

## Strategic Plan Report

**Date of Submission to the Board of Education:** January 19, 2017

**Submitted by:** Quintin Robertson, Director of Education

### PEOPLE CAPACITY FOCUS

#### Strategic Focus

GSSD is a community of learners and believes collaborative partnerships with students, staff, families and community members will enhance educational opportunities.

#### Long-term Goal

- By June 2020, GSSD will enhance system effectiveness by investing in staff through training and development.
- By June 2020, GSSD will enhance system effectiveness by enhancing exiting external partnership and by seeking new opportunities.

#### GSSD Professional Development

PD Event	Date	Topic / Outcome
"What to Look For" - Understanding and Developing Student Thinking in Early Numeracy	December 1 & 2	The Pearson Early Numeracy workshop was two full days of hands on learning focusing on how to diagnose and address early numeracy gaps.
ASIST Training	December 12 & 13	The Applied Suicide Intervention Skills Training (ASIST) was a two-day intensive, interactive and practice-dominated course designed to help caregivers recognize and review risk, and intervene to prevent the immediate risk of suicide. It is by far the most widely used, acclaimed and researched suicide intervention training workshop in the world. This workshop is valid for 14 Class 'A' Continuing Competency credits for Social Workers.
Grade 7 Dialogical Learning	December 13	Grade 7 teachers reviewed the Dialogical Learning Unit on Courage and became familiar with the resources that been purchased.
PAA Meeting	December 13	The General PAA Meeting went over smoothly as topics discussed included industrial shops (support with SunCorp recommendations) and teacher networking.



Pictures:  
GSSD Teachers collaborating at the Pearson Early Numeracy workshop

**Community Protocol Re-signing**

Good Spirit School Division and Christ the Teacher Catholic School Division, along with community partners, re-signed the Yorkton and Area Community Threat Assessment and Support Protocol (CTASP) on November 24<sup>th</sup>, 2016. Lois Smandych, GSSD Board Chair, and Quintin Robertson, Director of Education, signed on behalf of GSSD.



This protocol supports collaborative and proactive planning among community partners in assessing threats and reducing the risk of violence to keep our schools and communities safe. It fosters the timely sharing of information and the development of supportive and preventive plans. Partner agencies include Christ the Teacher Catholic Schools, RCMP, Sunrise Health Region, Ministry of Social Services,

Ministry of Justice, Corrections and Policing, SIGN, Yorkton and Melville Fire Departments, Yorkton Tribal Council, and Parkland College.

The CTASP reflects the work of Kevin Cameron, Executive Director of the Canadian Centre for Threat Assessment and Trauma Response. The original Yorkton Community Threat Assessment and Support Protocol was signed in September 2013.



**Big Brothers Big Sisters: Mentoring Works!**

Did you know that students who meet regularly with their mentors are 52% less likely than their peers to skip a day of school and 37% less likely to skip a class? At Good Spirit School Division, we proudly support our partnership with Yorkton and Area Big Brothers Big Sisters (BBBS).

There are currently 70 (and counting) in-school mentoring matches at eight GSSD schools - Dr. Brass, Yorkdale, Miller, Davison, Churchbridge Public, Langenburg Central, Esterhazy High and PJ Gillen. In addition to individual matches, BBBS provides a number of group opportunities to GSSD students. This spring, BBBS will provide the *Go Girls!* program to GSSD students in Yorkton. Girls in grade 6 and 7 will be able to take part in this eight-week, hour-long program structured around four themes: physical activity, healthy eating, self-esteem, body image and communication skills.

At Esterhazy High School, BBBS will be initiating *Club Connect*, a 12-week after school group mentoring program for students in grades 6-8. Students will participate in twelve, mentor-lead sessions that incorporate fun, educational games and activities designed to stimulate self-reflection and group discussion. Each session will address the topics of active living, balanced eating, and feeling good.

In addition to in-school mentoring matches and group initiatives, BBBS works with other agencies to provide GSSD students additional leadership opportunities. Working in conjunction with STOPS for Violence and YTC, BBBS will be offering, *Engaging Young Leaders*, a program developed to help build leadership skills and abilities for youth ages 15-21. Monthly sessions will take place in north and south locations and run from February - December 2017.

Mentoring can change the course of a young life, which, in turn, can change the future of communities by making them better places to work, live and thrive. At GSSD we appreciate the opportunities provided to our students through Yorkton and Area Big Brothers Big Sisters.



### Social Sciences Teachers’ Institute for Parliamentary Democracy

Good Spirit School Division had the most representation at the Social Sciences Teachers' Institute for Parliamentary Democracy from November 19-23 in Regina. The institute was a jam packed 5 days giving teachers the chance to experience the workings of parliament. This is an amazing professional development opportunity for teachers in all grade levels!

Picture:  
GSSD representatives along with the Sergeant at Arms, Terry Quinn, and the Speaker of the House, Corey Tochor who is a 1996 graduate of Esterhazy High School.



### SaskTel Pioneers Host Santa Christmas Party

Each December, the SaskTel Pioneers host a Christmas Santa party and invite ten GSSD students from Kindergarten to Grade 6 to participate, based on the recommendations of our Student Support Teachers and Student Services Coordinators. The Christmas party includes music, lunch, a visit with the Yorkton Terriers, and gifts from Santa which are purchased based on interests of each child.

GSSD would like to thank SaskTel for this special opportunity which they continue to provide each holiday season. Our students have thoroughly enjoyed their SaskTel Santa party experiences and they have great memories to treasure from this event!



## STUDENT AND FAMILY FOCUS

### Strategic Focus

**GSSD exists to provide the highest level of student learning & well-being. All students will experience learning environments rich in the opportunities and experiences necessary to promote intellectual, emotional and spiritual growth.**

### Long-term Goals

- By June 2020, at least 85% of GSSD students will be at grade level in reading, writing, and math.
- By June 2020, at least 90% of students exiting Kindergarten in GSSD will be ready for learning.
- By June 2020, GSSD will achieve a 3-year graduation rate of 85%.
- By June 2020, <10% of GSSD students will report being affected/impacted by depression and anxiety.

### Math Team 2016 Regional Champions

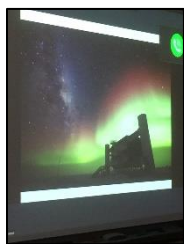


The Esterhazy High School Grade 6 Math team walked away from the 2015-2016 National Math Contest as Regional winners. The contest was held in February 2016 and the plaque arrived on December 13, 2016.

Congratulations Mathletes!



**Ice, Ice, ...Science**



On December 7, 2016, Preeceville School junior and senior high students “Zoom”-ed in (live connection through the internet and satellite) with scientists at the IceCube. The IceCube is a research facility in Antarctica which is situated at the South Pole. It is a particle detector which searches for neutrinos which develop as a result of astrophysical events such as supernovas. This telescope is also used for dark matter research. During the webchat, they learned about the challenges of doing research in such a cold (and sometimes dark!) part of the world, what neutrinos are, more about the telescope and the exciting research that is

taking place. While this topic technically fits into the Physics 30 program, all of the junior/senior students were invited to be a part of the experience.



Since then, the students have generated a lot more questions to ask the IceCube scientists. There are no IceCube webchats scheduled in the near future, so the students are hoping to connect through email to learn more about how the scientists became interested in dark matter and what education pathways they took to get where they are.

**YRHS Robotics Team Competes Among the Best in Europe**

The Yorkton Regional High School Robotics Team is back from Euroskills 2016, with a wealth of knowledge and memories.

From December 1<sup>st</sup> -3<sup>rd</sup>, Europe's largest vocational skills competition took place in Gothenburg, Sweden. Over 500 youth from over 28 countries competed for the title "Best of Europe."



The YHRS Robotics team placed 4<sup>th</sup> out of 11 teams with a mark of 71. Even though they did not qualify for a medal, they are still in the mix amongst the best of Europe and we could not be more proud!

**Saltcoats School Grade 5/6 Gazette**



The Gazette began in 1971- 72 as a Grade 6 project. The teacher responsible for the beginning of the newspaper was Walter Farquharson. He thought that students would learn more about how powerful writing could be, if they had a larger audience than just their teacher. Students wrote creative writing articles, reported school and town news, and collected money for advertisements from local businesses and townspeople. Each edition of the Gazette sold for 2 cents, and was published once a week. The fund raising aspect of the Gazette was to raise money for a year end camping trip.

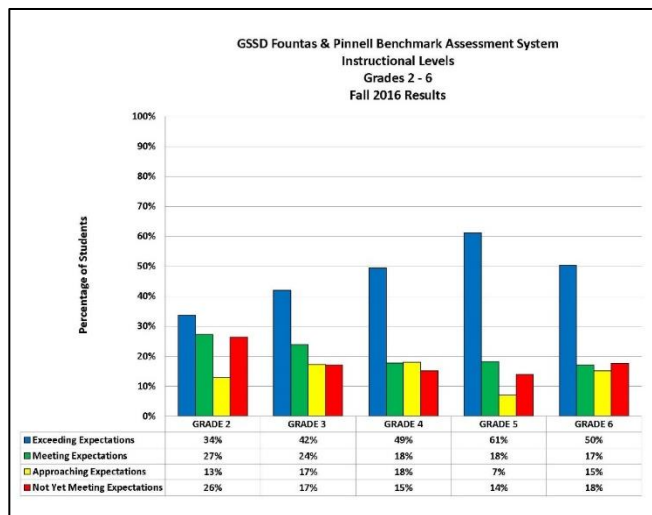
This year is the 45<sup>th</sup> Volume of the Gazette, which is now published by the Grade 5 and 6 classes run by Mrs. Candice Baron and Mrs. Crystal Farquharson. Students write news articles (for the town and school) as well as share narrative, expository, descriptive, and persuasive paragraphs. The Gazette is a trusted source of community news- used by many local groups and citizens to inform the community of events and activities. Students learn writing, interviewing and word processing skills as they publish the Gazette, for their 242 subscribing customers. Gazettes are still hand delivered in the town of Saltcoats, but are also mailed and e-mailed internationally with subscribers in Scotland and in the USA. A year subscription includes approximately 18 editions and now costs \$12, with funds helping pay for a September Leadership Camp for students at Circle Square Ranch near Wolseley.



### Fountas & Pinnell Fall Reading Data

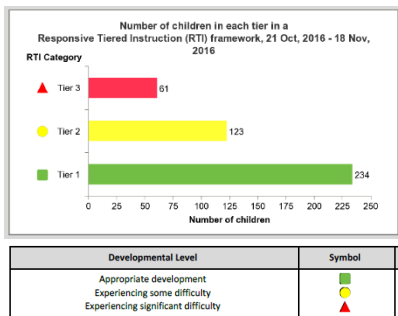
The Fountas and Pinnell Benchmark Assessment System (F&P BAS) was administered to 2,149 grade 2-6 students from September 19<sup>th</sup> to November 10<sup>th</sup>. The information gathered from this assessment has provided school teams with a “snapshot” of students’ current reading behaviours so that appropriate instruction and intervention could be implemented. The data collected indicates that 68% of grade 2-6 students are reading at or above grade level according to Fall targets. There are currently 61 Levelled Literacy Intervention (LLI) groups operating within the school division providing 11% of grade 2-6 students with targeted reading intervention.

The Winter assessment interval, which is optional for grades 2-6, begins January 9<sup>th</sup> and on January 16<sup>th</sup> for all grade 1 students. Since 2014, GSSD has seen an average increase of 12% of students in grades 1-5 reading at or above grade level from fall to spring. We are encouraged by our initial results and remain confident that we will meet or exceed our target of 80% of grade 1-6 students reading at or above grade level by June 2017.



### EYE Results

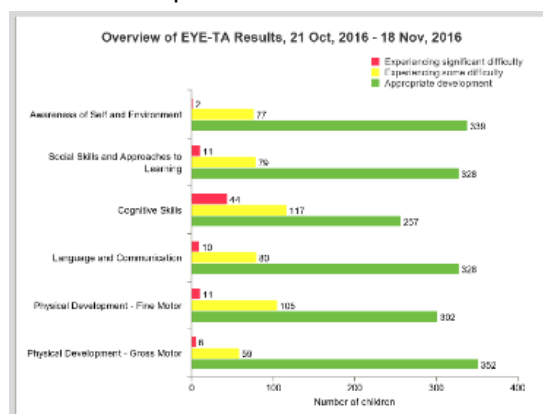
The Early Years Evaluation (EYE-TA) pre-assessment was carried out with all Kindergarten children across GSSD in October/November. This provincial assessment supports early identification of learning needs to ensure timely responsive programming/intervention and to reduce the risk of further learning difficulties.



Pre-assessment results division-wide indicate that 56% of Kindergarten students are experiencing appropriate development (green tier) and are on track to be ready to learn in Grade 1. Twenty-nine percent are experiencing some difficulty (yellow tier), and 15% are experiencing significant difficulty (red tier). Inter-disciplinary teams met in December with schools to review their data, and collaboratively develop action plans to respond to the data and target the needs of students in the yellow and red tiers. Review of this data at the school level helps to identify trends and patterns

which can be used to plan classroom based interventions specific to the developmental needs of students.

Kindergarten students in the yellow and red tiers will be reassessed in May 2017 to monitor progress. Spring results will be used to ensure responsive interventions are in place for those who will require them in Grade 1, so that we can achieve our GSSD mission of ‘Building Strong Foundations to Create Bright Futures’ and our vision of ‘Learning without Limits....Achievement for All’.



## INTERNAL PROCESS FOCUS

### Strategic Focus

**GSSD is committed to provide equitable, balanced opportunities among schools, students and staff.**

### Long-term Goals

- By June 2020, GSSD will increase service to students and schools through development, revision and refinement of processes with an aim to improve communication, efficiency, and equity.

### Human Resource Information System

GSSD has endeavored to increase the usage of technology solutions to enhance its Human Resource Information System, commonly referred to as HRIS. Bellamy, the HRIS program, has an HR module that allows HR Staff to support the HR processes and GSSD staff in a number of ways. One such example is tracking of performance evaluation due dates for employees on probation. The system is used to assist supervisors on the front end to meet evaluations deadlines within required timeframes using automatic reminders and reports. Another example of support is the use of automatic notifications to help monitor leaves of absences so we know when staff are due to return and follow up can be done to either transition them back successfully or ensure coverage is in place if extensions are necessary. The system is used to record certifications, first aid expiry dates, contracts, etc., and to generate reports for management to assist them in monitoring these items. This is a new initiative for Corporate Services and is part of the strategic goal to improve internal processes to support our students and schools by enhancing levels of qualified staff through absence management, evaluations, and skills development.

## FINANCIAL STEWARDSHIP FOCUS

### Strategic Focus

**GSSD believes that we are all accountable. Board members, students, staff, families and community members have a responsibility, both individually and as part of the learning team, to participate and to contribute positively to public schools.**

### Long-term Goals

- By June 2020, GSSD will implement division wide approaches to find efficiencies and increase value-add in order for the division to be responsive to the challenges of student and staff needs.

### Occupational Health & Safety

Over the past few years the Good Spirit School Division has been working to support the WorkSafe Saskatchewan Goal of Mission Zero. These initiatives included the development of an employer health and safety improvement plan that included tracking all incidents in order to prevent future events. In the summer of 2016 the division was involved with a comprehensive audit of our Safety Management System. This audit identified a number of areas that the division could improve upon.

This fall, with a renewed vision and purpose, we continued to work towards improving our safety management. Included in this was the addition of ‘safety talks’ at Central Office staff meetings, Administrator meetings and Facilities meetings. A new safety policy and a safety manual for our facilities and transportation departments was rolled out in December including tracking and monitoring of “tool box talks” and incident reporting. Administrators are encouraged to use the OHS School Kit as a tool to guide them as they become safety leaders in their schools.

While we may all feel safe in our roles there is always more we can do to ensure we all make it home safe every day. Improved procedures and policies that are communicated to all GSSD staff along with training and awareness are just a few of the things we are currently working on as we work towards Mission Zero.



### Role of the Board’s Finance Committee

In June 2016, the Board approved the addition of a Board Finance Committee to assist the Board in fulfilling its oversight responsibilities. The role of this committee is to review all contracts in excess of \$100,000 for goods and services with the exception of contracts reviewed by the Ministry such as capital projects. Included on this committee is one of either the Chair or Vice-Chair along with two other trustees which are appointed annually at the Board’s organizational meeting in November. The Board retains the overall authority to enter into contracts however the committee members play a key role in working with Administration by reviewing the terms and conditions of contracts, seeking independent advisors when necessary and providing the recommendation to the full board for decision making.

### Did you know GSSD employs a Literacy Coordinator?

#### A Day in the Life of the GSSD Literacy Coordinator

On any given day, GSSD’s Literacy Coordinator, Charlotte Raine, can be found at a school working with teachers, library technicians, administrators, and students sharing her passion that students’ achievement in literacy is dependent upon their ability to be independent readers and thinkers.



To that end, Charlotte works with the literacy coaches developing literacy programs and with library staff developing library programs that offer a wide range of resources reflecting a variety of topics and interests. Charlotte has been introducing staffs to the wealth of digital resources from eBooks to digital video.

Charlotte is pictured here at the new GSSD Centralized Library along with Sheila Tillman, the library technician. Housed in the basement of the Yorkton Regional High School, this collection of almost 6,000 items provides professional books for teachers and administrators as well as a substantial selection of classroom literacy resources.

