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## STRATEGIC PLAN FOR 2017-2020

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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](http://www.srsd119.ca)

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## MISSION

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

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## VISION

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

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## MOTTO

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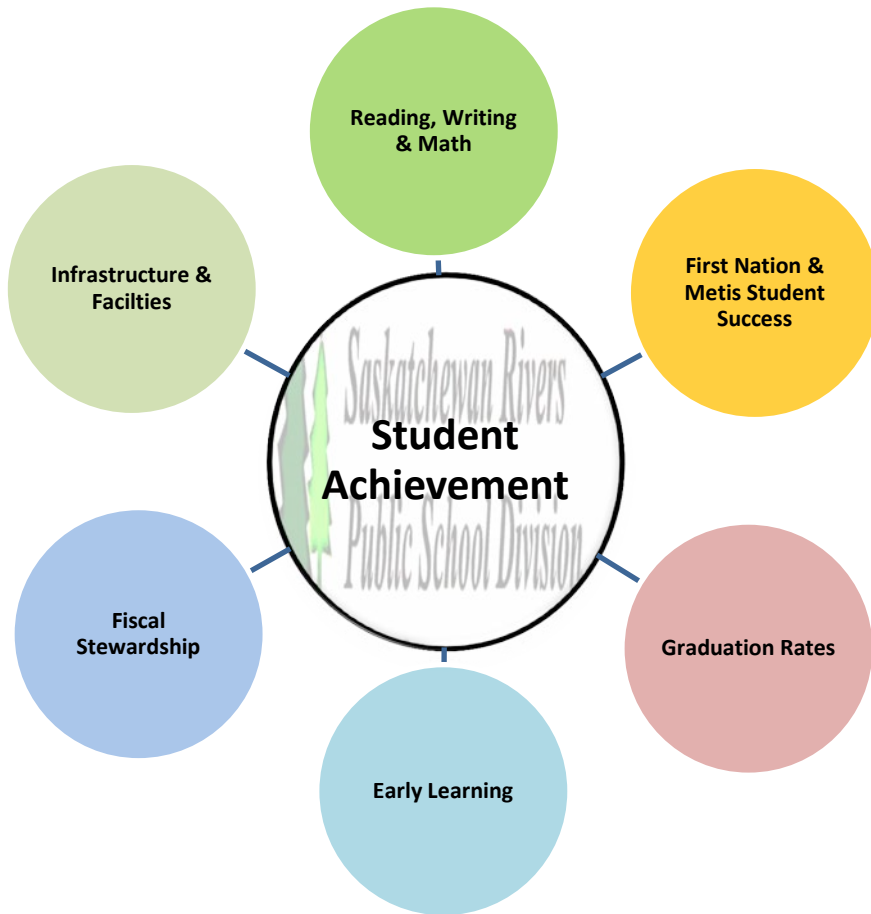
Excellence for Every Learner

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## CORE VALUES

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



<b>Reading, Writing &amp; Math</b>	<ul style="list-style-type: none"> <li>•Saskatchewan Reads instruction &amp; assessment</li> <li>•Dreamcatcher coaching program</li> <li>•New teacher support &amp; whole staff development</li> </ul>
<b>First Nation &amp; Metis Student Success</b>	<ul style="list-style-type: none"> <li>•TRC Calls to Action and Treaty Education</li> <li>•Partnerships with First Nations</li> <li>•Follow Their Voices readiness and implementation</li> </ul>
<b>Graduation Rates</b>	<ul style="list-style-type: none"> <li>•Graduation Rate focus teams</li> <li>•My Blueprint pathway to graduation</li> <li>•Career and course selection counselling</li> </ul>
<b>Early Learning</b>	<ul style="list-style-type: none"> <li>•Integrated Early Learning Teams</li> <li>•Support for EYE and HMTMS</li> <li>•Professional learning for staff</li> </ul>
<b>Fiscal Stewardship</b>	<ul style="list-style-type: none"> <li>•Inclusive budget development practices</li> <li>•Multi-program review and efficiency reporting</li> </ul>
<b>Infrastructure &amp; Facilities</b>	<ul style="list-style-type: none"> <li>•Use of Asset Planner for facility management</li> <li>•Engagement with community partners for shared facility usage</li> </ul>

## STRATEGIC PLAN OVERVIEW

**Saskatchewan Rivers Public School Division Strategic Plan: Aligned with the ESSP and Focused on Local Needs**

**Improved Reading, Writing and Math Performance**

Long Term Outcome:	Baseline 2012-13			Actuals 2014-15			Actuals 2015-16			Targets June 2020			School Division Strategies and Actions
	ALL	FNM	Non-FNM	ALL	FNM	Non-FNM	ALL	FNM	Non-FNM	ALL	FNM	Non-FNM	
<b>By June 30, 2020, 80% of students will be at or above grade level in Reading, Writing and Math</b>													<b>Broad Strategies</b>
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
Local Improvement Targets	Baseline 2012-13			Actuals 2014-15			Actuals 2015-16			Targets June 2020			Specific Actions
	M&P	50%	Ind Goal	M&P	50%	Ind Goal	M&P	50%	Ind Goal	M&P	50%	Ind Goal	
By June 2018, 100% of SRPSD students will be achieving mastery or proficiency standards; or 50% catch up growth; or an individualized goal in <b>reading literacy</b> .	N/A	N/A	N/A	51.3%	17.6%	6.6%	62.0%	14.0%	3.6%			100%	Embed the instructional approaches of Saskatchewan Reads into the teaching of the ELA curriculum through workshops, coaching and administrative support
By June 2018, 100% of SRPSD students will be achieving mastery or proficiency standards; or 50% catch up growth; or an individualized goal in <b>writing literacy</b> .	N/A	N/A	N/A	61.2%	9.0%	5.2%	59.0%	7.9%	5.4%			100%	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 <b>mathematics literacy</b> .	N/A	N/A	N/A	80.5%	6.3%	1.3%	72.6%	7.3%	5.8%			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 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 Public School Division Strategic Plan: Aligned with the ESSP and Focused on Local Needs**

**Enhanced Early Years Learning**

Long Term Outcome: By June 30, 2020 children age 0-6 will be supported in their development to ensure that 90% of students exiting Kindergarten are ready for learning in the primary grades	Baseline June 2013			Actuals June 2015			Actuals June 2016			Targets June 2020			School Division Strategies and Actions
	ALL	FNM	Non-FNM	ALL	FNM	Non-FNM	ALL	FNM	Non-FNM	ALL	FNM	Non-FNM	
Early Years Evaluation- TA (Kindergarten exit)				69%			61%	45%	74%	90%	45%	74%	<b>Broad Strategies</b>  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 Targets	Baseline 2012-13			Actuals 2015-16			Actuals 2015-16			Targets June 2020			Specific Actions
	ALL	FNM	Non-FNM	ALL	FNM	Non-FNM	ALL	FNM	Non-FNM	ALL	FNM	Non-FNM	
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 Public School Division Strategic Plan: Aligned with the ESSP and Focused on Local Needs**

**Careful Fiscal Stewardship**

Long Term Outcome: By August 31, 2020 a sector wide approach to find efficiencies and increase value-add in order for the sector to be responsive to the challenges of student needs	Baseline 2012-13			Actuals 2015-16			Actuals 2016-17			Targets June 2020			School Division Strategies and Actions
	initial	partial	done	initial	partial	done	initial	partial	done	initial	partial	done	Broad Strategies
By June 2019 SRPSD will achieve \$2 Million total accumulated savings from efficiencies and cost avoidance						\$1.4 million							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
Local Improvement Targets	Baseline 2012-13			Actuals 2015-16			Actuals 2016-17			Targets June 2020			Specific Actions
	initial	partial	done	initial	partial	done	initial	partial	done	initial	partial	done	
An annual investigation of efficiencies will identify 2 program areas per year and establish specific efficiency targets				X			X	X					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			X						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.				X			X	X					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:	Baseline 2012-13			Actuals 2015-16			Actuals 2016-17			Targets June 2020			School Division Strategies and Actions
	Initial	Partial	Done	Initial	Partial	Done	Initial	Partial	Done	Initial	Partial	Done	
Students will be supported in their learning by appropriate infrastructure and engaged communities.													<b>Broad Strategies</b>
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			Targets 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.										300/month			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 [bwh@sasktel.net](mailto:bwh@sasktel.net)
- Robert Bratvold, Director of Education: 306-764-1571 or [rbratvold@srsd119.ca](mailto:rbratvold@srsd119.ca)