

## NLSD #113 Board Strategic Plan with Strategies, June 2012

### Goal #1: Students will achieve their fullest potential.

Key Objective	Strategy	Measure	Target	Responsibility
Improve student attendance <b>Equitable Opportunities</b>	Improve use of data to track and investigate attendance trends	Student attendance rates from Pearson Powerschool	85% for 2012-2013	Student Services (SS 4.1)
	Provide PD to support SSW's	PD Report & Feedback Survey	3 Modules	Student Services (SS 1.2.2)

Key Objective	Strategy	Measure	Target	Responsibility
Improve literacy and numeracy <b>Improve Student Achievement</b>	Continue with CoL Initiative	Student Numeracy & Literacy scores	90% Numeracy 85% Literacy	Curriculum & Instruction

Key Objective	Strategy	Measure	Target	Responsibility
Implement Gr. 10 bottleneck program <b>Equitable Opportunities</b> <b>Improve Student Achievement</b>	Schools will incorporate their bottleneck plan into their operational plans	Will be determined at the schools to include decision with the superintendents and the director	Increase the number of students that achieve at the grade ten level, increase FTE by 6.5	School Superintendents
	Implement Mathletics and Essential Skills software programs	Students are using the programs	Baseline statistics on student use	Ed. Techs
Key Objective	Strategy	Measure	Target	Responsibility

Improve high school success <b>Equitable Opportunities</b>	Implement C & I operational strategies for high school	Were strategies completed?	5.5 credits per student	Curriculum & Instruction
	Implement CD operational strategies for high school	Were strategies completed?		Career Development
	Tell Them From Me survey	Survey		Student Services

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Invest in Career Development Programs <b>Smooth Transitions</b>	Implement CD Partnership strategies	Increase the number of students impacted by Out of School Career opportunities	Match last year's numbers	Career Development
	Implement CD Operational strategies	Were strategies completed?	100% of grade 9 students complete module 88 100% of grade 10 students will register with SYAP	Career Development
	Each student, Grades 9 to 12, will have an education plan and each student, Grades 11 & 12, will have a post-secondary plan (My Blueprint software)	Each student has a plan	100% of identified students will have a plan	Career Development

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Social environment strategies –	Share and review the results of the 40 Developmental	Will identify which measures that	To develop collaboratively	All Superintendents/

investigate/explore ways to mitigate social impact on students (from a system point of view)	Assets with administrators	reflect the key objective and pertain to schools	response to identify needs	Student Services (SS 5.11 & CS 3.1)
	Share and review the results of the EDI with administrators	Will identify which measures that reflect the key objective and pertain to schools	To develop collaboratively response to identify needs	All Superintendents/ Student Services
	Develop an Interagency list for each community/region	The list will be developed	Distribute the list	All Superintendents/ Student Services (SS 6.1 & CS 3.1)
	Participate in HUB pilot in La Ronge	To improve response to high needs families		

**Goal #2: NLSD will provide safe, secure, risk free, healthy, culturally affirming, and innovative learning environments.**

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Expand Community School concept <b>Equitable Opportunities</b>	Ensure the 4 pillars of the Community School framework are addressed through monthly school activities	Monthly CS reports	All schools follow the 4 pillars of CS framework through monthly activities	Community Schools

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Continued development of technology <b>Equitable Opportunities</b>	Carry out the strategies as outlined in the Educational Technology Operational Plan	All schools will have core infrastructure	All the new equipment will be in the schools (some schools may be operating on the existing capacity)	Educational Technology

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Practice safe schools & positive behaviour (positive behaviour model) <b>Equitable Opportunities</b>	Student Services Operational Plan strategies (ASIST, CIRT, NVCI, Safetalk, PBS, Restorative Practices)	Survey of effectiveness for each SS Op Plan strategy	Decisions to continue or change the strategies	Students Services (SS 5.1-5.20)

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Accessibility to playground improvement program <b>Equitable Opportunities</b>	By Dec 2012, a Playground Allocation Plan per school will be in place to ensure all schools have appropriate playground equipment within 5 years	The plan is in place by December 2012 (prioritized list of schools for the next 5 years)	All schools will have appropriate and safe playground equipment in the next 5 years	Superintendent of Facilities
	Develop a plan for high school outdoor activities (track/football/soccer/baseball)	The plan is in place by June 2013	All high schools will have an appropriate plan	Phys. Ed. Committee

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Continue extra-curricular supports <b>Equitable Opportunities</b>	Implementing the Healthy Living strategies of the Curriculum Operational Plan	Quantify student participation in division activities	Set baseline data	Mark Williment and Greg Hatch

**Goal #3: School Community Councils will engage collaboratively with schools, parents, families, and community to enhance, promote, communicate, and achieve.**

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Include SCCs in program innovation <b>Governance</b>	Continue with SCC Innovation Grant	Report from each SCC of the value of the grant at the end of the year	Money spent and all SCCs provide a final report	Community School & all Superintendents (CS 4.1)
	Continue to ensure SCC is involved in the LIP	Survey SCCs in Nov at SCC Conference	100% participation (all SCCs)	Community School & all Superintendents

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Improve communication <b>Governance</b>	Re-examine the Communication Strategic Plan within the Continuous Improvement Plan	Revise the NLSD communication strategy	Updated NLSD communication strategy	Director & Senior Staff (with Communications Officer)

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Support partnerships <b>Equitable Opportunities Smooth Transitions</b>	Find out what partnerships exist	List of partners	List of partners by June 30, 2012	John Ulsifer and Tom Harrington
	Implement Career Development Operational Plan	The strategies are implemented	100% of strategies implemented	Career Development
	Develop a division plan for school-based applications for grants and partnerships	A plan is developed	Plan is developed by June 2013	Senior Staff

**Goal #4: NLSD is an employer of choice.**

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Enhance teacher induction <b>Improve Student Achievement</b>	Implement the strategies in the Senior Administration Operational Plan	Monitor turn over for trends	Identify staffing trends	All Senior Staff
	Add Community profile information to New Teacher Induction Workshop	Community profile is included	Community profile for every community	Community Schools (SCCs)
	To compile statistics on teacher retention for at least the last five years	Statistics compiled	A statistical baseline for comparison	Betty Ann Thunderchild
	Larry Steeves research study on Teacher Retention	Study is completed	Baseline information provided	John Ulsifer

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Increase all staff development (centralized process) <b>Improve Student Achievement</b>	Develop a 5 year plan around division directed PD for teachers	A plan is developed	A plan is developed by June 2013	Senior Staff
	Develop a 3 year Division PD plan for Principals	A plan is developed	A plan is developed by June 2013	NLAA Executive <b>Put \$50,000 in budget</b>
	Implement division directed PD related to job development for non-teaching staff	PD is planned and implemented	A plan is developed and implemented by September 2012	Dawn Ewart, Frank Burnouf, Charlie McCloud and Tom Harrington

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Implement career pathing and succession planning <b>Governance</b>	Conduct a “So you want to be a Principal” workshop	Conduct the workshop	Workshop provided in October 2012 & February 2013	Betty Ann and Mark Williment

<b>Key Objective</b>	<b>Strategy</b>	<b>Measure</b>	<b>Target</b>	<b>Responsibility</b>
Encourage innovation – input and ownership from all employees <b>Governance</b>	Ensure that all schools have support staff meetings	Minutes of the meetings submitted to Superintendents	Meetings have occurred four times during the year	Principals and Superintendents
	Continue to have Large Group meetings at Central office	Minutes of the meetings	Meetings have occurred September to June	Tom Harrington & Dawn Ewart



Key Objective	Strategy	Measure	Target	Responsibility
Improve staff supervision and evaluation program Improve Student Achievement	Will continue to do evaluations of tenured, non-tenured teachers and non-teaching staff. Sups will submit a plan to the Director in the fall	Plans created by Superintendents	All tenured staff will have been evaluated by June 2013	Senior Staff
	Senior Staff will review supervision forms in order to develop consistency	Review of forms	Forms reviewed and revised	Senior Staff
	Senior Staff will compile a report at the end of the year to develop a plan to address areas for teacher development	Plan for teacher development created	Plan submitted	Senior Staff
	Re-exam Senior Staff supervision process	Supervision process is in place	Supervision process in place by June 2013	Senior Staff