

A graphic featuring a semi-circle filled with puzzle pieces. Some pieces show logos for 'Caledonia' and 'N'. Below the puzzle pieces is a blue silhouette of two people holding hands over a heart. The text 'Students Come First.' is written in a large, purple, serif font, curving along the top edge of the semi-circle.





## 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 attitude, 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.



As the new school year begins, the Good Spirit School Division has launched its 2025-26 Foundational Statements and Strategic Plan, approved by the Board of Education on August 14, 2025. Our plan is organized within the four pillars of Comprehensive School Community Health (CSCH), an internationally recognized framework that improves student learning by addressing well-being in a holistic and integrated way.

The Good Spirit School Division Strategic Plan is fully aligned with the Saskatchewan Provincial Education Plan (PEP), ensuring that provincial priorities are realized in meaningful ways across our schools and communities.

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.



## 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:

- Student outcomes will improve through effective assessment practices that guide and strengthen responsive instruction.
  - Examining how Outcomes-Based Assessment supports the GSSD Vision for high school learning and the Provincial Education Plan.
  - Application of the revised GSSD Assessment Handbook.
  - Utilize assessment data to identify trends and support student achievement.
- The unique needs of each student will be met through adaptations, instruction, and resources:
  - Social Emotional Learning (SEL) Integrated Practices
  - Complex Needs Support
  - Apply updated ROA (Record of Adaptation) and RTI (Response to Intervention) processes
  - Reporting progress of individualized student goals within the Edsby Gradebook
- To increase student reading outcomes the elementary team will focus on effective literacy instruction in kindergarten-grade 3 by:
  - Providing professional development (PD) with Kim Lockhart to K-3 teachers, interventionists and Admin. on Structured Literacy, focusing on the ELA block.
  - Working with George Georgiou and Matthew Kierstead to support literacy intervention (grades 1-6, specific Grade 2 Pilot Study)
  - Working with the Interdisciplinary team to consider next steps for reading intervention and instruction in grades 4-6.

### Implementing the “Inspiring Success” Policy

#### Workplans:

- Learning Services will lead GSSD in its relational work and systems review to support equitable opportunities and outcomes for Indigenous Learners.
  - Following Their Voices – Yorkton Regional High School and Norquay School
  - Invitational Shared Services Initiative (ISSI) Partnerships
  - Indigenous Advisory Committee
  - Representative Workforce
  - Student Welfare – Clevr & PowerBi Reporting
- GSSD has increased the staffing levels for Indigenous Student Success Leads (ISSL) and Indigenous Community Worker (ICW) positions across the division. GSSD utilized self-declared student numbers to determine these allotments.
- The Library Team will provide professional development to Library Techs in October 2025 and January 2026.
  - The discussion of resource reviews, engagement, and equity in the library will continue to be explored.



# High Quality Teaching and Learning

## Developing Good Spirit School Division Leaders

### Workplans:

- Members of the Education Council and in-school administration teams will be included in the functioning of the Board of Education. Members of both groups will attend Board Meetings and observe/participate in the functioning of a governance board.
- Long-term organizational strength will be ensured by identifying future leaders, building leadership capacity, and fostering mentorship opportunities:
  - Updated online PD Continuum
  - Micro-courses to support Administrator leadership training
  - Ensuring an up-to-date and accurate Risk Registry
- The Director of Education will provide senior leaders and in-school administrators opportunities to observe Board governance and attend meetings such as Ed. Council and Admin. Council. These experiences will give future leaders relevant background knowledge and may enhance processes. Following the meetings, the Director will seek their insight and perspective.

## Ensuring Consistent Practices Across Good Spirit School Division Schools

### Workplans:

- Work to review and renew Administrative Procedures and Job Descriptions that remove barriers and support GSSD's values will continue.
- GSSD will continue to ensure consistent practices in English as an Additional Language (EAL) by:
  - The implementation of the EAL flowchart, and monitoring of the Common Framework of Reference (CFR).
  - Monitor Lexia English to increase usage.
  - Support teachers (Classroom Complexity Teachers, Student Support Teachers, Classroom Teachers) with strategies and resources for EAL students.
- Vector Solutions will be used to provide staff with consistent, high-quality orientation and professional development materials.
- Instruction and assessment practices that build conceptual understanding of Math will be utilized:
  - MathUP support
  - Development of new Grade 4 screeners
  - Implementation of newly developed Grade 5-8 screeners
  - Support for grades 5 and 9 math teachers participating in the Saskatchewan Student Assessment plan (SSA)



# High Quality Teaching and Learning

## Delivering High-Quality Teaching and Learning Resources

### Workplans:

- Digital Learning Consultants will promote, expand, and support teachers using the Digital Literacy Framework:
- GSSD will be supported with professional development around Indigenous Knowledge, Worldviews, Languages, and Culture to enhance teacher practice and learning resources.
- The library team will continue to build resources and kits that support Indigenous education (treaty education, infusion of Indigenous ways of knowing).
- Various technology and kits will be procured to support the implementation of coding, robotics and automation in middle years classrooms.

## Providing Equal Access to Technology

### Workplans:

- Technology Services will maintain a 1:1 ratio of Chromebooks in grades 4-12 and a 2:1 ratio of iPads in grades K-3.
- GSSD will continue to enhance cybersecurity by using Vector Modules as part of staff training.
- GSSD will continue its partnership with Arctic Wolf to provide the Division with 24 hour monitoring, ensuring safety for all.
- GSSD will continue to leverage powerful tools such as Google Workspace for Education, LanSchool, Read&Write, Book Creator, coding & robotics kits, Minecraft Education, and even Esports.
  - These resources keep learning secure, connected, and engaging – empowering students to think critically, create confidently, and prepare for a rapidly evolving world.



# Engagement of All Students, Families, and Communities

## Fostering Connections and Supporting Transitions

### Workplans:

- Kindergarten teachers will be supported in building relationships with family through facilitating family engagement events.
  - In September 2025, the family engagement windows were adjusted, allowing teachers the flexibility to host family engagement events when they choose, ensuring that one occurs each term.
- Learners and families will be supported as they enter and progress through school:
  - Early Years Transitions
  - Grade 9 to 10 Transitions
  - Graduation rates, Credit Attainment, and High School Transitions to Post-Secondary/Workforce
    - Increasing the number of Special Project Credits, Apprenticeship Credits, Volunteerism Credits and Dual Credits earned.
    - Increasing myBlueprint usage (ensuring all Grade 9 students have a high school plan started).
    - Student access to programs offered by Saskatchewan Youth Apprenticeship (SYA) will increase.
- Middle years students will be engaged through targeted learning strategies:
  - Coding and Robotics
  - Building Thinking Classrooms
  - Writing Engagement
  - Digital Tools in the Classroom
  - Blended Learning
  - Artificial Intelligence
  - Teaching Treaty Outcomes
  - Support for Grade 7 ELA participation in the SK Student Assessment plan (SSA)

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

### Workplans:

- Surveys will be created and sent out to gather feedback from stakeholders:
  - Accessibility Plan Survey
  - School Year Calendar Survey
  - Administrative Procedure Feedback Surveys
- GSSD will continue the Student Senate, established in the 2024-25 school year.
  - The Student Senate is an advisory group that meets regularly throughout the school year. It consists of student representatives from schools with students in grades 6-12.
- The Director of Education will hold Open Office Times to allow for outreach from staff, parents and stakeholders.





# Engagement of All Students, Families, and Communities

## Communicating Openly and Clearly

### Workplans:

- Featured students, staff and Board members (Meet Your Trustee) will continue to be highlighted.
- All Kindergarten teachers will be supported with using Edsby Learning Stories to share student Reportfolios with families/caregivers:
  - Professional development will be provided for Kindergarten teachers,
  - Kindergarten Teachers will be provided an iPad and follow up visits.
- GSSD will continue to publish regular communications to the public such as the From the Board (board meeting events), the In Focus (divisional newsletter), Facilities Summer Reports, and other media releases.
- GSSD will continue to utilize feedback to make communications more accessible on all platforms, including the website, social media platforms, email, Edsby, and report cards.
- Leaders will be supported with unpacking The Share Framework: Family Engagement in Saskatchewan.

## Forming Partnerships to Support GSSD's Priority Areas

### Workplans:

- The Indigenous Shared Services Initiative (ISSI) will continue to support the “Inspiring Success” Policy and work towards High Quality Teaching and Learning.
- In partnership with Suncrest College and Christ the Teacher Catholic Schools, GSSD hosted “Career Explorations” on October 7, 2025, with over 70 booths and presentations from future employers and post-secondary institutions.
- In partnership with the Regina District Industry Education Council (RDIEC), THINK events will be sustained and expanded to provide enhanced Career Education support for schools and students.



## Healthy, Sustainable Physical and Social Environments

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

#### Workplans:

- The Learning Services team will enrich and enhance the mental health and wellbeing capacity of students and staff:
  - Well at Work
  - Mental Health Literacy
  - Responding to school Mental Health data
- The newly developed Well-Being Consultant position applies a systems-level approach to create safe, healthy, and sustainable learning and working environments, while providing direct support to schools before, during, and after traumatic events. The consultant will work collaboratively with staff, administrators, and community partners to advance mental health literacy, and trauma-informed practices.
- Mental health and well-being leads will be selected in each building to support the Division's effort in addressing the well-being goals identified within the Provincial Education Plan (PEP).
- Division leads along with administrators, counsellors, and team leads will be provided with VTRA (Violent Threat Risk Assessment), NVCI (Nonviolent Crisis Intervention), and mental health literacy training to support their work.



### Offering Safe and Inviting Facilities

#### Workplans:

- As mandated by the province, GSSD will have a three-year Accessibility Plan in place and published by the beginning of December 2025. The plan will highlight initiatives already completed by the Division, as well as future goals for the next three years.
- 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 to 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 monitor the diversity of Division libraries and support collection development.
- Superintendents will continue to 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.
- Read&Write has been renewed for the 2025-26 school year and will continue to support student learning and accessibility in the classroom.
- Administrative Procedures will continue to actively be updated to develop and adhere to culturally responsive hiring and employment practices.
  - AP 170 - Harassment
  - AP 172 - Responding to Racism



## Effective Policy and Procedures

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

#### Workplans:

- Administration will engage in different approaches to school calendar development including structure of school year and school days.
- A three-year Accessibility and Inclusion Plan will be completed and implemented by December 2025.
- GSSD Board Policies will be reviewed on an annual basis.



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

#### Workplans:

- GSSD's Racism and Bias administrative procedure (AP 172 - Responding to Racism) will remain a priority with an approach that creates shared ownership for GSSD that enhances the educational experience and well-being of students, staff and the community.
- Job Descriptions will be kept up to date to ensure clear understanding of roles and responsibilities.
- GSSD Administrative Procedures will be reviewed by the Administrative Council every five years, supported by a tracking and review system. Administrative Procedures will be reviewed through an anti-oppressive lens.
- Newly reviewed Administrative Procedures (APs) will be posted for feedback for GSSD staff to review. Once reviewed, APs will be posted to GSSD's website to ensure up-to-date and transparent procedures for stakeholders and staff.





## Effective Policy and Procedures

### Focusing on Educational Approaches that Prioritize Student Success

#### Workplans:

- Support school teams with the application of the revised GSSD Student Assessment Handbook.
- The creation of an Artificial Intelligence (AI) Toolkit for use by schools, teachers, and students will be implemented:
  - Share the GSSD Core AI Beliefs.
  - Develop an AI Toolkit for Schools to use as they develop their policies around AI.
  - Work with Administrators to roll out the toolkit in schools.
- Provide support to students in grades 6-8 who are reading below grade level:
  - Professional development for Classroom Complexity Teachers took place September 8, 2025.
  - Support will be provided for Lexia Power Up reading intervention.

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

#### Workplans:

- GSSD will further their support with coding in kindergarten-grade 12 classrooms:
  - Plans for professional development with Logics and Saskcode
  - Portal development
  - Purchase of additional Micro:bit kits
- Technology Services will provide a safe and secure network and server infrastructure and continue to secure the environment and respond to changing threats.
- Continue to assess and further the onboarding process of new staff.

