

# Strategic Plan 2023-2024

Parent and Public Version

Students Come First.





# Good Spirit SCHOOL DIVISION

## 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.

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.

**Good Spirit School Division Strategic Plan Overview 2023-2024**

**Students Come First**

Diversity Learning Perseverance Responsibility Belonging

**Our Vision**  
Learning Without Limits...  
Achievement For All

**Our Mission**  
Building Strong Foundations  
to Create Bright Futures

**HIGH QUALITY TEACHING AND LEARNING**

- Improving student outcomes
- Implementing the "Inspiring Success" Policy
- Developing GSSD leaders
- Ensuring consistent practices across GSSD schools
- Delivering high-quality teaching and learning resources
- Providing equal access to technology

**EFFECTIVE POLICIES AND PROCEDURES**

- Upholding clear, high-quality Board of Education Policies
- Maintaining transparent, high-quality administrative procedures aligned with Board policy
- Focusing on educational approaches that prioritize student success
- Allocating resources to improve experiences for students, staff, and the community

**ENGAGEMENT OF ALL STUDENTS, FAMILIES, AND COMMUNITIES**

- Fostering connections and supporting transitions
- Valuing input from students, families, staff, and the community
- Communicating openly and clearly
- Forming partnerships to support GSSD's priority areas

**HEALTHY, SUSTAINABLE PHYSICAL & SOCIAL ENVIRONMENTS**

- Enhancing mental health and well-being for students and staff
- Offering safe and inviting facilities
- Promoting equity, diversity, and inclusion

We acknowledge the land on which GSSD sits is Treaty Four Territory, signed September 1874 at Fort Qu'Appelle - the traditional territory of the Anishinaabe, Cree, Assiniboine and Metis Peoples. Acknowledging territory shows recognition of and respect for Indigenous Peoples both in the past and the present.

**GSSD's 2023-2024 Strategic Plan Overview**

*Building Strong Foundations to Create Bright Futures*



## 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.

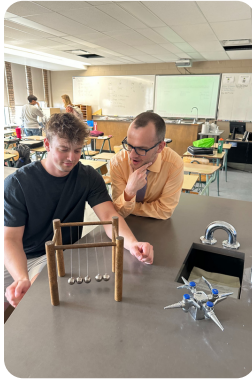
**Perseverance:** We nurture an environment that supports learning and builds confidence.

**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 achievement and attendance will be monitored through regular reports.
- Positive growth will be celebrated by analyzing areas of growth with in-school Administration teams.
- Upon Kindergarten exit, the percentage of students ready for learning in the primary grades will increase year over year.

### Implementing the “Inspiring Success” Policy



#### Workplans:

- GSSD will systematically integrate First Nations and Métis perspectives into our curriculum, making sure the content we teach is culturally relevant and enriches the learning experience of all students.
- GSSD will foster a learning environment that is responsive to the cultural backgrounds and experiences of our students, with a particular emphasis on recognizing the cultural heritage of First Nations and Métis students.

### Developing Good Spirit School Division Leaders



#### Workplans:

- GSSD will prioritize learning opportunities at face-to-face administrative meetings and encourage administrative voice.
- Professional Growth Plan goals and plans will be reviewed with administrators in October, January and June.
- Leadership programs and success stories will be promoted and celebrated.

## High Quality Teaching and Learning

### Ensuring Consistent Practices Across Good Spirit School Division Schools



#### Workplans:

- The bi-monthly In Focus will communicate developments, celebrations and events that have occurred throughout the school division.
- GSSD will provide targeted professional development on the utilization of the Edsby Gradebook and the Supporting Student Assessment Document.

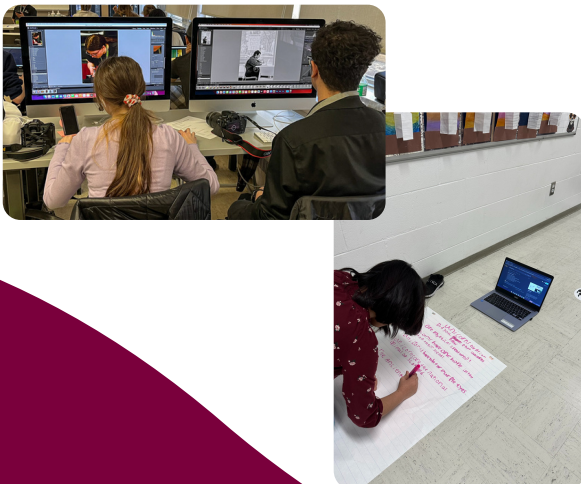
### Delivering High-Quality Teaching and Learning Resources



#### Workplans:

- GSSD Consultants will support 25 classrooms to implement Under One Sun into their literacy block.
- GSSD will support 25 high school teachers to implement blended learning practices into their classrooms.

### Providing Equal Access to Technology



#### Workplans:

- GSSD will develop a sustainable renewal plan to replace student and staff devices before the end of life. Chromebooks and iPads will be deployed based on enrollments to get to 1:1 for Grades 4-12 and 3:1 for Kindergarten - Grade 3.
- GSSD will develop a reliable and secure network. School servers will be replaced.
- GSSD will increase the current bandwidth. Bandwidth will be monitored at schools and the main connection.

# Engagement of All Students, Families, and Communities

## Fostering Connections and Supporting Transitions



Workplans:

- Overall student attendance will increase annually through GSSD supporting student attendance and engagement, particularly during key transition points.
- GSSD will engage families/caregivers/guardians from school entry and throughout a child's education.
- GSSD will have a plan for graduation for every student that will prepare them for their career and life pathways.

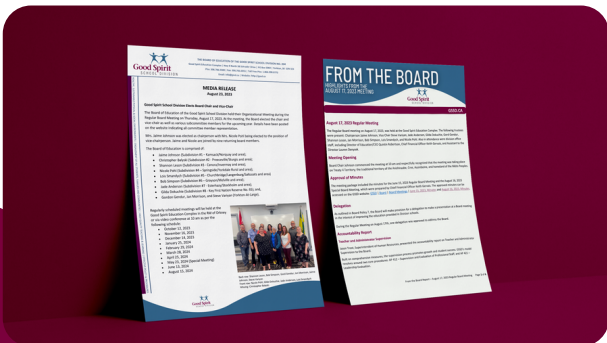
## Valuing Input from Students, Families, Staff, and the Community



Workplans:

- Respectful and equitable partnerships with First Nations and Métis peoples at the provincial and local level will be established through the collaboration and support of indigenous community leaders, consultants and community.
- Board meetings will include relationship building sessions with GSSD Administrators, School Community Councils, Labour Groups, Local MLAs, the SSBA, Tribal Council Leaders, Student Senates (middle years and high school), Local First Nations Chief and Councils, and Admin Office Staff.

## 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.
- 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.

## Engagement of All Students, Families, and Communities

### 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.
- GSSD will continue to partner with the East Central Newcomer Welcome Centre to support new Canadian students and families.
- Data development, collection and reporting will be done for each First Nations within GSSD.
- GSSD will continue the partnership with the Métis Nation to offer the Michif Early Learning Program which offers language based early years programming at Columbia School in Yorkton.





# Healthy, Sustainable Physical and Social Environments

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



### Workplans:

- All students will have an increased sense of connection and safety in schools by GSSD supporting students' experiences.
- GSSD will create a common language so students, parents, teachers and administrators can speak openly and clearly about mental health.
- GSSD will continue their Well at Work initiative which supports developing and implementing system-wide strategies to improve workplace wellbeing.

## Offering Safe and Inviting Facilities



### Workplans:

- Facilities will focus on enhancing school entrance ways by 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.
- A GSSD Sportsmanship paper will be created and shared with all schools. This will include messaging and protocols for athletes, coaches and spectators.

## Promoting Equity, Diversity, and Inclusion



### Workplans:

- Gender neutral washroom signage will be updated throughout all GSSD facilities.
- Work will be done with in-school administrators to nurture a culture of inclusion (clear stance that racism and anti-oppressive behaviours or language are not tolerated), while ensuring the school-level work plan goals do not create a new atmosphere of exclusion.
- Holidays celebrated will be inclusive and mindful of all backgrounds.

## 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's Kici Anishinabek (Resident Elder) will attend Board Meetings to provide insight, wisdom and knowledge.

### 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 public and staff.
- The Facilities Department will focus on Maintenance Planner where Preventative Maintenance events are scheduled and assigned. Technicians will be scheduled to evening events and Service Requests within AssetPlanner.

### 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 Digital Learning team will continue to collaborate with Information Technology to develop a long term digital educational strategy to ensure the technology aligns with curriculum goals.
- School Community Council (SCC) Symposiums will take place throughout the year to provide parents and community members professional development on the role of SCC members, strategic planning, parental engagement, budget consultation and budget unpacking.
- The Technology and Facilities Department will work collaboratively on Voice Over Internet Protocol (VOIP) system projects to ensure all schools have a functional and reliable phone and intercom system.

