

2018-2021 Public Schools Branch Strategic Action Plan



Pillar #1 - EDUCATIONAL SUCCESS

COMMITMENTS	
We are committed to:	
1. Creating safe, caring and productive learning/working environments.	
2. Utilizing evidence based practices in the delivery of services by staff to students.	
3. Providing all learners (student, teachers and staff) with appropriate opportunities to achieve their potential through programing, training and experiences.	
KEY ACTIONS	KEY MEASURES
1.1 Determine the student population, profiles, and needs for 2018 -2021.	Official enrolment data and student profile information.
1.2 Determine student attendance rates and reasons for absenteeism.	Increase student attendance.
1.3 Encourage and engage students and staff in the pursuit of learning	Feedback about co-constructed and success criteria, meaningful learning opportunities, positive teacher/student relationships, and collaborative learning.
1.4 Receive feedback from students, parents and staff about educational success happening in schools.	Formal and informal data collection at the school level.
1.5 Be an effective, learning centered organization.	Document professional development opportunities for school and branch-based staff.

Pillar #2 - WELLNESS

COMMITMENTS	
We are committed to:	
1. Working collaboratively with educational stakeholders to create a positive and supportive culture.	
2. Valuing and recognizing the unique strengths and contributions of staff and students.	
3. Supporting and promoting wellness initiatives in our schools and workplaces.	
KEY ACTIONS	KEY MEASURES
2.1 Create opportunities for dialogue around school community wellness.	Engage and support students and staff wellness in the areas of nutrition, and physical/mental wellbeing.
2.2 Enhance the visibility and awareness of student and staff wellness activities and programs.	Communicate wellness activities and programs through website presence, school newsletters, parent engagement sessions, DAC, H&S.
2.3 Work with partners to increase wellness literacy among staff and students.	Provide opportunities for staff and students to increase wellness literacy.
2.4 Recognize the contributions that people make which foster a positive culture in the PSB.	Provide the ways in which individuals are recognized throughout the year.
2.5 Identify key indicators of student and staff wellness	Provide opportunities which support wellness goals.

Pillar #3 - COMMUNICATION

COMMITMENTS	
We are committed to:	
1. Timely, efficient and effective two-way communication with educational stakeholders.	
2. Ensuring our policies and procedures communicate a clear and common direction for the Public Schools Branch.	
3. Aligning and communicating system goals with a shared focus and vision.	
KEY ACTIONS	KEY MEASURES
3.1 Enhance data management and record keeping.	Implement Records Information Management system in schools and offices.
3.2 Identify communication issues and other gaps in PSB Branch-based services from stakeholders.	Provide increased opportunities for feedback.
3.3 Effectively communicate with internal and external stakeholders.	Communicate with DACs, H&S, parents, and also through administrators, branch memos, school newsletters, websites, briefing notes, news releases, etc.
3.4 Leverage technology effectively to support student learning by communicating with parents and students.	An increase and/or continued use of teacher communication, school e-newsletters, electronic communication, and student data bases.
3.5 Modernize PSB website	Increase user functionality. Increase user traffic.
3.6 Ensure operational policies, procedures, and guidelines meet current and emerging organizational needs.	Policies, procedures, and guidelines are reviewed and updated on a scheduled basis.
3.7 Be collaborative in decision making, when appropriate.	Feedback from stakeholders.

Pillar #4 - RESOURCES

COMMITMENTS	
We are committed to:	
1. Aligning resources with clearly identified priorities that meet the needs of students and staff.	
2. Utilizing resources in a responsible and fair manner.	
3. Exploring innovative ways of deploying our resources to address and meet system needs.	
KEY ACTIONS	KEY MEASURES
4.1 Align staffing allocations with educational priorities and directives.	Allocate staff to identified priorities and directives.
4.2 Provide new employees with an informative and supportive welcome to their working environment.	Develop an orientation process for new staff. Deliver beginning teacher program in collaboration with partners.
4.3 Assure operational continuity by investing in a staff evaluation schedule and succession planning.	Conduct evaluations with staff. Identify gaps in staffing to assist in succession planning.
4.4 Complete a review of schools on a regular basis, as per the School Change policy.	Develop a consistent consultation process and report structure for regular school reviews.
4.5 Develop a process and report structure for regular Branch reviews.	Regularly review departments within the branch for functionality and efficiencies.
4.6 Develop a financial plan to project future financial requirements for the life of the strategic action plan.	A financial plan which clearly articulates the financial requirements of our core functions and priorities.
4.7 Make sustainable expenditures which are environmentally friendly.	Seek partnerships to implement environmentally friendly alternatives.
4.8 Create easy and more visible ways for individuals or groups to financially contribute to schools.	Visible presence for donation opportunities.
4.9 Complete reviews of the delivery models for both inclusive education and EAL support with our partners.	Develop service delivery models with sustainable recommendations.