

Honouring People, Land and History



Strategic Plan: Superintendent's Mid-Year Update to the Board

February 2024



Measuring Our Progress



Beginning



On Track



Complete



Goal 1 Honouring Diversity

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Inclusive Spaces

Objective	Progress	Highlights
Increase accountability and deepen effective working relationships between the district and local First Nations.		• We are on track this year to successfully negotiate LEAs with 11 of 14 First Nations. • We co-hosted an event with Lake Babine Nation to help parents and community understand IEPs.
In compliancy with the Accessible BC Act, enhance inclusive and accessible school environments and remove barriers within the district, school, and classroom environments.		• Our public feedback mechanism is now live on the district website • A three-year accessibility plan is posted on the website • Continuing to work on quality competency- based IEP's

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Inclusive Curriculum & School Environment

Objective	Progress	Highlights
Improve long-term outcomes for identified Children in Care through the provision of individualized supports.		• We continue to be in the planning phase of this objective
Ensure students of diverse sexual orientation and gender identities (SOGI) feel safe, empowered, included, and represented in schools.		• The District GSA is meeting and advising on creating safer environments • We continue to support principals in learning • We are providing opportunities for other school staff to learn about SOGI

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Indigenous Language & Curriculum

Objective	Progress	Highlights
Increase the number of language and culture courses offered within SD91 schools.		• We are now offering Dakelh, Nedut'en and Wet'suwet'en language programming in 8 of 16 schools. We are offering programming at an additional school in the 24-25 school year. • We are actively developing the IRP for the Nedut'en language under the lead of the Lake Babine Nation education department. We will be approaching more nations about starting this process in other communities.

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Goal 2 Engage our Workforce

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Staff Development

Objective	Progress	Highlights
Provide a variety of learning opportunities for both educational and operational staff to ensure a continued focus on equity and student success.		• The 4th Annual Indigenous Education conference was a success. Indigenous ways of knowing and being continues to grow amongst all employee groups. • We continue to offer professional Learning for Staff: Faye Brownlie, Peter Lilledahl and Provincial Outreach Program for the Early Years (POPEY).

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New Employee Recruitment, Orientation & Welcome

Objective	Progress	Highlights
Expand recruitment and retention efforts to reduce workforce vacancies and increase employee diversity.		• Northern Recruitment Pilot Project • Provincial Hiring Incentive Grant program • Attended career fairs in BC, Alberta, Ontario, Nova Scotia • New Teacher Orientation Summer Session and Community Check in Dinner Sessions • New Teacher Mentorship and Support- District VP and Curriculum Services Dept. • UBC Hybrid Teacher Education Partnership • Post Secondary Practicum Bursary Program initiative for 2024-25

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Expand & Support a Culture of Inquiry

Objective	Progress	Highlights
Deepen the professional capacity of staff through collaborative inquiry teams across the district.		• Nine school teams are involved with the Networks of Inquiry and Indigenous Education (NOIIE). • Two district teachers are provincial co-coordinators of the NOIIE Numeracy and Literacy project focusing on improving the numeracy and literacy skills of Indigenous learners. They are working with 12 schools across the province. • One school participating in the Canadian Playfull Schools Network. This network supports the wellbeing and learning of students and educators through play. • One school is involved with the UBC Growing Innovations in Rural Sites project. • Two school teams will be presenting their learning journey at the NOIIE Symposium in May.

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Valuing Employee Contributions

Objective	Progress	Highlights
Use a variety of tools and opportunities to encourage & recognize employee contributions.		• Long service recognition awards • Annual Retirement recognition dinner • Superintendent's Monthly report • New Teacher Spotlights • Using the District website to promote nomination for various provincial and national awards

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Supporting Employee Well-being

Objective	Progress	Highlights
Develop a wholistic, sustainable plan to support employee well-being.		• The District Well-being Committee has met, has developed terms of reference and is working on collecting data to inform the next steps.



Goal 3 Create Student Success

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Strengthen Learner Success

Objectives	Progress	Highlights
Increase learner success through a focus on literacy, numeracy, and well-being.		• District Lead Teachers are collaborating with, supporting and co-teaching with teachers across the district. • The District is providing learning opportunities as well as resources for teachers, including new and Letter of Permission teachers. • District Numeracy and Literacy assessment continue to identify strengths of students as well as identify areas that need additional supports and resources.
Ensure rich opportunities for growth as well as equity of access for learners within offsite educational pathways.		• Alternate education teachers have met, and new resources have been acquired for staff. Additional resources to support learning and engagement are being reviewed. • New forms and intake processes are being developed collaboratively with teachers.

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Supporting School Engagement

Objective	Progress	Highlights
Increase student engagement in support of learning and well-being.		•The secondary Student Voice group continues to meet and inform the District about their experiences in school. •An elementary school Student Voice group started

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Increase Student Belonging

Objective	Progress	Highlights
Increase students' "sense of connection and belonging" at high school (based on Student Learning Survey questions) to above the provincial average.		• This is a key focus area in School Growth planning • We have identified data trends through Our School surveys compared to Canadian norms • Young women and men's groups have been established at 3 of the 4 high schools for Indigenous students grades 8-12. This has been a very positive change for those students and learning communities.



Goal 4 Enhance Connections

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Strengthen Partnerships

Objectives	Progress	Highlights
Expand future career options for secondary students through collaborative projects with post-secondary institutions.		• ECE Partnership for Training with CNC • Career programs and projects – Project Health etc. • UNBC Achiever program - all High Schools involved • SFU – School of Interactive Arts and Technology(SIAT) partnership. Professional learning for teachers and interactive workshops for students • Continued work with Koh Learning in the Watershed (UNBC)
Increase engagement with the Speaker Series Online Events in the 2023-24 school year.		• Continue to seek feedback from parents and IEC on Speaker series opportunities. • We have hosted 2 sessions on Online safety

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Strengthen Partnerships

Objective	Progress	Highlights
Engage community partners/agencies in collaborative dialogue to ensure future success of all learners.		• Strategies to respond to the EDI data to reduce childhood vulnerabilities include: • POPEY – Rural Residency Literacy Project • Changing Results for Young Children Project (CR4YC) - SEL • Strengthening Early Years Transition to Kindergarten (SEY2KT) Project (pending acceptance) • Ready, Set, Learn events • StrongStart – pilot for vulnerable families • SEED/Early Years Tables • EYE-DA – data teams and Early Intervention Workers at schools • Roots of Empathy Programs

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Strengthen Partnerships

Objective	Progress	Highlights
Support DPAC in their goal of setting up “parent-friendly” spaces and meeting rooms at schools.		• We continue to work with DPAC to produce a joint support document for schools to ensure families feel welcome in schools.

Evidence of Student Learning & Well-being

- Foundational Skills Assessment (FSA)
- Early Development Index (EDI)
- Middle Development Index (MDI)
- Attendance
- Graduation Assessments & Transition Rates
- Student Learning Surveys (SLS)
- District Assessments



Key Indicators of Success

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