**Good Spirit**
SCHOOL DIVISION

# Strategic Plan
# 2024-2025

**Parent and Public Version**

Students Come First.

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# SERVICE COMMITMENT

## R – Receive & Act on Feedback

While it is desirable to always have good, positive feedback, we know that not all feedback we receive will be positive. Regardless of the feedback provided, we examine it, extract the gold and implement improvements. Remember, improvement is a continuous process of growth, not a destination you arrive at.

## E – Exceed Expectations

When working collaboratively be sure to set realistic outcomes. As you deliver each outcome, act on opportunities to deliver a product or services that exceeds expectations. Going over and above elevates you and your team's efforts.

## S – Single Point of Contact

We are a team! As such, regardless of who contacts you, as the single point of contact, you are responsible to help find a resolution to the issue or to point the customer to the team member who can resolve the issue. The less running around people experience, the greater their confidence in our team.

## P – Power of "Yes!"

We know that at times, we cannot fully satisfy all customers and conversations around problem solving can stretch your ability to deliver. When you commit to strive for a solution or a "Yes!", you build confidence in our organization with the people we serve.

## E – Express Empathy

Everyone's life experiences differ from your life experiences. When someone is having difficulty, be empathetic. Helping someone who is down, not only helps them become positive, but also helps us connect positive experiences to our own lives and our organization.

## C – Caring & Friendly Attitude

Not many things are worse than when you reach out for assistance only to have a negative experience. When you are approachable, it shows. Maintaining a Caring and Friendly Attitude not only determines your altitude, but also it helps raise others up.

## T – Take Time to Listen

Listening involves more than just your ears. Watch for body language cues as well as the tone and nuance of the words spoken. Active listening, repeat for understanding, and then responding appropriately contribute to the validation people need before they consider their interaction with you to be positive.

The Aspirational Statements & Goals specified in the Good Spirit School Division Strategic Plan are organized within the four pillars of Comprehensive School Community Health (CSCH) and are in alignment with the Provincial Education Plan. CSCH is an internationally recognized framework for supporting improvements in students' educational outcomes while addressing school health in a planned, integrated, and holistic way.

For the Board to work towards these aspirational statements and commitments, the budget provides funding to carry out these necessary activities. The budget includes estimates for Revenue and Expenditures to support school division work in the following areas:

- High Quality Teaching and Learning;
- Engagement of All Students, Families and Communities;
- Effective Policy and Procedures; and,
- Healthy, Sustainable Physical and Social Environments.



**GSSD's 2024-2025 Strategic Plan Overview**

# OUR MOTTO

## Students Come First

Our motto is a testament to our unwavering commitment to student needs.

GSSD ensures a sustainable, equitable, and inclusive environment across the division.

# OUR VISION

## Learning Without Limits…Achievement for All

GSSD will cultivate growth opportunities and empower students and staff to realize their potential.

# OUR MISSION

## Building Strong Foundations to Create Bright Futures

GSSD builds strong foundations to create bright futures by fostering a positive environment that encourages achievement and well-being for students and staff.

# OUR VALUES

## Belonging, Diversity, Learning, Perseverance and Responsibility

By honouring and embracing GSSD's organizational values in our work and relationships, we collectively strive to achieve our vision.

**Belonging:** We ensure all students, families, and staff feel valued, included, and respected.

**Diversity:** We celebrate the unique contributions each student, family, and staff member brings to our division.

**Learning:** We pursue innovative and relevant educational opportunities for students and staff.

**Perseverance:** We nurture an environment that supports learning and builds confidence.

**Responsibility:** We strive for excellence while upholding the Foundational Statements of GSSD

# OUR ASPIRATIONAL STATEMENTS AND LONG-TERM GOALS

## High Quality Teaching and Learning

### Improving Student Outcomes

Workplans:
- To increase student reading outcomes the Elementary team will:
  - support the shift from "balanced literacy" to "structured literacy" in specific schools to provide foundational reading skills to all students and develop research-based instructional practices.
  - provide professional development (Dr. George Georgiou) to PreK-3 teachers, Student Support Teachers and Administrators on foundational reading skills and assessment (universal screeners).
  - continue to investigate a phonics screener/reading assessment.

- GSSD will increase student achievement in math by:
  - providing Mathology training for all Gr. 3 teachers.
  - follow up with monitoring usage.
  - hosting two "Building Thinking Classrooms in Math" Professional Development sessions for staff

### Implementing the "Inspiring Sucess" Policy

Workplans:
- The Learning Services Team will participate in the Speaker Series on Blackboard to gain a deeper understanding of the goals and principles of the Inspiring Success Framework.

- GSSD will support targeted schools to utilize "Take Action for Reconciliation" when teaching and assessing the Treaty Education outcomes in middle years.

- Support schools with teaching and assessing the Treaty Education outcomes in all grade levels.

# High Quality Teaching and Learning

## Developing Good Spirit School Division Leaders

Workplans:
- The Learning Services team will develop Instructional walkthroughs/Look Fors that align with Indicators of Responsive teaching to ensure consistency of practice and support teacher supervision.

- GSSD will provide professional development to in-school administrators during face-to-face meetings with a focus on:
  - Teacher performance evaluations;
  - Anti-Racist Education;
  - Assessment; and
  - Identity-Based Harassment

- The Student Services Team will lead Superintendents through the framework of Social Emotional Learning (SEL) integrated practices Professional Development to build an awareness of what to look for in schools and classrooms.

## Ensuring Consistent Practices Across Good Spirit School Division Schools

Workplans:
- GSSD will work to ensure consistent practices in English as an Additional Language (EAL) by:
  - implementing the EAL flowchart, and monitoring interventions/instructional support.
  - monitoring Lexia English to increase usage.

- GSSD will implement an onboarding process for all new employees that will be available throughout the school year.

- The Student Services team will review and revise a Service Delivery Model for all Professional Service Provider (PSP) groups to ensure consistency and efficiency of services.

# High Quality Teaching and Learning

## Delivering High-Quality Teaching and Learning Resources

Workplans:
- The library team will continue to build resources and kits that support Treaty education.
  - Kindergarten - Gr. 4 Treaty Education kits.
  - Additional resources to support Indigenous education

- GSSD Digital Learning Consultants will work to develop a Digital Citizenship framework for teachers.

- The Student Services Team will review, revise, and update the TEAMS orientation training for Educational Assistants (EAs) to ensure it reflects their current roles in supporting students. This will include incorporating trauma-informed practices, social-emotional learning (SEL), and anti-racist education.

## Providing Equal Access to Technology

Workplans:
- GSSD will increase the current bandwidth and will be monitored at schools and the main connection.

- GSSD will develop a reliable and secure network. School servers will be replaced.

- GSSD will strengthen cybersecurity by partnering with experts and enhancing the monitoring of daily activities on GSSD servers.

- GSSD will support schools/classrooms moving towards 1-1 devices (Grades 4-12) by:
  - building the capacity of the Curriculum Team and the Student Services Team to develop a common understanding for supporting the 1:1 classroom. ie) Blended Learning.
  - providing resources to support IOS Apps for classroom and Inclusion and Intervention Plan (IIP) usage.
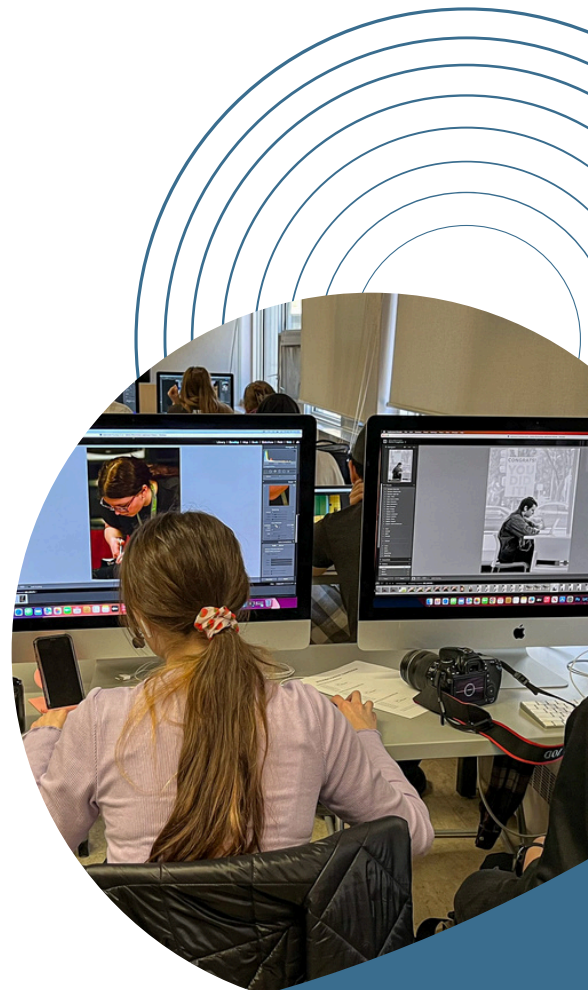
# Engagement of All Students, Families, and Communities

## Fostering Connections and Supporting Transitions

Workplans:
- The GSSD Indigenous Education Team will deepen relationships with parents, families and community organizations to foster engagement, belonging and identity in education/schools.

- GSSD will monitor Kindergarten family engagement windows and support teachers in building relationships with families through facilitating these events.

- Increase graduation rates and support transitions to post-secondary through:
  - increasing the number of special project credits, apprenticeship credits, and dual credits earned.
  - increasing myBlueprint usage and ensuring all Grade 9 students have a high school plan started.

## Valuing Input from Students, Families, Staff, and the Community

Workplans:
- The Director of Education will attend one community event or meeting in each of the 15 GSSD communities over a two-year period.

- Senior Administration and the GSSD Board of Education will guide new trustees through a Board Orientation process and support new Board Members with professional development and mentorship.

- Through collaboration with Indigenous community leaders, consultants, and local communities, GSSD will establish respectful and equitable partnerships with First Nations and Métis peoples at both the provincial and local levels.

- Board meetings will continue to feature relationship-building sessions with GSSD administrators, School Community Councils, labor groups, local MLAs, the Saskatchewan School Boards Association (SSBA), Tribal Council leaders, Student Senates (middle years and high school), local First Nations Chiefs and Councils, and administrative office staff.

# Engagement of All Students, Families, and Communities

## Communicating Openly and Clearly

Workplans:
- The In Focus, a bi-monthly Division newsletter, will be produced with stories of events and celebrations from across the Division. Schools and communities will be highlighted in relation to GSSD's Aspirational Statements.

- Featured students and staff will be highlighted monthly.

- From the Board media releases will be available to the public following every regular board meeting. The From the Board release will highlight topics from the most recent meeting.

- GSSD will hold a Budget Consultation meeting with School Community Council members to gain input and feedback on the upcoming years' budget.

## Forming Partnerships to Support GSSD's Priority Areas

Workplans:
- The Indigenous Shared Services Initiative will continue to support the "Inspiring Success" Policy and work towards High Quality Teaching and Learning.

- The Indigenous Advisory Committee is to build relationships and will meet quarterly in 2024-25 to develop processes and procedures within Good Spirit School Division based on cultural responsiveness and inclusion to reduce barriers and create opportunities for Indigenous students.

- GSSD will maintain its partnership with the Regina District Industry Education Council (RDIEC) to expand "THINK" events, showcasing various career pathways for students after graduation.

# Healthy, Sustainable Physical and Social Environments

## Enhancing Mental Health and Well-being for Students and Staff

Workplans:
- Three days of professional development will be provided to three pilot schools which will integrate philosophies of The Circle of Courage, Trauma Integrated Practices, & Social Emotional Learning to shift the mindset and approaches of adults to enhance equity, and diversity.

- GSSD will continue to enhance mental health literacy for the Indigenous Education Team Members in order to provide supportive environments in schools.

- The GSSD/East Central District Athletics Association (ECDAA) Sportsmanship initiative will continue to be shared with all schools. This will include messaging and protocols for athletes, coaches, officials, and spectators.
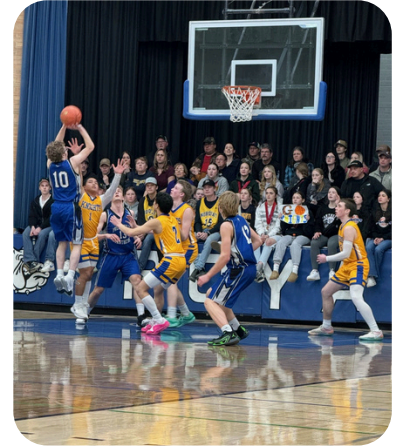
## Offering Safe and Inviting Facilities

Workplans:
- GSSD will continue to collaborate with the Community Threat Assessment and Support Protocol (CTASP) partners in managing a new protocol, meeting monthly, and training trainers and community members. GSSD will help facilitate the re-certification of all trainers.

- Facilities will continue installing security camera systems to schools that currently do not have and replacing those in need.

- Facilities will focus on enhancing school entrance ways, incorporating consistent signage with respect to division and school values and cultural celebrations. This is to improve how welcoming and inviting schools are to students, staff, and the community.

# Healthy, Sustainable Physical and Social Environments

## Promoting Equity, Diversity, and Inclusion

Workplans:
- The library team will continue to build an Anti-Racism collection in the library.

- GSSD will review the middle years dialogic learning texts/units through a Diversity, Equity, Inclusion (DEI)/Anti-racist lens. GSSD will investigate alternative titles to support the units.

- Superintendents will collaborate with their school administration teams to foster a culture of inclusion and appreciation for diversity, ensuring that school work plan goals do not unintentionally lead to exclusion.

- GSSD Consultants will support Read&Write for Google Chrome Action:
    - Embed Read&Write into all relevant teacher professional developments.
    - Provide support when working with teachers/classes.
    - Work with Student Support Teachers to come up with a plan to provide school wide support .
    - Utilize TextHelp staff to provide support

# Effective Policy and Procedures

## Upholding Clear, High-Quality Board of Education Policies

Workplans:
- GSSD Board Policies will be reviewed on an annual basis.

- Every Regular Board Meeting will entail the review and revision of selected Board Policies.

- GSSD committees (Indigenous Advisory, Transportation, etc.) will provide insight into better practices.

## Maintaining Transparent, High-Quality Administrative Procedures Aligned with Board Policy

Workplans:
- GSSD Administrative Procedures will be reviewed by the Admin. Council every five years.

- Newly reviewed Administrative Procedures (APs) will be posted for feedback from GSSD staff. Once reviewed, APs will be posted to GSSD's website to ensure up-to-date and transparent procedures for the stakeholders and staff.

- The Student Services Team will develop an Inclusive Education AP.

- The Facilities Department will enhance procedures by collaborating with the Saskatchewan Association for Safe Workplaces in Health (SASWH) on ongoing initiatives. The department will also remain adaptable and ensure compliance with any changes in provincial policies.
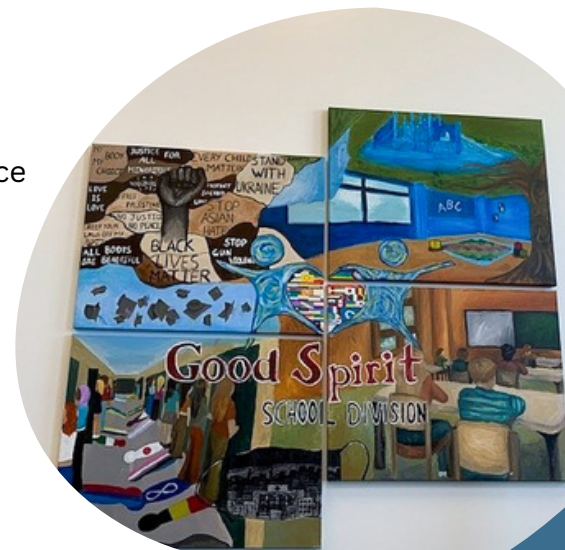
# Effective Policy and Procedures

## Focusing on Educational Approaches that Prioritize Student Success

Workplans:
- Ongoing professional development opportunities for teachers and staff will be provided throughout the year on educational and cultural topics.

- Strategies will be utilized for tailoring teaching methods to individual student needs, including those with different learning styles and abilities (blended learning).

- Regular assessments will be implemented to track student progress and adjust instructional methods accordingly.

## Allocating Resources to Improve Experiences for Students, Staff, and the Community

Workplans:
- The Library Team will work with the curriculum team to purchase resources to support high quality, culturally relevant instruction (focus on Truth & Reconciliation, English as an Additional Language, Social Emotional Learning, etc.)

- GSSD will support coding in K-12 classrooms by:
  - sharing GSSD Coding Kits link from the GSSD library on the Edsby Professional Learning Corner Group.
  - offering in-class support for teachers.
  - attending Provincial meetings.
  - utilizing Logicsacedemy staff to support PD
  - creating a portal site to build out resources for Coding in the classroom.