

Honouring People, Land and History



Strategic Plan Mid-Year Update

September 2022 – February 2023

Measuring Our Progress



Beginning



On Track



Completed

Goal 1 Honouring Diversity

Inclusive Spaces

Objective	Progress	Highlights
Review high school PHE curriculum and practices for inclusion and belonging to meet the needs of the diverse student body		• District staff, administration and PHE teachers continue to meet to share resources, practices, and participate in provincial webinar. • The district is liaising with Health, and accessing other resources across BC continues. • Next steps are to further assess and review current PHE classroom and assessment practices to align with Reporting Order.
Support DPAC in their goal of setting up “parent-friendly” spaces and meeting rooms at schools		• Meeting with PVP occurred in fall 2022.
Establish an updated baseline for the Equity Scan		• Spring meetings for Northern Districts will occur to re-engage in the Equity Scan. This will involve rightsholders and stakeholders, and Board of Education and District staff.

Excellence, Innovation, Community

Inclusive Curriculum & School Env.

Objective	Progress	Highlights
Support schools in creating quality competency-based Individual Education Plans.		SD 91 District staff meets with the Inclusive Ed staff on a monthly basis to work toward this objective. Shelley Moore has met twice with Inclusive Ed Teachers to support their growth in this area.
Support schools in timely identification and supports for Children in Care.		Conversations with the Ministry continue on this topic. Identification of children in care has proven to be more challenging than anticipated due to consent and confidentiality.
Ensure students of diverse sexual orientation and gender identities (SOGI) feel safe, included, and represented in schools.		- Professional learning sessions with PVP regarding best practices for serving LGBTQ2+ students continue. School Leads meet monthly to network and share strategies. - Work continues with PHE teachers to ensure inclusive spaces. - All high schools and some elementary schools have GSAs. - We are on track to ensure universal washroom access in high schools by year-end. - Next step is to begin to respond to the Report on Two-Spirited Youth

Excellence, Innovation, Community

Indigenous Language & Curriculum

Objective	Progress	Highlights
Increase the number of language and culture courses offered within SD 91 schools.		• Opportunities for Carrier language continue to expand. The number of Language and Culture teachers has increased from last year. • In consultation with IEC, the District continues to develop provincially authorized curriculum for locally authorized Indigenous courses.
Ensure that every student who will graduate beginning in 2023-24 will meet the new Indigenous Graduation requirement.		• School-level plans are in place to ensure all students will meet grad requirements. • Regional training will take place for staff regarding content in Spring 2023. • Next step will be to engage in consultation with IEC for BAA course development.

Goal 2 Engage Our Workforce

Development of Leadership

Objective	Progress	Highlights
Support and expand leadership opportunities within SD91.		• <i>Spirit of Leadership</i> professional learning for District staff is ongoing (district and provincial level). • The district is providing opportunities for PVP and teachers in leadership roles and responsibilities (e.g. recruitment efforts, mental health, ArtStarts, working groups for reporting order, operational services processes). • District Teacher Leaders have engaged in new provincial opportunities to expand their capacity and network. • Next step is to promote the UBC short course (Foundations for New School Leaders).

Excellence, Innovation, Community

Staff Development

Objective	Progress	Highlights
Provide a variety of learning opportunities for both educational and operational staff to ensure a continued focus on student success.		• The September 23rd Indigenous Education Conference focused on Reflection & Renewal. • Staff continue to learn with Jo Chrona, Peter Liljedahl, and Faye Brownlie in research-based strategies to promote student success. • Training in introductory Compassionate Systems Leadership is ongoing. • Compassionate systems leadership engagement has occurred with grade 7 learners and staff at NVSS.

Excellence, Innovation, Community

New Employee Recruitment, Orientation & Welcome

Objective	Progress	Highlights
Expand recruitment and retention efforts to reduce workforce vacancies and increase employee diversity.		• Several new teacher sessions have been held. A New Teacher Mentor has been hired part-time to work with new teachers and LOPs. Intentional connections with new teachers regarding their evolving needs are being made. • A Recruitment Specialist has been hired as part of a Northern Strategy. A bursary program is being examined as part of this strategy. • Specific recruitment has occurred for new teachers who represent diversity. • Staff have expanded the number and location of careers fairs to include fairs across Canada. • An application is in progress to secure funding for ECE dual credits for interested secondary students. • Next step is to develop exit interviews and review potential onboarding strategies.

Excellence, Innovation, Community

Expand & Support a Culture of Inquiry

Objective	Progress	Highlights
Increase the number and professional capacity of staff collaborative inquiry teams across both elementary and high schools.		• Fall NOIE orientation for school teams has occurred. • \$1000.00 subsidies and additional supports were offered to each team. • District support team continues to do regular check-ins with schools to support Inquiry Teams. • To date the number of inquiry projects is 11, which is by far the most inquiry projects per capita in BC. • Next steps: A celebration of sharing is being planned for spring; several NOIE teams will be supported in attending the Spring Symposium in Vancouver; Team from Sweden will be visiting SD91 in the Spring to learn from our inquiry projects.

Valuing Employee Contributions

Objective	Progress	Highlights
Use a variety of tools and opportunities to recognize and celebrate employee contributions across roles.		• The Superintendent's Monthly Report regularly features employee contributions. • Next step is to further develop a schedule of awards. Some award promotion has occurred.

Excellence, Innovation, Community

Supporting Employee Well-being

Objective	Progress	Highlights
Develop a wholistic, sustainable plan to support employee well-being.		• A Well-being Committee is currently being created. This is a collaborative effort across employee groups. • Adult Miind-Up has been advertised to all staff through PVP and will be again after Spring Break. • Creation of a staff GSA.

Goal 3 Create Student Success

Strengthen Learner Success

Objectives	Progress	Highlights
Increase learner success through a focus on assessments/results in the areas of literacy, numeracy, and well-being.		• Re-write of RAD has continued throughout the year (secondary and elementary involvement). Next step is to consult Student Voice. • Conversations refocusing the PVP dialogue around multiple-re-writes for Graduation Assessments are forthcoming. • Collaborative conversations continue at the school-level regarding District Literacy and Numeracy assessment data. • Conversations to review and respond to data have occurred at PVP. • District Teacher Leaders continue to support new teachers and LOPs with instruction and response to assessment.
Continue the review of alternative programs within SD91 to identify strengths as well as opportunities for growth, such as equity of access.		• A workplan in response to the Alternative Education Review has been developed for SD 91. This plan involves professional learning for staff, alignment of programs and review of resources. • A draft policy has been developed which is currently on the 3rd reading. Regulations will be developed and finalized this spring. • Six staff attended the Alternative Education conference to increase capacity and networking.

Excellence, Innovation, Community

Supporting School Engagement

Objective	Progress	Highlights
Increase student engagement to support their learning and well-being.		• Power BI dashboards continue to be developed at the provincial level. District staff have engaged in Data Analytics sessions with Ministry staff. • Next steps include rolling out dashboards to PVP. • Programs and services to enhance student-well-being have been expanded including: Hundiyyhin Girls' Program, FSJSS Indigenous Student Leadership Program, FSJSS GSA program, Compassionate Systems (NVSS), etc.

Excellence, Innovation, Community

Increase Student Belonging

Objective	Progress	Highlights
Increase students' "sense of connection and belonging" at high school (based on Student Learning Survey questions) to above the provincial average.		• Specific Student Learning Survey questions are now included in School Growth Plans at the secondary level. • Secondary Principals presented to the Board about Student Learning Survey results in December 2022. • District engagement with Student Voice continues (mental Health fairs are being planned; they contributed to the PHE safe space conversation) • Plans for upper elementary Student Voice groups are evolving.

Goal 4 Enhance Connections

Strengthen Partnerships

Objectives	Progress	Highlights
Expand future career options for secondary students through collaborative projects with UNBC (and other post-secondary).		• An interim Collaborative Research Agreement for Koh-Learning was signed for September 2022 - February 2023. A draft revised contract has been reviewed for input by all parties in January 2023. A final contract will be signed in the coming weeks. • The District is re-engaging with post-secondary institutions in implementing dual credit programs.
Engage parents and DPAC with the Speaker Series Online events in the 2022-23 school year.		• Shelley Moore presented to parents in November 2022. • DPAC supported a community Mental Health speaker in February 2023. • Next steps: Sessions on Reporting Order (Spring), Indigenous Education & Grad Requirement (April 18th at 5pm), bullying.

Early Learning & Child Care

Objective	Progress	Highlights
Complete a comprehensive scan of existing services as well as District, school and community needs related to Early Learning and Childcare, in order to make recommendations for next steps towards meeting the goals of the Ministry mandate.		• A District Principal of Early Learning and Child Care was hired and began work in January 2023. • A district scan has begun regarding child care needs in each community. • A survey to gauge interest in ECE training was implemented. Survey results are informing next steps. • Career Coordinators at each school are connecting with learners to gauge interest in Early Childhood Education as a career.

Excellence, Innovation, Community

Measuring Our Impact With Key Indicators at Year-End

- Foundational Skills Assessment (FSA)
- Graduation Assessments at Grades 10 & 12
- District Literacy & Numeracy Measures
- Graduation Rates
- Student Learning Surveys
- OurSchool
- EYE Report, EDI, MDI
- Attendance