

STRATEGIC PLAN FOR 2017-2020

As a public school division, we welcome all students and seek to provide excellence in each student's educational experience. We take great pride in the range of programs we offer our students, in the relationships we have with families and in the many ways we work with other agencies in the community, all on behalf of what's in the best interests of students. We are also very proud of our staff's expertise and passion for meeting the educational needs of our students.

In Saskatchewan Rivers Public School Division we have a clear focus on student engagement and achievement. This focus is evident in the Strategic Plan that is guided by the Mission, Vision and Core Values of the Division and is centered on providing excellence for every learner. Saskatchewan Rivers Schools are committed to providing quality education for all students as exemplified by the school division motto "Excellence for Every Learner". The work of the school division is driven by our commitment to achieving our long range goals through broad strategies and specific actions in each goal area. For a full explanation of the Boards core values, policies and administrative procedures please see the documents available under the "About Us" tab at www.srsd119.ca



MISSION

Saskatchewan Rivers Public School Division strives for excellence in education and seeks to maximize each child's unique learning ability.

VISION

Pursuit of excellence, respect for diversity and achievement for all.

MOTTO

Excellence for Every Learner

CORE VALUES

- Educational excellence
- Human diversity
- Community engagement
- Responsible governance
- Effective infrastructure and facilities



STRATEGIC PLAN OVERVIEW



Saskatchewan Rivers Public S	choo	l Divi	sion	Strat	egic	Plan:	Alig	ned	with	the E	SSP	and I	ocused on Local Needs
Imp	rove	d Re	eadi	ng, \	Writ	ing	and	Mat	h Pe	erfo	rma	nce	
Long Term Outcome:	Base	eline 20	12-13	Act	Actuals 2014-15			uals 201	5-16	Targe	ets June	2020	School Division Strategies and Actions
By June 30, 2020, 80% of students will be at or above grade level in Reading, Writing and Math	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	Broad Strategies
Reading (grades 1 DRA)	47%	29%	64%	47%	34%	61%	55%	41%	69%	80			Implement Saskatchewan Reads
Reading Grade 3 DRA	65%	54%	75%	66%	54%	78%	65%	58%	72%	80			Sustain Dreamcatcher Coaching program
Reading Grade 7 DRA	88%	80%	94%	84%	79%	88%	88%	83%	92%	80			Enhance First & Second Teacher orientation & support
Writing (TBD)										80			Principal and VP Workshops and Networking
Math (Grade 1-8 Math Common Assessment)	65	51	76	65	48	80	66	50	81	80			Provide Ed Support Teacher training and support
													Deploy a broad range of division professional development opportunities to address the needs of students and staff in their work towards the ESSP and division goals.
													Support inclusion through Inclusive Learning Team's coordinated multidisciplinary supports to schools
													Renew focus on inclusive education best practices through implementation of the Ministry of Education's new I.N.C.L.U.D.E. strategy
	Base	eline 20	12-13	Act	uals 201	4-15	Act	uals 201	5-16	Targe	ets June	2020	interest stategy
Local Improvement Targets	M&P	50%	Ind	M&P	50%	Ind	M&P	50%	Ind	M&P	50%	Ind	Specific Actions
By June 2018, 100% of SRPSD students will be achieving mastery or proficiency standards; or 50% catch up growth; or an individualized goal in reading literacy .	N/A	N/A	Goal N/A	51.3%	17.6%	Goal 6.6%	62.0%	14.0%	3.6%		100%	Goal	Embed the instructional approaches of Saskatchewan Reads into the teaching of the ELA curriculum through workshops, coaching and administrative support Utilize formative assessment data to inform instruction.
By June 2018, 100% of SRPSD students will be achieving mastery or proficiency standards; or 50% catch up growth; or an individualized goal in writing literacy .	N/A	N/A	N/A	61.2%	9.0%	5.2%	59.0%	7.9%	5.4%		100%		Provide Workshops on administration of the DRA assessment, common scoring, and FAQs ELA 10-12 teachers will work collaboratively with colleagues to synthesize instructional practices and assessment. Explore the potential for an external expert such as a
By June 2018, 100% of SRPSD students will be achieving mastery or proficiency standards; or 50% catch up growth; or an individualized goal in mathematics literacy .	N/A	N/A	N/A	80.5%	6.3%	1.3%	72.6%	7.3%	5.8%		100%		critical friend, research companion, writer in residence to support growth Collaborative Interdisciplinary Services Teams will work with a common cluster of schools to analyze student needs, assess available resources and determine support interventions for vulnerable students



Saskatchewan Rivers Pub	lic S	choo	l Divi	sion	Strat	egic	Plan	: Alig	ned	with	the E	ESSP	and Focused on Local Needs
Increased First I	Vat	ion	and	Me	etis	Stu	den	t En	gag	em	ent	and	Graduation Rates
Long Term Outcome:	Baseline 20:		ne 2012-13		Actuals 2014-15			uals 201	5-16	Targe	ets June	2020	School Division Strategies and Actions
By June 30, 2020, collaboration between First Nations and Métis and non-First Nations and Métis partners will result in significant improvement in First Nations and Métis student engagement and will increase three-year graduation rates from 35% in June 2012 to at least 65% and the five-year graduation rate to at least 75%.	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	Broad Strategies
Engagement: Parity in Intellectual Engagement composite	_	_	_	_	43	45	_	43	47	_			Respond to TRC calls to Action
Engagement: Parity in Inclusion composite	_	_		_	48	63	_	43	61	_			Enhance teaching treaties in the classroom
Engagement: Parity in Learning context composite	_	_	_	_	66	72	_	67	74	_			Investigate Cree Immersion program
Graduation: 3-Year Rate	68	41	88	63	41	81	68	47	88	_	65		Refine ISSI Partnership implementation
Graduation: 5-Year Rate	_	_	_	79	63	92	80	65	90	_	75		Pursue representative workforce at all levels of organization
													Enhance Kisēwātotātowin partnership
													Build relationships between elected and senior leaders of SRPSD and First Nations
													Pursue FTV programming in high schools
Local Improvement Targets	Base	eline 20	12-13	Actuals 2014-15			Act	uals 201	5-16	Targo	ets June	2020	Specific Actions
Local Improvement Targets	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	Specific Actions
Achieve an annual increase of 4% on the 3-year Metis and First Nation graduation rate.				63	41	81	68	47	88	85	65		The SRPSD Transitions Coach will work with students and teachers to assist with the creation of graduation and post graduation plans.
Achieve and Annual lincrease of 4% on the 5 year First Nation and Metis graduation rate.				79	63	92	80	65	90	90	70		Division and school level staff will ensure authentic implementation of My BLuePrint with attention to culturaly responsive and relevant details
100% of FNM students will be on track to graduate within 3 years or be on track to have 50% catch-up credit attainment towards 5 years grad rate.													School based Graduation Priority Teams collect and analyze data, introduce high impact Student First practices and collaborate with other SRSD School Based Graduation Priority Teams.
Schools involved in Following Their Voices for at least 2 years will realize an 8% annual increase in graduation rate													Division level graduation team research promising practices and provide at least monthly connection to school level teams
Schools involved in Following Their Voices for at least 2 years will realize an 8% annual increase in graduation rate													Conduct Blanket Exercise with 60% of trustees, staff and students
In 2017-18 attendance rates of periods missed will improve by 5%				16	23	11	16	22	11				Consultants facilitate full staff or PLC workshops on Treaty Education as requested.
Parent Engagement/support as measured by OurSchool perceptual surveys will increase 3% on identified engagement measures													Integrate Treaty Education into all Division-based PLC workshops
													Establish an Elders Advisory Council
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Saskatchewan Rivers Public School Division Strategic Plan: Aligned with the ESSP and Focused on Local Needs													
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Long Term Outcome:	Baseline 2012-13		Act	uals 201	als 2014-15		Actuals 2015-16			ets June	2020	School Division Strategies and Actions	
By June 30th, 2020 Saskatchewan will achieve an 85% three-year graduation rate and a 90% five-year graduation rate.	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	Broad Strategies
SRPSD Three Year Graduation rate				63	41	81	68	47	88	85	65		Graduation Priority Teams will be established both across SRPSD and within each school.
SRPSD Five Year Graduation rate				79	63	92	80	65	90	90	70		Enhance deployment of my Blueprint
Engagement is reported in FNM Outcome													All SRPSD students will create and maintain a graduation and post graduation plan by grade 9 to monitor their path through high school and into life beyond high school
													Admin procedures and guidelines will be developed to identify appropriate methods to allow students to recover and enhance credits to continue on graduation and post graduation plans.
Local Improvement Targets	Baseline 2012-13			Actuals 2014-15			Actuals 2015-16			Targe	ets June	2020 Non-	Specific Actions
<u> </u>	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	FNM	openio rationi
By June 2018, 75% of SRPSD's 2015-2016 cohort of grade 10 students will graduate.				63	41	81	68	47	88	85	65		The SRPSD Secondary/Transitions Coach will work with students and staff to assist with the creation of graduation and post graduation plans.
By June 2018, 85% of SRPSD's 2013-2014 cohort of grade 10 students will graduate.				79	63	92	80	65	90	90	70		School based Graduation Priority Teams collect and analyze data, introduce high impact Student First practices and collaborate with other SRSD School Based Graduation Priority Teams.
By June 30, 2018 at least 50% of the SRPSD students in grade 10-12 will have earn at least 8 credits in the school year just completed													Division level graduation team research promising practices and provide at least monthly connection to school level teams
By June 2020, SRPSD will establish a division-wide enrichment and innovation program that improves graduation rates and increases:	initiated		in progress						Credit attainment reports will be provided mid-term and end of term to each high school administrative team				
attendance													
credit attainment													



Saskatchewan Rivers Public School Division Strategic Plan: Aligned with the ESSP and Focused on Local Needs														
			Eı	nha	nce	d Ea	rly `	Yea	rs L	earı	ning	3		
Long Term Outcome: By June 30, 2020 children age 0-6 will be supported in their development to	Basel	ine Jun	e 2013	Actuals June 2015			Actu	Actuals June 2016			ets June	2020	School Division Strategies and Actions	
ensure that 90% of students exiting Kindergarten are ready for learning in the primary grades	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	Broad Strategies	
Early Years Evaluation- TA (Kindergarten exit)				69%			61%	45%	74%	90%	45%	74%	Administer the Early Years Evaluation(s) and use the data to guide instruction	
													Provide Early Literacy Workshops for new teachers in K-Grade 3	
													Inclusive Learning Team will provide school teams coordinated multidisciplinary supports for diverse learners	
													Review Integration of programming in school-based childcares with PreK and K programing in SRPSD schools	
													Investigate the feasibility of universal preK in SRPSD schools	
													Review feasibility of full day, every day K in SRPSD schools	
													Sustain and expand the "Help Me Tell My Story" implementation	
Local Improvement Toronto	Base	Baseline 2012-13 Actuals 2015-16						uals 201		Targ	ets June		Specific Actions	
Local Improvement Targets	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	ALL	FNM	Non- FNM	Specific Actions	
By June 2018, 100% of SRPSD Prekindergarten students will be achieving mastery or proficiency standards; or an increase of two levels as measured by the SLP screen; or an individualized goal in oral language.													Early Years Workshops will support teachers with a classroom environmental review and assessment, EYE implementation, data analysis and responsive planning.	
By June 2018, 100% of SRPSD Kindergarten students will be achieving mastery or proficiency standards; or an increase of two levels as measured by the SLP screen; or an individualized goal in oral language.													The Early Years coaches and consultant support new teachers in kindergarten through grade 3 with best practices in holistic instruction and literacy development.	
By June 2018, 90% of SRPSD students exiting Kindergarten will score within the appropriate range in all domains as measured by the EYE-TA.													Early Learning Teams for each school will integrate the many talents, expertise and experiences to enhance the learning in all Pre-K and K classrooms.	
By June 2017, 100% of SRPSD Pre-Kindergarten students will achieve an 80% attendance rate													Survey students, caregivers, and teachers using HMTMS each fall and new students throughout the year	
By June 2017, 100% of SRPSD Kindergarten students will achieve an 80% attendance rate													Support teachers with HMTMS implementation, using results, and caregiver engagement will be provided during PreK/K workshops and as requested	
By June 2020, 100% of Prekindergarten teachers will have participated in at annual early childhood professional learning opportunities.													Early Years coaches will focus on the 5 components of reading as they model lessons and assist teachers in collecting and analyzing data in order to direct instruction to the specific needs of students.	
By June 2020, 100% of Kindergarten teachers will have participated in at least annual early childhood professional learning opportunities.													Collaborative Interdisciplinary Services Teams will work with a common cluster of schools to analyze student needs, assess available resources and determine support interventions for vulnerable students.	
By June 2020, 100% of early years parents will demonstrate at least bi-weekly communication with their child's teacher			•											



Saskatchewan Rivers Pu	Saskatchewan Rivers Public School Division Strategic Plan: Aligned with the ESSP and Focused on Local Needs												
			C	are	ful F	isca	al St	ew	ards	hip			
Long Term Outcome: By August 31, 2020 a sector wide approach to find efficiencies and increase	Base	line 201	12-13	Act	Actuals 2015-16			Actuals 2016-17			Targets June 2020		School Division Strategies and Actions
value-add in order for the sector to be responsive to the challenges of student needs													Broad Strategies
By June 2019 SRPSD will achieve \$2 Million total accumulated savings from efficiencies and cost avoidance				\$	1.4 millio	on							Sustain and support provincial efforts to track and share efficiency efforts through quarterly reporting and related mechanisms
Annual budget allocation for Instruction shall not be lower than 65% of overall budget					68%								Allocate accumulated savings to enhance established program or create new ones
Annual budget allocation for Governance and Administration shall not exceed 5% of overall budget					4%								Enhance staff safety and injury prevention
Annual Budget for Plant Operation and Maintenance shall not be lower than 12% of overall budget					12%								Refine staff attendance management practices
													Support staff training in lean and other efficiency mechanisms
	Base	line 201	l2-13	Actuals 2015-16			Act	uals 201	6-17	Targ	ets June	2020	
Local Improvement Targets	initial	partial	done	initial	partial	done	initial	partial	done	initial	partial	done	Specific Actions
An annual investigation of efficiencies will identify 2 program areas per year and establish specific efficiency targets				Х			Х	Х					Review needs and costs for software licencing and hardware renewal
By June 2018, A review of assessment practices will identify fiscal efficiencies of \$50,000 without jeopardizing student achievement or staff moral				x			х						Ongoing review and quarterly report of efficiencies
By June 2019, SRPSD will enhance the use of current IT solutions to reduce paper & postage requirements to save \$20,000													Review of transportation routes and attendance boundaries
By June 2019 SRPSD will match or better its category rate for Workers Compensation total injury.				Х			Х	Х					Review feasibility of student database consolidation of (Maplewood, Student Achieve, SRB, Skopus, SRPSD Data warehouse)
													Enhance and expand OHS safety awareness and return to work program



Saskatchewan Rivers Public School Division Strategic Plan: Aligned with the ESSP and Focused on Local Needs														
Effective Infrastructure and Facilities														
Long Term Outcome:	Term Outcome: Baseline 201		Baseline 2012-13			Actuals 2015-16			Actuals 2016-17			2020	School Division Strategies and Actions	
Students will be supported in their learning by appropriate infrastructure and engaged communities.	Initial	Partial	Done	Initial	Partial	Done	Initial	Partial	Done	Initial	Partial	Done	Broad Strategies	
By June 2020, SRPSD will enhance system effectiveness by enhancing existing external partnerships and by seeking new opportunities				x									Engage registered childcare providers in discussion related to programming, transitions and partnerships	
													Lobby government to recognize the capital needs of the division at WP Sandin and Christopher Lake	
Local Improvement Targets	Baseline 2012-13			Actuals 2015-16			Actuals 2016-17			Targ	ets June	2020	Specific Actions	
The annual SRPSD Facility Cost Index shall not exceed 12%					11%			11%					Conduct audit of accessibility issues of concern in schools and division facilities to identify priorities for action	
By June 2020, the facilities department will maintain an average of 300 Service Requests completed each month.											00/mon	ith	Establish written processes to monitor the timely completion of maintenance of its facilities	
By June 2020, the facilities department will maintain ensure that the incomplete Preventative Maintenance requests does not exceed 10% of the total preventative maintenance requests on file.											>10%		Engage rural municipalities in discussion to encourage development within rural school attendance areas	

CONCLUSION

The Board of Education is committed to setting goals and monitoring progress towards those goals that lead to excellence in education for all. The Board welcomes comments and suggestions that will support the achievement of its goals. Please contact:

- Barry Hollick, Board Chair: 306-922-2491 or <u>bwh@sasktel.net</u>
- Robert Bratvold, Director of Education: 306-764-1571 or rbratvold@srsd119.ca