

# Report to the Community 2009-2010



## St. James-Assiniboia School Division Report to the Community 2009-2014 Strategic Plan

***The Mission of the St. James-Assiniboia School Division is to provide a meaningful, safe and caring educational environment so that all students are prepared to be responsible citizens in a democratic society.***

With this in mind, the St. James-Assiniboia School Division's new strategic plan for 2009-2014 is a road map and a living framework to help define where the organization is going in the future in relation to its mission.

St. James-Assiniboia School Division currently provides educational programming and services to approximately 8,500 students from Kindergarten to Grade Twelve. Approximately 900 teachers, administrators and support staff serve the student body in its twenty-six schools. Fifteen of these schools are at the early years (K-5), six at the middle years (6-8), four senior years (9-12) with one alternative school. In addition, over 2,500 adults were enrolled in our Continuing Education programs in the past year.

The St. James-Assiniboia School Division believes it is important for all individuals in the community to work together to provide an environment that will enable students to be active and successful learners. As such, student success requires the collaborative efforts of staff, students, parents and community members.

The Division also understands that the educational environment in which it provides leadership continues to experience change and subsequently, many challenges. Changing demographics with significant differences in student backgrounds, abilities, needs and desires have increased the diversity of expectations of the Division. As a result of these changes, new and innovative approaches to programming and services are required.

It is within this context that the St. James-Assiniboia School Division Board of Trustees embarked on a strategic planning process to ensure the Division will continue to meet the learning needs of its students, both today and well into the future. All operational decisions can be measured against the purpose, vision, mission, values and strategic outcomes of the Division.

Our 2009-2014 strategic plan is based on our present situation, our anticipated future needs, a well-researched strategy and necessary action to be taken at all levels in all of our schools. This plan is reviewed on an annual basis and updated to reflect the changing needs of the staff, students and community.

### Implementing the Strategic Plan

St. James-Assiniboia School Division and each of its schools' actions continue to be linked to the strategic plan. The four main outcomes are translated into smaller, specific actions and activities, which are undertaken by individuals, departments and teams throughout the system. Progress towards the strategic outcomes of the plan are reported on and measured through indicators of success to ensure that all Division activities facilitate and further the goals of the plan. The primary goal of the plan is to ensure that each and every student believes "I can succeed in an ever-changing world!"



### Our Beliefs

Our approach to education and the way in which we offer programming and services in the St. James-Assiniboia School Division are based on our shared beliefs.

1. Every child has the right to a public education and can learn if provided with support and encouragement.
2. A safe and caring environment is necessary for successful learning.
3. Decisions shall be evidence-based and should be made in the best interests of our students.
4. Our employees and their professional development are critical to the success of the Division.
5. Education should be delivered in a fiscally responsible manner.
6. Parent/guardian engagement in a child's education contributes to the success of our students.
7. Schools are an integral community partner.

Each fall the Board of Trustees and the Senior Administration meet to discuss and report on the progress of the implementation of the strategic plan. This annual review of the plan assists the Board in determining the priorities within the plan to provide the necessary resources for the Board identified initiatives. The plan articulates the mission, vision and values of the Division and provides a future focus for applying these principles through the strategic outcomes and their associated actions. The outcomes identify the priorities within the plan. The Board expects that, in carrying out the activities associated with the implementation of the strategic plan, all employees will adhere to the principles set out in the mission, vision and value statements of the strategic plan.

# Report to the Community: 2009-2014 Strategic Plan

## Great Schools for Growing and Learning



*I can succeed in  
an ever-changing world*

### Our Purpose

St. James-Assiniboia School Division exists to provide meaningful educational opportunities for our community.

### Our Mission

In fulfilling our purpose and journeying towards our vision, St. James-Assiniboia School Division will provide diverse and comprehensive programming in a safe and caring environment to prepare all students to be responsible citizens in a democratic society.

### Our Vision

St. James-Assiniboia School Division will be a leading and innovative learning community that will enable all students to believe  
"I can succeed in an ever-changing world!"

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The following information summarizes the outcomes that the Division will focus on throughout the life of this five-year plan. However, it is general in nature and does not include the many activities taking place, which facilitate the day-to-day operation of the school division.

### Strategic Outcomes for 2009-2014

1. Students will value the concept of social justice and recognize its importance for the betterment of an ever-changing world.
  - a. Students will practice and promote sustainable living habits.
  - b. Students will practice and promote social responsibility and respect for self and others.
  - c. Students are engaged in the community in a positive way.
  - d. Students will practice healthy life styles.
2. Students are active learners able to demonstrate a high level of academic, intellectual and social engagement.
  - a. Students will experience programming, services and instructional practices that meet their learning needs.
3. Schools will nurture and promote a positive relationship with families and the local community.
  - a. Schools will provide a safe and meaningful environment to facilitate critical dialogue among schools, families and the local community.
4. The Division will have exceptional staff, a balanced divisional financial position and appropriate physical infrastructure that support and enhance students' educational experience.
  - a. The Division will grow, protect and use its revenues effectively to achieve positive student outcomes.

- b. The Division will have safe physical learning and plant environments.
- c. The Division will have exceptional, experienced teaching and support staff.

The identified actions and indicators of success can be found on the Division's websites or brochures at each of the schools. These actions help describe some of the activities and areas that the senior administration will provide leadership for the implementation of the strategic plan.

### Division Strategic Plan Accomplishments for the 2008-09 School Year

The following are some of the significant accomplishments of the Division in the 2008-09 school year.

The Division:

- Further developed, through research-based instruction, a number of programs, practices, innovations and provincial directives to better meet the needs of the students. These include: Roots of Empathy, Restitution, Integrated Arts, Assessment and Evaluation and professional learning opportunities.
- Continued to focus on differentiated instruction in the classroom and programming throughout the Division in order to better meet the learning needs of all students. Initiatives undertaken include: Division-wide professional learning opportunities for staff, alternative programming offered at senior years schools as well as at Jameswood Alternative School, English as an Additional Language (EAL) and Aboriginal awareness programming were offered throughout the Division.
- Implemented a unique, made in St. James-Assiniboia School Division, Grade Eleven/Twelve Physical Education online program mandated by Manitoba Education.
- Completed a review of Educational Support Services offered in the Division. Committee recommendations will be brought forward in December 2009.
- Updated the initial five-year Strategic Plan with a focus on the development of priorities and outcomes for 2009-2014 period.
- Continued, through coordinator support and school-based professional learning opportunities, to focus on further understanding and development of practical professional learning communities throughout the system.



## Our Values

**RESPECT:** We respect each other, our diverse community and organization.

**INTEGRITY:** We honour our obligations and are truthful in all interactions.

**RESPONSIBILITY:** We are responsible for our actions and decisions, and are accountable for the results.

**CONSULTATION:** We seek to understand the factual information, opinions, perceptions and outcomes before we make decisions and take action.

**EXCELLENCE:** We have high expectations: for student achievement based on their individual abilities, for our employees to continue to grow and develop, and for our programs and services to ensure these are innovative and increase the potential of our students.

- Reviewed and updated approximately 80% of Division policies.
- Continued to examine practices and procedures in place in all of our schools, through the Divisional Safe Schools Committee. The Division continued to partner with Safe Schools Manitoba while the Report on Education at the Board meetings had a focus on safe school initiatives.
- Continued to develop and share the Division's Five-Year Financial Projections with the community.
- Continued to develop and implement community links and partnerships with various organizations to further meet the needs of the students in the Division. A parent centre was established at Sansome School while a Safe Workers of Tomorrow program has been established for implementation in the Grade Nine and Ten physical education programs.
- Implemented a number of initiatives in the area of education for sustainable development (ESD) including a continued partnership with Emerge Knowledge Design, Inc. which helped to create a Division website focused on communicating Division/school initiatives in ESD. Also, as a result of a grant received from Green Schools Manitoba, eight early years schools have large compost bins, two bike cages were established to encourage students to take more active routes to school and a Bulb Eater machine was set up in order to remove used light bulbs out of the garbage and thus out of the city landfill. We continued to offer Youth Forums that focus on many issues related to social justice.
- Continued to explore strategies to better communicate with parents in the Division on issues of programming, instruction and reporting of students' progress. Some of the information strategies in 2008-09 included: Contact articles, Divisional Calendar, divisional and school website development parent meetings, as well as a new strategic plan brochure that was developed for distribution.
- Created a Divisional workload committee to look at various issues related to teacher working conditions.
- Reviewed the divisional assessments and developed a divisional assessment plan which included providing summer professional development for teachers, reorganizing divisional coordinators and their responsibilities, in addition to beginning the process of reviewing all school-based assessment plans.

St. James-Assiniboia School Division

## ***Great Schools for Growing and Learning***

