



**SCHOOL
DISTRICT**



**NECHAKO
LAKES**

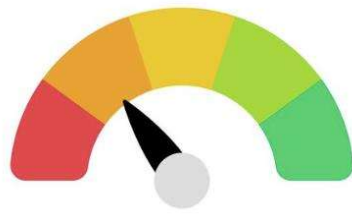
Strategic Plan: Interim Superintendent's Mid-Year Update to the Board

Honouring People,
Land and History

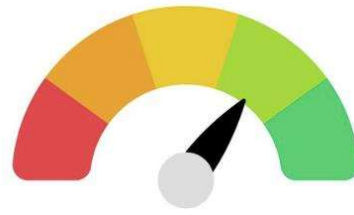
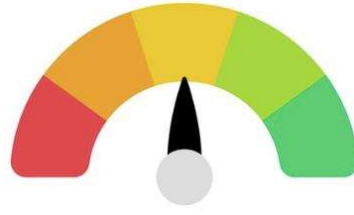
Measuring Our Progress



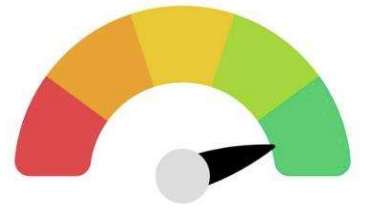
Emerging



Developing



Proficient



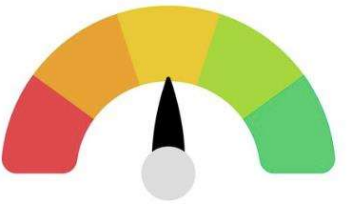
Extending



Goal 1- Honouring Diversity

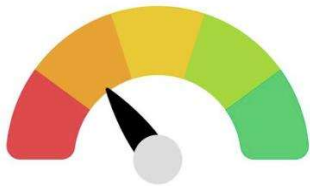
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Deepen Relationships

Objective	Progress	Highlights
Increase accountability and deepen effective working relationships between the district and local First Nations.		• On track this year to successfully negotiate new LEA agreements with local First Nations who chose to have to one. • Engagement and implementation with IEC on Bill 40 changes and ongoing dialogue about attendance and achievement data and strategies • Equality Scan strategies and follow up are in the beginning stages
In compliancy with the Accessible BC Act, enhance inclusive and accessible school environments and remove barriers within the district, school, and classroom environments.		• Schools are completing Site Accessibility Assessments with results coming in late winter • In-person consultations planned for spring • PVP engagement and discussions on strategies

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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.		• Continue to work with Provincial Partners to improve information sharing about Children in Care
Ensure students of diverse sexual orientation and gender identities (SOGI) feel safe, empowered, included, and represented in schools.		• The District GSA is meeting regularly and advising on creating safer environments for staff and students • We continue to support PVP and staff 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. • IRP for the Nedut'en language fully approved by the Ministry • Development of lessons and resources for Nedut'en IRP • Working with communities on attracting Language educators for new positions • Engaging with other Nations to support IRP Development

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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 6th Annual Indigenous Education conference was a success. Indigenous ways of knowing and being continue to grow among all employee groups. • Additional staff attended Compassionate Systems training and lead training opportunities • Continue to offer professional Learning for Staff: Jen Kelly(Early literacy), Judy Larsen(numeracy) Peter Lilledahl(numeracy), Kendra Jacobs(numeracy) Carole Fullerton(numeracy) and Phil Stringer (Assessment for Learning) • Early Literacy Screening workshops • Book Study with PVP's - Culturally Responsive Education

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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.		• 3rd year with Northern Recruitment Pilot Project • Continued participation in the Provincial Hiring Incentive program to attract new teachers • Attending career fairs in several provinces and hosting online hiring sessions with prospective teachers this spring • New Teacher Orientation Summer Session • New Teacher Mentorship and Support- District VP and Curriculum Services Dept. Ongoing and regular check ins, co-planning, co-teaching and instructional support. • 2nd UBC Hybrid Teacher Education Partnership and Indigenous Cohort partnerships • Post Secondary Practicum Bursary Program initiative participation • Working with Make a Future on marketing and regional promotional strategies in spring 2025

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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). • One district teacher and a district administrator are provincial co-coordinators of the NOIIE Numeracy and Literacy project focusing on improving the numeracy and literacy of Indigenous learners. • District VP is the co-coordinator of the NOIIE Social Emotional Learning project, which focuses on supporting schools as they work on developing strategies to improve SEL. • One school participating in the Rural School Innovation project. • Two schools are involved with the Indigenous Education Impact Initiative project. Beginning a three-year commitment. • One and possibly two school teams will present their learning journey at the NOIIE Symposium in May. A small district team will attend the Symposium. • One school team is presenting at the Indigenous Math Education Symposium at UBC about the work they have been doing.

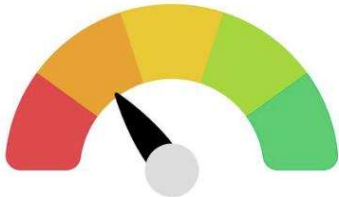
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Principal and Vice-Principal Leadership

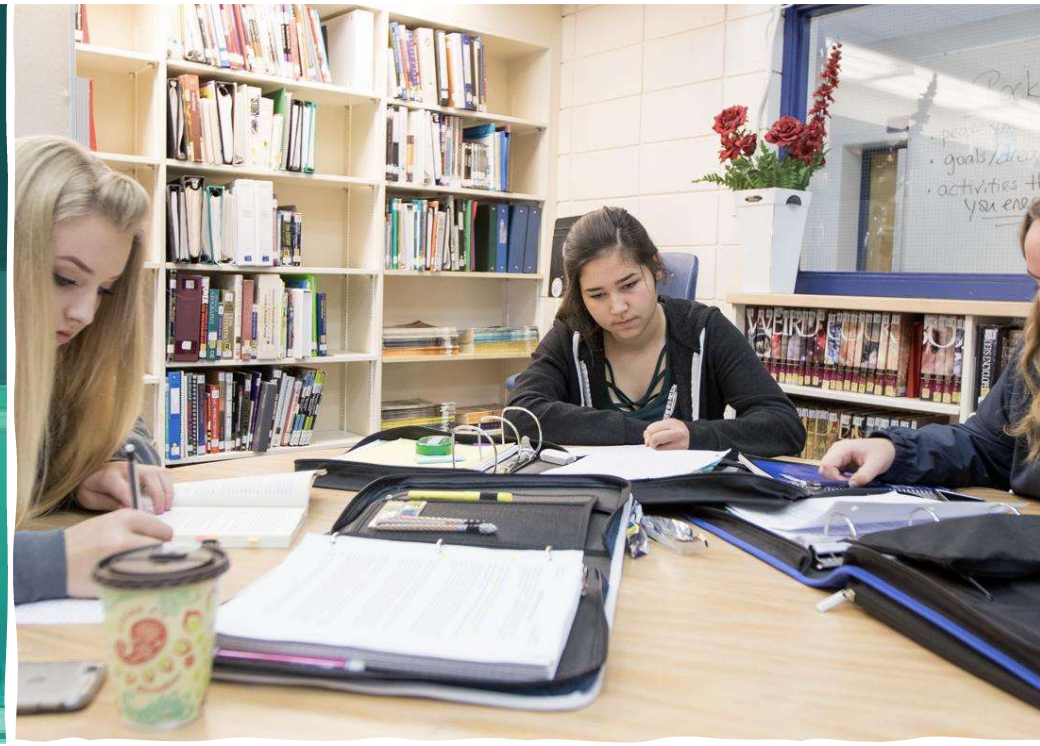
Objective	Progress	Highlights
Support formal leadership development across the district.		• Dialogue and engagement with PVP Association on professional learning • PVP learning survey completed in early winter completed • Compassionate Systems training continues to be offered to school and district staff •

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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 re-engaged this winter and will meet in late winter

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Goal 3 - Create Student Success

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Strengthen Learner Success

Objectives	Progress	Highlights
Expand Literacy strategies and support in primary/intermediate grades		• District Literacy Lead Teacher is 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 • Literacy pilot in the primary grades in two school focused on key teaching areas and structured and tiered supports • District Numeracy and Literacy assessment continue to identify strengths of students as well as identify areas that need additional supports and resources.
Expand Numeracy strategies and support in primary/intermediate grades		• District Numeracy Lead Teacher is collaborating with, supporting and co-teaching with teachers across the district. • Implementing strategies that are best practice for small groups and high yield routines. • District Literacy and Numeracy Lead teachers are leveraging literacy strategies to strengthen numeracy skills in primary classes.

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Supporting School Engagement

Objective	Progress	Highlights
Ensure rich opportunities for growth and equity of access for learners within offsite educational pathways.		• Staff have attended the provincial Alternative conference in spring to collaborate with others • Work continues with education staff on updating learning materials • Careers dept has had initial discussions on strategies for more engagement with students
Increase student engagement and attendance to support learning and well-being.		• Expanding Equitable Food programs in all schools • Monthly meetings with PVP to review data with a focus on strategies to support better attendance • More work is needed on UDL strategies and professional learning • Enhanced communication with parents, IEC and Nations

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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. • Student Voice consultations on key data

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Communication of Learning

Objective	Progress	Highlights
Assessment and Communicating Student Learning.		• Ongoing district and union dialogue on new reporting processes • Teacher survey completed in partnership with BLNTU • Professional learning sessions have been offered for educators and more planned for spring • Curriculum Services is collating examples of best practices from teachers to share • Piloting MyEd Parent Portal in Spring in three elementary schools

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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.		• Expanded engagement with CNC for high school opportunities in dual credit programs • Career programs and projects - Project Health etc. • UNBC Achiever program - all High Schools • New Community Grant funding for Career programs
Engage parents, families, and the broader community in engagement sessions about learning initiatives, district data and strategic planning.		• Hosted online Strategic Learning and Data session in fall 2024 • More work to be done with engagement sessions beyond PAC/DPAC meetings.

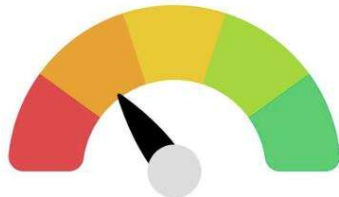
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Strengthen Partnerships

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: • Changing Results for Young Children Project (CR4YC) - SEL • Strengthening Early Years Transition to Kindergarten (SEY2KT) Project (pending acceptance) • Ready, Set, Learn events • StrongStart • 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
Collaborate with DPAC on common goals to support student success and well-being		• We continue to work with DPAC in this area and met recently to discuss goals and planning

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Mid-Year Overview

During the first part of the school year, significant progress has been made toward the goals outlined in our work plan. The core objectives of the Strategic Education Plan—***Honouring Diversity and Creating Student Success***—remain central to our efforts, with staff maintaining a strong focus on these priorities. Schools are placing particular emphasis on addressing student absences and implementing strategies to improve attendance, recognizing its critical role in fostering academic success.

Looking Ahead: Strategic Plan Renewal

As we enter the second half of the school year, staff will begin preparations to support the Board of Education's Strategic Plan renewal, set to begin this fall. This process will involve meaningful engagement with parents, students, rightsholders, and community partners to collaboratively shape the district's next five-year plan, providing a clear direction as we move into the next decade.

Addressing Challenges: Staffing and Collaboration

While progress continues in many areas, staff shortages and hiring challenges have impacted our efforts. These issues affect all levels of the organization, from district leadership to classrooms, and remain a pressing concern. We are actively collaborating with Provincial partners and the Ministry to address these challenges, recognizing that resolving them is essential to delivering the high-quality services and programs our communities expect and deserve.

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