



# Strategic Plan

2014-2015

Owner	Outcomes	Strategy	Actions	Measures	Report to: Timeline:	Responsibility
B e t t y  A n n  T h u n d e r c h i l d	By 2020 the Saskatchewan graduation rate will be 85%.	Alternative Pathways & Graduation Supports	La Loche 17-21 Project	# of students who developed & completed exit plans	Report to: Board & Director Due: Annually Sept	Betty Ann Thunderchild
			Distance Education Program	# of students registered & # of credits achieved	Report to: Director Due: Annually Sept	
		Career Development	Graduation & transition plans for grade 9-12 students	% of student completion rate ( Process to be determined)	Due: Annually Aug	Betty Ann Thunderchild
			Student conferencing for grades 7-12	% of students being conferenced ( Process to be determined)	Report to: Director Due: Annually Aug	
			Students attend career fairs, symposiums & skills competitions	# of schools & students who attend ( Process to be determined)	Report to: Director Due: Annually Aug	
			Action plans for grade 7-12 transitions	# of feeder schools with action plan in place. (Process to be determined)	Report to: Director Due: Annually April	
		Maintaining a quality learning environment throughout the Division	Implementation of Ameresco program (Preventative Maintenance Renewal)	Progress relative to the 5 year plan	Report to: Director	Superintendent of Facilites, Ron & Rick
		Maintaining a quality learning environment throughout the Division	Development of 5 year capital plan	Progress of the plan	Report to: Board Due: as per Ministry timeline	Superintendent of Facilites
		Tell Them From Me	Conduct assessments	# of students completed	Report to: Director & Board Due: following assessment	Jason Young
			Develop action plans from results	Increases in number of students who report high levels of engagement	Report to: Director & Board Due: following assessment	
			Restorative Practice	# of schools Implemented	Report to: Director Due: Annually Dec	
		Drivers Education	Have as many students complete as possible	% of eligible students complete by age 18 at end of school year	Report to: Board Due: Annually Sept	Mark Williment

Owner	Outcomes	Strategy	Actions	Measures	Report to: Timeline:	Responsibility
		Integrated strategy with Facilities & Education with respect to planning for facility needs	Bring Science Labs & PAA shops up to standard as per AODBT report	% of remediation items completed at each school	Report to: Director Due: June	Superintendent of Facilities & Senior Education Admin
			Implement recommendations from aging facilities report	% of remediation items completed at each school	Report to: Director Due: June	Superintendent of Facilities, Ron & Rick
		Assessment & Reporting	Establish standard / best practices of assessment & reporting	Completion	Report to: Board Due: Upon completion	Mark Williment
			PD support for assessment & instructional strategies	# of PD sessions & # of teachers who participated	Report to: Board Due: After each PD session	
J a s o n  Y o u n g	By June 2020, collaboration between FNM & non-FNM partners will result in a significant improvement in FNM achievement & graduation rates.	FNME Plan	PD for staff (FNME)	# of PD sessions & # of teachers participating	Report to: Board Due: After each PD session	Jason Young
			Develop aboriginal language resources	# of resources developed & published	Report to: Board Due: January & end of year	
		Summer Literacy Camps		# of students	Report to: Board Due: Annually Oct	Mark Williment
		Collaborative relationship with First Nations within our Division	Negotiation of mutually beneficial tuition agreements that support positive student outcomes	Signed agreements with all b&s in our jurisdiction	Report to: Board Due: Annually Jan	John
		Sask Housing Projects		# of students participating in program; # of houses built	Report to: Board Due: Annually Feb	Betty Ann Thunderchild
		Extra Curricular (Mark)	Development of players, officials & coaches (FNME).	# of students in extra curricular (football)	Report to: Board Due: Annually Dec	Mark Williment
J o h n  U l s i f e r		LEAN	Hire & train coordinator, implement two value stream mapping events	Event close out report	Report to: Director Due: Sept 2015	Tom Harrington
		IT project management plan with individual business cases for investment (ITIL/LEAN)	Determine what % of total expenditures is optimal for IT	Future spending on IT will not increase at a faster rate than funding (develop the baseline IT spending as a % of funding)	Report to: Director	Tom
			Determination of a standardized classroom template		Report to: Director	Superintendent of Facilities & Senior Education Admin

Owner	Outcomes	Strategy	Actions	Measures	Report to: Timeline:	Responsibility
	By 2017, the increase in operational education spending will not exceed the general wage increases & inflationary costs within the sector while being responsive to the challenges of student need, population growth, & demographic changes.	Enhance management of sustainable housing program (teacherages)	Improve the terms of the tenancy agreement	Close the gap in housing operations loss by evaluating cost per teacher of housing	Report to: Director Due: October 2015	Superintendent of Facilites, Tom, Dawn & John
		Achieve a consistent caretaking st&ard throughout Division	Implementing lead caretaker/trainer	List of names that received training & type of training	Report to: Director Due: June 2015	Superintendent of Facilites & Dawn
		Achieve a consistent caretaking st&ard throughout Division	Consistent/Efficient reporting structure for caretakers	Deveopment of a rubric for caretakers	Report to: Director Due: Sept 2015	Dawn, Mark & Superintendent of Facilites
		Manage community school model to prevent negative impacts on student achievement & costs	Scheduling & use plan which includes accountability for maintenance of facility during that time	Track & monitor compliance with expectations	Report to: Director	Jason & Superintendent of Facilites
		Develop a Division wide recruitment retention strategy - teachers, IT & trades	Form a collaborative working group with senior staff to develop a consistent process	Consistent recruitment process implemented. Baseline retention rate developed	Report to: Director Due: April 2015 & Annually September	Dawn
		Increase efficiency in purchasing process	Implementation of purchase card system	Quantify time saved using purchase cards vs accountable advance	Report to: Director Due: August 2015	Tom
M a r k  W i l l i m e n t	By June 2020, 90% of students exiting Kindergarten will score within the appropriate range in four of the five domains as measured by Early Years Evaluation (EYE).	Early Years Evaluation (EYE) of PreK & K	Administration of EYDA & EYTA	EYE data for the 5 domains	Report to: Director Due: Fall & Spring	Mark Williment
		Intersectoral participation	La Ronge HUB, Regional Intersectoral Committee, Early Years Committee	List of committees	Report to: Director Due: January & end of school year	Mark Williment
		Self Regulation Strategy	Begin in Kindergarten in some schools	# of classes introduced to & # of classes utilizing	Report to: Director & Superintendent Due: December & end of school year	Mark Williment
		Safe playgrounds that meet CSA st&ards	Implement recommendations from Division Playground audit	% of remediation items completed for each school playground	Report to: Director Due: June	Superintendent of Facilites & both Maintenance Coordinators

Owner	Outcomes	Strategy	Actions	Measures	Report to: Timeline:	Responsibility
		Early Literacy Strategy	PD on Phonemic awareness, phonics.	# of classes introduced to & # of classes utilizing	Report to: Director	Mark Williment
			Early Literacy Evaluation for students entering gr 1 leading to planning for learning	Data from emerging literacy assessments; completion of plans for students as needed	Report to: Director	
			Each school has identified strategy ( Animated Literacy, Jolly Phonics, Phonographicks, etc.)	# of schools with strategies identified in their LIP	Report to: Director	
		Aboriginal Holistic Assessment (Help Me Tell My Story)	Conduct the assessments	Participation rates & completion for students	Report to: Director	Jason Young
		Building a Community of Learners.	Balanced Literacy in all schools	% of students in grades 1-9 at each of the zones	Report to: Board Due: End of each reporting period	Mark Williment
			Numeracy program in grade 1-9	% of students in grades 1-9 at each of the zones	Report to: Board Due: End of each reporting period	
			PD for teachers in reading, writing & mathematics	# of teachers attending sessions	Report to: Board Due: meeting after each PD	
			Continue with LNC committees & subcommittees as required	# of teachers who attend	Report to: Director Due: as requested	
		Relevant & reliable network	Qualified technicians to service network & users Timely service to all schools Implement system monitoring Implementation of service level agreements	Reasonable IT response time as determined by survey sent to staff (to set baseline)	Report to: Director Due: Sept 2015	Tom
All users will be trained to effectively use targeted technology (Office 365, SRB, Pearson, Dropbox)	Appropriate training to be able to use technology	Appropriate budget allocation for training & implementation of new applications	Report to: Director the type of training & groups that rec'd training	Tom & Dawn		

Owner	Outcomes	Strategy	Actions	Measures	Report to: Timeline:	Responsibility
	By June, 2020, 80% of students participating in the provincial assessments will be at or above grade level in reading, writing & math.	Provide sustainable housing to attract & retain teachers	Development of a housing strategy including renewal of aging infrastructure	Completion of the plan by Feb 2015 & the progress of the plan in upcoming years	Report to: Director (Plan) Due: February 2015	Superintendent of Facilities, Ron, Tom & Rick
		Ensure providing well rounded opportunities for students to keep them engaged in school	Facilitating access to the same types of opportunities as other students in the province. Put policy in place around payment for abuse/damage to busses	Number of times the bus was not available & which location.	Report to: Director	Superintendent of Facilities
		Educational Technology Steering Committee to set standards for IT access	Division standards for student access to technology	Ratio of computers to students & teachers	Report to: Director	Betty Ann
		Appropriate applications & services to support learning objectives	Maintain linkage between IT & Education Technology Steering Committee	Complete survey for teacher satisfaction around service level & functionality IT attendance at Steering Committee meetings	Report to: Director	Tom & Betty Ann
		Provide appropriate space for IT equipment at all locations. To ensure it operates effectively & for its expected life cycle	Co-ordination between IT & Facilities	Number of locations & list of locations where IT space does not meet best practice standards	Report to: Director	Superintendent of Facilities
		Teacher Supervision & Evaluation Program	Supervision & evaluations completed	% of staff supervised & evaluated on three year cycle	Report to: Director	Dawn
		Attendance Strategy	Implement AP 340	% of students attending	Report to: Board Due: In conjunction with the BOCL report periods	Jason Young & Mark Williment
			Working Together / Everyday Counts in La Loche (FNME)	# of participating students & % of days improved	Report to: Board Due: August	
			Attendance Recommendation Strategies in Sandy Bay (FNME)	Number of recommendations implemented at the school level & % of students attending	Report to: Board Due: August	
		Library Improvement	Casual labour support	Circulation rate, Library collection size. (Baseline set for next year)	Report to: Director	Mark Williment
			Youth Literacy Project		Report to: Director	
	Regulatory Compliance	Be in compliance with GST, Source Deductions, Financial Reporting & Ministerial requests	Up to date comprehensive procedures manual	Ongoing compliance	Report to: Board Due: November Audit Report on regulatory compliance	Tom