

SRPSD Goals and Initiatives Booklet

2015-2016



Dufour and Marzano, in Leaders of Learning (2011), claim it is time to debunk the myth that talent, charisma and intelligence in one effective leader is all it takes to generate sustainable success. They refer to the work of two researchers who spent their lives studying leadership to support their claim:

"In the thousands of cases we've studied, we've yet to encounter a single example of extraordinary achievement that did not involve the active participation and support of many people. We've yet to find a single instance in which one talented person – leader or individual contributor – accounted for most, let alone 100% of the success. ... Leadership is not a solo act; it's a team performance.... The winning strategies will be based upon the "we" not "I" philosophy. Collaboration is a social imperative. Without it people can't get extraordinary things done in organizations. (Kouzes & Posner, "Challenge is the Opportunity for Greatness" Leader to Leader 2003 28th Edition, p 22)

Collaboration is the key!

The Integrated Learning Department offers many initiatives that are designed to support teachers as they provide effective learning opportunities for students. The 2015-2016 edition of the SRPSD Initiatives Booklet is organized for strategic development. Support for the achievement of the provincial, division, school and individual goals is provided in the workshops scheduled. The list of initiatives is not exclusive. If there are topics or targeted areas that are not scheduled and you believe they should be, please share your ideas with any member of the Integrated Learning Department, myself included.

Together, we can provide excellence for every learner.

Randy Emmerson

Superintendent of Schools

Note: To register for sessions, please go to the Staff Learning Calendar, under Professional Development on the SRPSD webpage. You can also click the following hyperlink: [Staff Learning Calendar](#)



Leadership and Learning

2015-2016 Initiatives Calendar

Accreditation: Sep 25/26, Oct 5/6
Band: Sep 16
Book Club: Dec 8, Mar 15, May 30
Cardboard Boat Races: Nov 5
Career Fair: Oct 28
CAT Team: Oct 27, Nov 30, Feb 4
Classroom Assessment – Oct 14, Jan 14
Dreamcatcher Coaching/Leadership: Sep 22/23, Oct 29, Nov 17/19, Feb 23/25, May 25
Early Literacy: Sept 8, Oct 15, Dec 2, Feb 8, Apr 7, Jun 7
EST Meetings: Oct 22, Feb 11, May 12
First Year Teacher: Sept 22, Nov 17, Feb 9, Apr 12
High School Arts Ed: Nov 18
High School ELA PLC: Oct 19, Dec 15, Mar 22, May 13
High School Math PLC: Sept 14, Oct 20, Feb 9, May 17
High School PAA PLC Sep 29
High School Phys Ed: Nov 20
High School Science PLC: Sept 21, Dec 1, Mar 1, May 4
High School Social Sciences: Nov 5
Kindergarten: Oct 28, Apr 5
Moving On Up – Reading and Writing Strategies: Sep 24/28, Nov 25/26, Mar 2/3, May 26/27
Prekindergarten: Oct 16, Feb 5, Apr 29
Project Green Zone: Sept 30/Oct 1, Nov 2/3, Mar 7/8, May 9/10
Saskatchewan Reads Deployment Grades 1-3: Oct 5/8
Sticky Team: Sep 15, Jan 7
Second Year Teacher: Sept 29, Nov 24, Jan 19, Apr 19
Teaching Treaties in the Classroom: Jan 12/13
Vice-Principal Networking Group: Oct 21, Nov 18, Jan 20, Feb 24, Mar 16, Apr 20

SEPTEMBER 2015

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
Aug. 23	Aug. 24	Aug. 25	Aug. 26	Aug. 27 School Opening No Classes	Aug.28 Convention No Classes	Aug.29
Aug. 30	Aug. 31 PLC	Sept. 1 Classes Start	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

NOVEMBER 2015

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
8	9 No classes	10 No Classes	11 Remembrance Day	12 No Classes	13 No Classes	14
15	16	17	18	19	20	21
22	23 PLC No Classes	24	25	26	27	28
29	30					

FEBRUARY 2016

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15 Family day	16 No Classes	17 No Classes	18 No Classes	19 No Classes	20
21	22	23	24	25	26	27
28	29					

MAY 2016

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23 Victoria Day	24	25	26	27	28
29	30	31				

OCTOBER 2015

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9 PLC No Classes	10
11	12 Thanksgiving	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

DECEMBER 2015

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21 No Classes	22 No Classes	23 No Classes	24 No Classes	25 No Classes	26
27	28 No Classes	29 No Classes	30 No Classes	31 No Classes		

MARCH 2016

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25 Good Friday	26
27	28 Easter Monday	29 No Classes	30 No Classes	31 No Classes		

JUNE 2016

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20 PLC No Classes	21	22	23	24	25
26	27	28	29	30		

JANUARY 2016

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
					1 No Classes	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29 PLC No Classes	30
31						

APRIL 2016

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
					1 No Classes	2
3	4	5	6	7	8	9
10	11	12	13	14	15 PLC No Classes	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

2015-2016 Assessment Calendar

Early Literacy Assessment: Sept 1 - 30; Jan 4 - 29; May 2 - 31	
DRA Grade 1: Jan 4 - 29	
DRA K-3: May 2 - 31	
DRA 4-8 and Math Common Assessment data entry deadline: Jun 24	
Export Dates - Report Cards: Nov 4 (K-12), Jan 29 (HS), Mar 16 (K-8) Apr 14 (HS), Jun 24/27 (K-12)	
Help Me Tell My Story: Sep 21 - Oct 8	
Help Me Talk About Math: TBA	
Departmental Exams 12: Jan 25-28, Jun 23-28	
EYE-DA: Oct 19- Nov 27	
EYE-TA: Oct 19- Nov 27; Apr 18 - May 31	

*Math Common Assessment K-9: as units are completed

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Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
8	9 No classes	10 No Classes	11 Remembrance Day	12 No Classes	13 No Classes	14
15	16	17	18	19	20	21
22	23 PLC No Classes	24	25	26	27	28
29	30					

FEBRUARY 2016

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15 Family day	16 No Classes	17 No Classes	18 No Classes	19 No Classes	20
21	22	23	24	25	26	27
28	29					

MAY 2016

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23 Victoria Day	24	25	26	27	28
29	30	31				

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Aug. 30	Aug. 31 PLC	Sept. 1 Classes Start	2	3	4	5
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13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

DECEMBER 2015

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21 No Classes	22 No Classes	23 No Classes	24 No Classes	25 No Classes	26
27	28 No Classes	29 No Classes	30 No Classes	31 No Classes		

MARCH 2016

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25 Good Friday	26
27	28 Easter Monday	29 No Classes	30 No Classes	31 No Classes		

JUNE 2016

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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20 PLC No Classes	21	22	23	24	25
26	27	28	29	30		

OCTOBER 2015

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
				1	2	3
4	5	6	7	8	9 PLC No Classes	10
11	12 Thanksgiving	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29 PLC No Classes	30
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10	11	12	13	14	15 PLC No Classes	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30



By June 2020, 80% of students will be at grade level or above in reading, writing, and math.

Targets: By June 2016, at least 78% of Grade 3 students will be reading at or above grade level.

By June 2018, 80% of grades 5 and 8 students will be proficient of identified numeracy outcomes on the provincial math assessment.

By June 2020, at least 80% of Grades 4, 7, and 10 students will be proficient on the provincial writing assessment.

Hoshin: Implement a refined set of provincial high impact reading assessment, instruction, and intervention strategies in 2015-16. (Saskatchewan Reads)

Goal:

Mathematics:

1. **Numeracy:** - By June 2016, 100% of SRPSD students will be achieving mastery or proficiency grade level standards in mathematics outcomes OR will have 50% "catch up" growth in mathematics outcomes OR will reach their individual benchmark level in mathematics (students on Individual Plans).

Strategy: Project Green Zone	Description: <ul style="list-style-type: none"> • Project will consist of combining instructional practices, assessment, and math content knowledge in order to reach struggling math students. • Primary support given to individual schools through consultant and division coach 	Timeline: September 30 or October 1 November 2 or 3 March 7 or 8 May 9 or 10	Who is responsible: Cunningham Harding
Strategy: High School Math PLC	Description: <ul style="list-style-type: none"> • Teachers will refine grade 10 assessments. • Teachers will work collaboratively with colleagues to synthesize instructional practices. • Teachers will begin to refine grade 10 rubrics and courses. 	Timeline: September 14 October 20 February 9 May 17	Who is responsible: Cunningham
Goal: Science: <ol style="list-style-type: none"> 1. By June 2016, 100% of SRPSD students will be achieving mastery or proficiency grade level standards in Science Education. 			
Strategy: High School Science PLC	Description: <ul style="list-style-type: none"> • Teachers will work together to create units and a support system as they implement and plan for the new high school science courses. • Teachers will develop rubrics for the high school science courses. • 	Timeline: September 21 December 1 March 1 May 4	Who is responsible: Cunningham

Goals:

Language Arts:

1. Reading Goal:

By June 2016, 100% of SRPSD students will be achieving at proficiency or mastery standards in reading literacy OR have 50% catch up growth (students not achieving grade level standards) OR will reach their individual benchmark level (students on individualized plans) in reading literacy.

2. Writing Goal:

By June 2016, 100% of SRPSD students will be achieving proficiency or mastery standards in writing literacy OR will have improved one level in writing literacy (students not mastery or proficiency standards) OR will reach their individual benchmark(students on individualized plans) level in writing literacy.

Strategy:

**Moving On Up -
Reading and Writing
Strategies**

Description:

- This project aligns with the division ELA goals. Time will be spent on each of the strategies from the goal explaining the importance of each strategy and its implementation.
- This project will focus on explicitly teaching reading and writing strategies, not only in ELA, but other content areas as well.
- Teachers will set goals and have an opportunity to work with similar grade teachers.
- The focus will be on teachers from grades 4-9, but other grades may attend.
- *Saskatchewan Reads* will be embedded in this initiative.
- Division consultant will support this project.

Timeline:

September 24/28
November 25/26
March 2/3
May 25/26

**Who is
responsible:**

Anderson Klassen

<p>Strategy:</p> <p>Early Literacy</p>	<p>Description:</p> <p>Early Literacy division coaches and consultant support new teachers in kindergarten through grade 3 with screens and teaching strategies. Coaches will model lessons and assist teachers in collecting and analyzing data in order to direct instruction to the specific needs of students. The five components of reading will be focused on. Alignment with the division reading goal strategies is embedded in the six days as is the <i>Saskatchewan Reads</i> document. The importance of teaching a balance literacy program that encompasses the six strands of ELA will be a central theme.</p>	<p>Timeline:</p> <p>September 8 October 15 December 2 February 8 April 7 June 7</p>	<p>Who is responsible:</p> <p>Anderson Klassen Pawliw Blais-Court</p>
<p>Strategy:</p> <p><i>Saskatchewan Reads</i> Deployment</p>	<p>Description:</p> <ul style="list-style-type: none"> • Grade 1-3 and EST teachers who have not had EL training in the last year, will be involved in this refresher. • EL screen and DRA practices will be solidified. • <i>Saskatchewan Reads</i> will form the basis for this refresher with a focus on the four powerful instructional strategies: modelled, shared, guided, and independent reading. • Schools without new K-3 teachers, will be supported by a division coach on the implementation of <i>Saskatchewan Reads</i>. 	<p>Timeline:</p> <p>October 5/8</p>	<p>Who is responsible:</p> <p>Anderson Klassen Lysitza</p>

Strategy: DRA Workshops	Description: The DRA is a division common assessment that must be administered to each K-8 student every year. Workshops on administration of the assessment, common scoring, and FAQs will be available upon request.	Timeline: As Requested	Who is responsible: Anderson Klassen
Strategy: High School ELA PLC	Description: ELA 10-12 teachers will work collaboratively with colleagues to synthesize instructional practices and assessment.	Timeline: October 19 December 15 March 22 May 13	Who is responsible: Anderson Klassen
Goal: Practical and Applied Arts Education Goal: 1. By June 2016, 100% of SRPSD students will be achieving mastery or proficiency grade level standards in Practical and Applied Arts Education.			
Strategy: PAA – Secondary level	Description: PAA teachers will plan for secondary level PAA courses to be converted to standards based achievement standards..	Timeline: September 29	Who is responsible: Emmerson
Supporting Strategies			
Strategy: Assessment and Reporting	Description: Assessment philosophy will continue to be a focus and be embedded within curriculum related workshops and PLC groups for the 2015-16 school year. Reporting practices will be supported as they evolve to include portal access in schools.	Timeline:	Who is responsible: Anderson Klassen Bloomquist Cunningham Gunville

Strategy: Book Study	Description: An educational book study will take place once a month for interested teachers. Books will be purchased by individual teachers and will focus on timely educational topics.	Timeline: After school : December 8 March 15 May 30	Who is responsible: Anderson Klassen Cunningham
Strategy: Curriculum and Technology or C.A.T. team.	Description: <ul style="list-style-type: none"> • One person from each school attends meetings, and mentors staff in their building. • Teachers are provided with training and supports to share knowledge with peers. • School based workshops offered to support transfer of knowledge, based on school needs. • 2015-16 focus on Digital Citizenship 	Timeline: Oct 27 Nov 30 Feb 4	Who is responsible: Gunville Monette
Strategy: Technology Integration Support	Description: Workshops presented this year will have a heavy focus on Digital Citizenship. Skill set training will include: -Google Apps for Education -Ipads in the Classroom	Timeline: In building support as coaching extensions from CAT team.	Who is responsible: Gunville Monette

<p>Strategy:</p> <p>Dreamcatcher Coaching Program (DCP) Leadership Team Workshops</p>	<p>Description:</p> <p>Through reflective practice and a partnership approach to collaborative inquiry, participants will focus on their school SMART goals to increase achievement, close learning gaps, and increase engagement.</p>	<p>Timeline:</p> <p>September 22 or 23 October 29 - Coaches November 17 or 19th February 23 or 25 May 25</p>	<p>Who is responsible:</p> <p>Emmerson</p>
<p>Strategy:</p> <p>Dreamcatcher Coaching Program (DCP) Sticky Team Meetings</p>	<p>Description:</p> <p>Through reflective practice and a partnership approach to collaborative inquiry, participants will share, plan and prep strategies and events led by the DCP Sticky Team to increase, awareness, engagement and celebration of student academic achievements.</p>	<p>Timeline:</p> <p>Sept 15 am or pm January 7 am or pm</p>	<p>Who is responsible:</p> <p>Emmerson</p>
<p>Strategy:</p> <p>First and Second Year Teacher Support</p>	<p>Description:</p> <ul style="list-style-type: none"> • The goal is to support and evaluate first and second year teachers so that they are confident and competent in their role as a classroom teacher. • Teachers new to teaching will develop and teach units of study by applying the elements of Understanding by Design as a planning framework. • Teachers will receive a variety of supports including both Integrated Learning Department and Student Support Services consultants. • Teachers, in addition to a series of classroom visits, will attend four to five half day workshops each of the first two years of the program. 	<p>Timeline:</p> <p>1st Year Workshops</p> <p>June 25, 2015 September 22 November 17 February 9 April 12</p> <p>2nd Year Workshops</p> <p>September 29 November 24 January 19 April 19</p>	<p>Who is responsible:</p> <p>Clarke</p>

<p>Strategy:</p> <p>Vice-principal Networking Group</p>	<p>Description:</p> <ul style="list-style-type: none"> • Vice-principals will meet throughout the year to deepen their understanding of school-based leadership and feel confident in their roles as instructional leader and site-based manager. 	<p>Timeline:</p> <p>October 21 November 18 January 20 February 24 March 16 April 20</p>	<p>Who is responsible:</p> <p>Emmerson Nunn Clarke</p>
<p>Strategy:</p> <p>Educational Support Teachers</p>	<p>Description:</p> <ul style="list-style-type: none"> • IIPs will be an ongoing focus for these meetings • Meetings will be based on data collection reflections 	<p>Timeline:</p> <p>October 22 February 11 May 12</p>	<p>Who is responsible:</p> <p>Baergen</p>

By June 2020, collaboration between FNM and non-FNM partners will result in significant improvement in FNM achievement and graduation rates.

Hoshin: In partnership with FNM stakeholders, implement the "Following Their Voices Initiative (Phase 1)."

Goal: Treaty Education: By June 2016, 100% of SRPSD students will be achieving at mastery or proficiency grade level standards in Treaty Education.			
Strategy: Teaching Treaties in the Classroom Workshop	Description: <ul style="list-style-type: none"> Day 1 offers a great opportunity for any teacher, administrator, coach or consultant to deepen their understanding of FN worldview and the history of Treaties in Saskatchewan. Day 2 will allow teachers time to plan for the integration of Treaty outcomes in their content area. Support is available to co-plan, co-teach, and co-assess lessons. 	Timeline: January 12 & 13	Who is responsible: Bloomquist Greyeyes-Highway
Strategy: Treaty Education PLCs	Description: <ul style="list-style-type: none"> Consultants may facilitate full staff or PLC workshops as requested. Individual teacher support is available across subject areas. Integration of Treaty Education into Division PLCs/workshops. 	Timeline: ongoing	Who is responsible: Bloomquist Greyeyes-Highway

Saskatchewan's graduation rate will be 85% by 2020.

Targets: Achieve a 3% total increase in the provincial graduation rate per year.

By June 2020, all students report high levels of engagement in their learning.

<p>Goal:</p> <ol style="list-style-type: none"> 1. By June 2016, 100% of our students, with varying degrees of support, will successfully transition to the next phase in the life/work/education cycle. <ol style="list-style-type: none"> a) By June 2016, 80% of the students will self-identify as well prepared to transition from grade 12 to post-secondary/work force. b) By June 2016, 100% of students with an IIP will transition independently. c) By June 2016, 90% of our grade 9 students will have career education marks at or above grade level according to SRPSD benchmark levels. 			
<p>Strategy:</p> <p>Career Coaching</p>	<p>Description:</p> <p>The career coach will work with students and teachers to assist with the creation of life/work plans. The coach will also focus individual career counselling time to students in grades 11 and 12.</p>	<p>Timeline:</p> <p>Ongoing</p>	<p>Who is responsible:</p> <p>Yeske</p>

By June 30, 2020, children aged 0-5 will be supported in their development to ensure that 90% of students exiting Kindergarten are ready for learning in the primary grades.

Target: In June 2016, all school divisions will administer the Early Years Evaluation (EYE) to all Kindergarten students.

<p>Goal: Early Learning: By June 2016, 100% of SRPSD Prekindergarten and Kindergarten students will be achieving mastery or proficiency standards in oral language skills OR will increase two benchmark levels in oral language skills as measured by the SLP screen. Kindergarten Goal: By June 2016, 90% of SRPSD students exiting kindergarten will score within the appropriate range in all domains as measured by the EYE-TA.</p>			
<p>Strategy: Prekindergarten</p>	<p>Description:</p> <ul style="list-style-type: none"> The Early Years Evaluation (EYE) will be implemented in mid to late October. Workshops will support teachers with EYE implementation, understanding results, and responsive planning. 	<p>Timeline:</p> <p>October 16 February 5 April 29</p>	<p>Who is responsible:</p> <p>Bruner</p>
<p>Strategy: Kindergarten</p>	<p>Description:</p> <ul style="list-style-type: none"> EYE-TA will take place in mid-October and again in mid-April for students who need to be reassessed. Teachers will utilize the data with a school-based team and plan instruction accordingly. 	<p>Timeline:</p> <p>October 28 April 5</p>	<p>Who is responsible:</p> <p>Anderson Klassen</p>

	<ul style="list-style-type: none"> Teachers will attend two kindergarten workshops that will be based on the needs of the teachers. Assessment and data discussions will be part of these days. 		
<p>Strategy:</p> <p>Help Me Tell My Story Oral Language Assessment</p>	<p>Description:</p> <ul style="list-style-type: none"> Students, caregivers, elders and teachers may be surveyed beginning Sept 21. New enrollments may be surveyed throughout the year. Results are available within a week. Support for teachers with HMTMS implementation, using results, and caregiver engagement will be provided during PreK/K workshops and as requested by teachers/schools. 	<p>Timeline:</p> <p>ongoing</p>	<p>Who is responsible:</p> <p>Bloomquist</p>

Integrated Learning Department

Roles and Responsibilities for 2015-2016

The table below indicates the responsibilities of the Integrated Learning Department’s consultants and coaches. Although contact people for specific curricular areas are identified, the department tries to operate as one. We believe that any one can provide guidance for most inquiries. Questions about curriculum may be addressed to Randy Emmerson.

Pam Anderson Klassen	Tracy Bloomquist	Sheila Cunningham
English Language Arts <ul style="list-style-type: none"> • Early Literacy Initiative • Moving On Up Initiative • Reading Data Collection • Literacy Team • SaskReads Kindergarten	First Nations/Metis Education <ul style="list-style-type: none"> • Curriculum Integration • Treaty Essential Learnings • Help Me Tell My Story Arts Education Social Sciences Physical Education/Health	Math <ul style="list-style-type: none"> • Math Common Assessment • Project Green Zone • Help Me Talk About Math Science
Sheri Gunville		Corrine Hoffman
Curriculum and Technology Practical and Applied Arts	Student Assessment Data Analysis <ul style="list-style-type: none"> • Skopus Student Tracking Career Development	
ILD Coaches		
Kristen Pawliw - Early Literacy Michelle Blais Court - Early Literacy Angela Lysitza – Literacy Intervention Stacey Monette – Technology Darlana Harding – Mathematics Patricia Yeske – Transition Planning		