Mental Health one year action plan.

6. FISCAL RESPONSIBILITY

KEY ACTIONS:

- 6.1 Review alignment of revenue with expenses.
- 6.2 Align resources with the Strategic Plan.
- 6.3 Measure effectiveness of programs and services funded to ensure alignment with intended outcomes.

7. COMMUNICATION

KEY ACTIONS:

- 7.1 Development of a communication plan for both internal and external stakeholders that support cohesion, alignment, and transparency at both the system and school levels.

8. TRUSTEES



KEY ACTIONS:

- 8.1 Regular timely communication.
 - 8.2 Regularly report to the Board achievements in the Strategic, Operational and Director's Action Plans.
 - 8.3 Collaboratively identify policy priorities.
 - 8.4 Work with Board Development Committee to provide professional learning for the Board.
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