



2023-2024

ACTION PLAN

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Committed to the success of every student



1. RIGHT to READ

KEY ACTIONS:

- 1.1 Identify timely, evidence-based measures of student achievement through the implementation of a new primary screen. Use the screen to identify student learning needs.
- 1.2 Continue the work to align goals, assessment, instructional practices, and teaching resources K – 2 with the Science of Reading.
- 1.3 Hire intervention teachers to support students not reading at grade level.
- 1.4 Support the functional literacy needs of all students.
- 1.5 Use the best available evidence to inform instructional decisions.
- 1.6 Align the Board Improvement Plan with the Ministry legislated Student Achievement Plan.
- 1.7 Plan, Act, Assess, Reflect.
- 1.8 Regular support and monitoring from superintendents in schools.

2. MATH

KEY ACTIONS:

- 2.1 Establish a baseline for math on key performance indicators.
- 2.2 Hire superintendent lead and additional coaching staff to support student and staff learning.
- 2.3 Provide specific, intentional support for priority schools.
- 2.4 Provide support for teachers to take additional Qualifications in math.
- 2.5 Align electronic tools to support teaching and learning.
- 2.6 Develop and implement a comprehensive math plan.
- 2.7 Provide a scope and sequence for teachers to use to support classroom instruction.
Use the best available evidence to inform instructional decisions.
- 2.8 Align the board improvement plan with the ministry legislated Student Achievement Plan
- 2.9 Plan, Act, Assess, Reflect.
- 2.10 Regular support and monitoring from superintendents in schools.

3. EQUITY

KEY ACTIONS:

- 3.1 Engage students in learning and leadership regarding human rights and equity.
- 3.2 Continued monitoring and support for the implementation of Grade 9 de-streaming across all subjects to raise both credit accumulation and marks distribution.
- 3.3 Special Education review of IEPs and in particular modified program.
- 3.4 Continued implementation of Lakehead DSB's Equity Action Plan.
- 3.5 Review of policies and practices to ensure students and staff have safe, welcoming environments at Lakehead Public Schools.
- 3.6 Accessibility Action Plan implementation 2023-2024.
- 3.7 The Equity Action Plan is ending this year and we will be developing a new plan for the next three-year cycle.
- 3.8 Training for human resources on recognizing and responding to systemic discrimination with Njeri Sojourner-Campbell.
- 3.9 Establishing data collection procedures on a two-year cycle.

4. INDIGENOUS EDUCATION

KEY ACTIONS:

- 4.1 Develop an anti-Indigenous racism strategy.
- 4.2 Implement Jordan's Principle to support student need at Lakehead Public Schools.
- 4.3 Expand land based and experiential learning programs, in particular, the RELC.
- 4.4 Explore the possibility of RELC and/or reach ahead credits for Armstrong and/or students living in First Nations Communities to support their transition to Grade 9.
- 4.5 Continue to develop and support successful transitions from Grade 8 – 9 and from First Nation communities who are attending school in Thunder Bay.

5. LEADERSHIP

KEY ACTIONS:

- 5.1 Continue implementation of the Strategic Plan and Indigenous Education Framework
- 5.2 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.
- 5.3 Continue to increase student voice in our schools and at the system level.
- 5.4 Support student trustees in goal attainment for the year 2023-2024.
- 5.5 Complete performance appraisals for managers.
- 5.6 Continue to support succession planning for all areas of the organization.
- 5.7 Implementation of the Accountability Policy & Procedures.

6. MENTAL HEALTH

KEY ACTIONS:

- 6.1 Implementation of the Mental Health one-year action plan.
- 6.2 Attendance support as a means of supporting employee mental health and well-being.
- 6.3 Implement PPM 169 – work with community partners to continue to provide pathways and multi-tiered systems of support.

7. FISCAL RESPONSIBILITY

KEY ACTIONS:

- 7.1 Continue the alignment of revenue with expenses.
- 7.2 Align resources with the Strategic Plan and the Student Achievement Plan.
- 7.3 Review transportation policies, procedures, funding, and tenders for service.

8. COMMUNICATION

KEY ACTIONS:

- 8.1 Implement the communication plan for both internal and external stakeholders that supports cohesion, alignment, and transparency at both the system and school levels.

9. TRUSTEES

KEY ACTIONS:

- 9.1 Regular, timely communication.
- 9.2 Regularly reports to the Board on achievements in the Strategic and Director's Action Plans.
- 9.3 Begin the process to update Lakehead District School Board's Strategic Plan.
- 9.4 Replace the Budget Committee with a Finance Committee to facilitate ongoing dialogue with the Board on finance related matters.
- 9.5 Work with Board Development Committee to provide professional learning for the Board.