

## Strategic Plan Report

**Date of Submission to the Board of Education:** November 24, 2016

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

### 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.

#### Intern Stipend

GSSD had originally budgeted for 20 interns to be placed in the division. Interns are able to apply for a stipend of \$150 per month for up to 4 months (\$600 per intern). This year GSSD is hosting 10 interns; this will halve the funds necessary to provide them with stipends. The remaining funds are able to be reallocated to another area of priority.

Picture:

Three interns with their cooperating teacher pairs and administrators who facilitate the intern process



#### Distance Learning

While schools have the responsibility to provide instructional programs that ensure students will have an opportunity to meet the provincial graduation requirements and be prepared for entry into the workplace or post-secondary studies, GSSD recognizes that situations may arise where students may not be able to take desired courses from the school which they attend. The Good Spirit School Division, therefore, supports the registration of students in distance learning (courses purchased outside our school division) where circumstances and available funding dictate such action.

During the 2014-2015 school year between 140–150 students within the division accessed distance learning courses at a price tag of approximately \$500 per course. In 2015-2016, a defined process saw priority given to students who required compulsory credits and who did not have access to these courses due to timetabling conflicts or other extenuating circumstances within their schools. In addition, elective courses required to meet graduation requirements were considered for funding within GSSD schools having fewer than 100 students in grades 10 through 12. These changes saw the number of students accessing distance learning courses reduced to 32 during the 2015-2016 school year. To date, the 2016-2017 school year has seen fewer than 10 students accessing courses outside our school division. This has resulted in the opportunity for GSSD to invest more dollars into Distributed Learning (alternate course delivery) which is offered by GSSD teachers, providing compulsory and elective courses to our students while also building capacity within our own school division. Despite this change in course delivery, GSSD has a graduation rate that is well above the provincial average.

**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.

**Provincial Cross Country**

On October 15, the provincial cross country competition was held in Delisle, Saskatchewan. Yorkton, Sturgis and Canora sent squads to participate in the team event. The following schools sent athletes to compete in the individual provincial competition events: Churchbridge, Esterhazy High, Invermay, Kamsack Comprehensive, Langenburg Central, Preeceville, Sturgis Composite, and Yorkton Regional High. Many GSSD students achieved personal best times and Kelsey Haczkewicz, a senior at YRHS, brought home a silver medal. We wish Kelsey well at the national competition on November 26.



Picture: Kelsey Haczkewicz, YRHS

**Provincial Soccer**

GSSD students are increasingly interested in playing soccer. The Yorkton Regional High School has active 3A level teams for both boys and girls. This year the girls' team competed in the provincial competition that was held in Swift Current. The boys' team hosted the provincial competition and worked hard to earn a silver medal.

Picture: YRHS silver medal soccer team

**Football**

GSSD high schools compete in 6, 9 and 12-man football. The following teams reached the provincial quarter finals: Melville in 9-man 2A football, Esterhazy in 9-man 3A, and the Yorkton Regional in 12-man, 3A competition.

An interesting fact:

Many of the football teams sign joint agreements to allow opportunities for our student athletes. The Esterhazy Warriors are affiliated with Churchbridge and Langenburg schools bringing players from 11 different communities together to play on the team.



Picture:  
Esterhazy High vs Melville Comprehensive

**Junior Volleyball**

The results from the Junior Girls Volleyball Tournament held at Kamsack Comprehensive Institute are as follows:

- Gold – Langenburg Central School
- Silver – Kamsack Comprehensive Institute
- Bronze – Esterhazy High School

The following medals were awarded at the Junior Boys Tournament held at Sacred Heart High School:

- Gold – Yorkton Regional High School
- Silver – Melville Comprehensive School
- Bronze – Norquay School

**Learning Behaviour Reporting**

During the 2014-2015 school year, the Good Spirit School Division began implementing outcome based report cards. Five elementary schools were involved in the original implementation with the 2016-2017 school year seeing all GSSD schools, with the exception of the Yorkton Regional, involved with outcome based reporting. Currently the Saskatchewan Ministry of Education requires that high schools report student achievement in percentage points resulting in the continuation of traditional grading and reporting practices in grades 10–12.

This year, despite traditional reporting of grades, GSSD has implemented the process of separating student achievement and student behaviour at the high school level. For the first time, high school teachers were given the opportunity to report on the areas of student responsibility, student learning, respect, belonging and citizenship. Teachers are expected to report grades that are accurate and which are not distorted or influenced by student behaviour, character, work habits or attendance. Teachers, parents, and students will be given the opportunity to provide feedback on the addition of learning behaviours to the high school report card. The feedback collected will result in the refinement of the report card for future reporting periods.

**Photos from Career Explorations 2016**

Career Explorations was hosted by Parkland College, Good Spirit School Division & Christ the Teacher Catholic School Division at the Gallagher Centre in Yorkton on Friday, November 18, 2016.



**GSSD Professional Development**

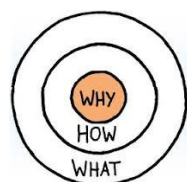
PD Event	Date	Topic / Outcome
Time For Bonding Chemistry 30 Workshop	November 23, 2016	Ron Lutz and Helen Forbes facilitated a Chemistry 30 sharing session. Teachers had the opportunity to share labs, activities, assessment and resources.
Violent Threat Risk Assessment Level 2 Training	November 24 & 25, 2016	Participants will be able to identify complex cases and how multidisciplinary VTRA teams can collaborate to assess and intervene. This training helps teams to distinguish between Stage I VTRA (Threat Assessment) and STAGE II VTRA (Risk Assessment), and identify case-specific risk enhancers and the proper interventions for them. It also includes how to conduct strategic interviewing of the student (or person) of concern and others related to the process. The training session was facilitated by Kevin Cameron from the Canadian Centre for Threat Risk and Trauma Response.

**Professional Development at Dr. Brass School**

The staff at Dr. Brass School appreciated the School Based Professional Development start up days to kick off the 2016-2017 school year. The staff focused on their “WHY” and engaged deeply in Positive Behaviour Intervention Systems (PBIS). The work amongst staff engaged in a focus on Behaviours that are Respectful, Responsible and Safe. They had various school-wide systems from previous years that helped them along the path and developed a 2016-2017 school-wide Behaviour Matrix. The staff also engaged in common expectations and teachings that accompany the behaviour matrix. The dialogue and learning amongst staff was very rich and revolved around a common WHY for their entire staff focus for teaching positive behaviours.



**Why Do We Teach?**



The next day was focused on WHY they teach at Dr. Brass School. As a staff, they came up with 3 pillars that drive their HOW and WHAT. Their focus was in all areas of Literacy, Lifelong Skills, and Relationships. They recognized that these 3 pillars are the back bone of their school and firmly represent the WHY they teach at Dr. Brass School.

Staff members were able to add their personal WHY under each of the pillars. This focus developed a strong belief that as a group they all understand their WHY that will lead to success in the HOW and the WHAT.



**SK READS And Learning Improvement Plan**

In June, the Dr. Brass teaching staff created a Learning Improvement Profile for each student and classroom. This work in June allowed for deep discussion around the school goals that they were setting for the 2016-2017 school year. During the startup days, they were able to develop their Learning Improvement Plan (LIP) and focus on student success in each of the areas of Literacy, Math, and Student and Family focus. They recognized that the LIP was revolving around their “WHY we teach” and focus within the PBiS school wide plans to be respectful, responsible, and safe.

**Dr. Brass Staff Reads**

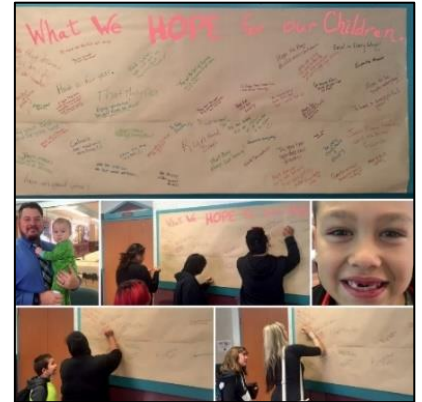
Within their work in SK Reads, they focused on school-wide systems from their LITERACY Pillar and are leading by example as a staff. Building on their WHY, every staff member has a picture on his or her door with a foundational belief about reading.

What are your HOPES for our Children?

On September 1<sup>st</sup>, the parents of Dr. Brass students signed the Wall of HOPE. There are many powerful statements that parents hope for their children this year. The staff at Dr. Brass will extend this project to their students and are reminded of the many HOPES the parents have for their children this year.

The Dr. Brass Way!

The school year start up for 2016-2017 allowed the time for our staff to build a strong connection that ignited our team with a Powerful WHY. This power will engage our group all year long for a successful school year.



**Non-Violent Crisis Intervention (NVC)**



Deb Bulitz, Doug Kreklewich, and Craig Folk facilitated three full days of Non-Violent Crisis Intervention (NVC) training and refreshers for individuals from across the division in October. Doug, Deb, and Craig are certified trainers through the Crisis Prevention Institute and they offer this training in GSSD annually to help us ensure that each school has a certified NVC team to diffuse crisis situations and respond to escalating behaviors.

Participants are taught techniques for preventing and managing escalating behavior, and how to physically intervene when an individual becomes an immediate danger to themselves or others. These three trainers spend many hours during the school year supporting school teams in the development of safety plans and debriefing with them when they have had to respond to physical escalations. Thanks Deb, Doug, and Craig for your commitment to safety in our schools through teaching and supporting others to utilize Non-Violent Crisis Intervention.

**Practical Applied Arts Consultant**



During the 2015-2016 school year, GSSD contracted SunCorp to determine the safety and layout needs in our industrial shops. The information collected was valuable, but a plan was needed to implement the recommendations. By reallocating funds, we were able to secure a contract with a consultant/mentor (a GSSD employee currently working part time) to review the recommendations, communicate with shop teachers, building administrators and the facilities department to ensure our students are working in a safe environment.

Picture: Melville Comprehensive School welding shop

### GSSD Transportation Department

The Transportation department at the Fairview Education Center (FEC) includes Reg Fogg, Transportation Assistant, Laurel Pitsula, Executive Assistant, Eric Sorestad, Transportation Manager and Teresa Korol, Assistant Superintendent of Business Administration. The Transportation Team includes staff at FEC, four bus garages located in Yorkton, Melville, Sturgis and Kamsack, and full-time and temporary bus drivers.

The Transportation Team is made up of dedicated workers that oversee and provide transportation for 27 GSSD schools as well as rural transportation for Christ the Teacher Catholic School Division around Melville, Yorkton and Theodore. The transportation function includes rural and city bus routes, 15 passenger vans, special needs vans, extra-curricular and co-curricular travel.

This valuable team has one common goal, the safe transportation of children to and from school!

**DID YOU KNOW?**

- Good Spirit School Division has 106 permanent full-time bus drivers & 58 substitute drivers.
- GSSD Bus Drivers cover 20,796 KM...DAILY!
- There are 2,816 GSSD bus students; 2,296 Rural students and 520 Urban students.
- Some bus drivers have driven 3 generations of the same family on their routes
- Bus drivers are the first and last contact from Good Spirit School Division every day.

### BUS DRIVER APPRECIATION DAY



## 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.

#### Website Update

There have been some subtle change to the [GSSD Website](#) over the last several months. Emphasis has been placed on simplicity and usability. After an analysis of user traffic, our team highlighted six areas on the home screen of the website. Users will now be able to have direct access to information on the GSSD calendar, student registration, transportation, the strategic plan, media, and parent/public information. Additional work is currently underway to enhance the usability of the Board, Division and Programming sections of the website; each will undergo enhancements in the weeks to come. GSSD has contracted the services of an external communications specialist to undertake a comprehensive communications audit. One component of the audit will include our current division website and portal.

