

Objectives and Actions:	Operational Items:	Responsibility:	Timeline:	
Objective 1.1 Facilitate the engagement of students in relevant and inspiring experiences that promote curiosity, the acquisition of foundational skills and a life-long love of learning.				
Action #1	Instill practices that support students' physical, social, emotional and mental health, safety and well-being	<ul style="list-style-type: none"> Incorporate this action into school plans Review school plans Refine Violence / Threat Assessment and Emergency Management Plans Explore and communicate strategies to promote well-being 	<ul style="list-style-type: none"> Superintendent / PVPs Superintendent / PVPs PVPs / Health and Safety Committee Director of Instruction, Learning Services in partnership with district wellness initiative group 	Annually Annually Annually Ongoing
Action #2	Ensure meaningful and effective planning for continuous improvement through the Framework for Enhancing Student Learning	<ul style="list-style-type: none"> Ensure our practices are in keeping with Ministry of Education guidelines Assess whether our actions in the new planning cycle are meeting student needs 	<ul style="list-style-type: none"> Superintendent / PVPs The representatives who attend class / school / district review process 	Annually May 2017
Action #3	Enhance and expand methods of instruction and assessment practices that promote success for all learners	<ul style="list-style-type: none"> Collaborate at the school level, across the district and provincially 	<ul style="list-style-type: none"> School staffs / Learning Services team / Superintendent 	Ongoing
Action #4	Review evidence of program success on a regular basis	<ul style="list-style-type: none"> School Plan & learning celebration presentations 	<ul style="list-style-type: none"> Superintendent / PVPs / school teams 	Monthly – beginning November 2016
Objective 1.2 Champion innovative practices, personalized learning, inquiry-based approaches and aboriginal ways of knowing.				
Action #1	Enhance and expand professional growth opportunities	<ul style="list-style-type: none"> Work with partner groups to develop and provide a diverse range of growth opportunities including BC's redesigned curriculum and assessment 	<ul style="list-style-type: none"> Director of Instruction, LS team PVPs Education Coordinators Ab. Ed. Champions Inquiry Teacher Leaders 	Ongoing
Action #2	Ensure a balance of opportunities and programs by monitoring enrolment, impacts, access and sustainability	<ul style="list-style-type: none"> Program review including educational impact and cost benefit analysis 	<ul style="list-style-type: none"> PVPs / Teacher Leader(s) Superintendent Programs Committee Secretary Treasurer Manager of Finance 	Monthly

Action #3	Enhance learning through accessible and appropriate technology	<ul style="list-style-type: none"> Tech 4 Learning (T4L) Initiative directed by school plans 	<ul style="list-style-type: none"> Director of Instruction, LS Principals School Tech Leads / Committee 	Ongoing
Objectives and Actions:		Operational Items:	Responsibility:	Timeline:
Action #4	Review, implement and monitor school and district educational improvement plans including the Aboriginal Education Enhancement Agreement	<ul style="list-style-type: none"> Continue with District Review process Continue with Ab. Ed. Enhancement Agreement update Framework Day planning 	<ul style="list-style-type: none"> Superintendent Principals Education Coordinators 	Annually
Action #5	Co-create and share the concept and meaning of personalized learning through community engagement processes	<ul style="list-style-type: none"> Engage our community through various opportunities, such as webcasts, presentations, forums, surveys at the school, district and regional level 	<ul style="list-style-type: none"> Superintendent Principals School and district staff Community Relations Committee Programs Committee 	Ongoing

Objectives and Actions:		Operational Items:	Responsibility:	Timeline:
Objective 2.1 Encourage connection to and individual responsibility for the natural environment.				
Action #1	Develop a sense of place through ecological literacy	<ul style="list-style-type: none"> Expand ecological experiences for students Continue to work in partnership with conservancies 	<ul style="list-style-type: none"> Superintendent Principals School and district staff Education coordinators PACs 	On-going
Action #2	Utilize resources in a sustainable and environmentally-friendly manner	<ul style="list-style-type: none"> Identify green champion(s) at each school Keep current with Green practices 	<ul style="list-style-type: none"> Each school Plant Services / Transportation Secretary Treasurer 	On-going
Objective 2.2 Build and sustain a vibrant employee community.				
Action #1	Engage in leadership development at all levels	<ul style="list-style-type: none"> Continue Coaching Initiative Expand distributed leadership opportunities 	<ul style="list-style-type: none"> Superintendent PVPs Director of Instruction – H.R. Teachers 	Ongoing
Action #2	Expand training, coaching and mentorship opportunities	<ul style="list-style-type: none"> Promote New Teacher Mentorship program Build strategic partnerships to enhance training opportunities Act on the annual coaching survey recommendations 	<ul style="list-style-type: none"> New Teacher Mentorship Steering Committee Director of Instruction – H.R. PVPs through their association 	Ongoing
Action #3	Ensure active succession planning	<ul style="list-style-type: none"> Promote distributed leadership Encourage and support staff development opportunities, such as shadowing Identify and encourage potential successors 	<ul style="list-style-type: none"> Superintendent Senior Administration Principals 	Ongoing
Action #4	Promote and support employee wellness	<ul style="list-style-type: none"> Implement Provincial Program (attendance and wellness) Undertake additional wellness programs 	<ul style="list-style-type: none"> Director of Instruction – H.R. Health and Safety Committee Health and Wellness Working Group 	Ongoing

Objectives and Actions:		Operational Items:	Responsibility:	Timeline:
Objective 2.3 Ensure the continuation of a healthy and stable financial environment.				
Action #1	Monitor/review district finances on an ongoing, timely and systematic basis	<ul style="list-style-type: none"> • Develop and maintain Finance page for website • Post updates • Post Annual and Amended Budgets • Post Annual Audited Financial Statement • Post Annual Budget process • Review and implement best practices • Financial training for the Board, PVPs, school staffs • Encourage financial training for PACs 	<ul style="list-style-type: none"> • Secretary Treasurer • Manager of Finance • Board 	Ongoing Monthly Annually Annually Annually Annually Ongoing Ongoing
Action #2	Optimize the digitization of business functions	<ul style="list-style-type: none"> • Continue to stay current with new technologies 	<ul style="list-style-type: none"> • Manager of Finance 	Ongoing
Action #3	Develop long-term Facilities Plan	<ul style="list-style-type: none"> • Develop a long-term facilities plan to show how capital decisions are informed by the current conditions of current facilities – enrollment, anticipated changes in land use, and other long-term factors with communication to stakeholders 	<ul style="list-style-type: none"> • Secretary Treasurer • Contracted consultant • Board 	Fall of 2017
Objective 2.4 Promote best practices in governance and leadership.				
Action #1	Engage in a modernization of Board processes by reviewing committee mandates, policy development and bylaw implementation	<ul style="list-style-type: none"> • Align with Framework for Enhancing Student Learning, current legislation and best practices 	<ul style="list-style-type: none"> • Board & Senior Administration • Contracted consultant 	September 2016 to December 2017
Action #2	Develop and implement regular Board and Superintendent professional growth processes and conduct performance reviews for both parties	<ul style="list-style-type: none"> • Superintendent’s Profession Growth – Inquiry model 	<ul style="list-style-type: none"> • Board Chair and Superintendent • Board of Education 	Biennially

Objectives and Actions:		Operational Items:	Responsibility:	Timeline:
Action #3	<p>Develop and implement Board growth processes and conduct a Board evaluation</p> <p>Create a Board competency matrix and conduct a needs assessment</p>	<ul style="list-style-type: none"> • BCSTA Performance Planning & Review Document • Reference existing competency matrixes, e.g., Auditor General • Explore supports from BCSTA and audit firm 	<ul style="list-style-type: none"> • Board and Senior Administration 	Biennially
Action #4	<p>Establish a formal risk management framework to ensure proper risk mitigation</p>	<ul style="list-style-type: none"> • Consult with audit firm on scope and process • Develop plan with Health & Safety Committee 	<ul style="list-style-type: none"> • Secretary Treasurer • Health & Safety Committee 	2016-2017

Objectives and Actions:		Operational Items:	Responsibility:	Timeline:
Objective 3.1 Cultivate connections that enhance intellectual, human & social, and career development for our students.				
Action #1	Encourage strong collaborations between schools, islands and agencies	<ul style="list-style-type: none"> Strengthen inter island programming e.g. SEEC, OIMY, Access 64 Further integrate technology to enhance learning and communication 	<ul style="list-style-type: none"> Superintendent Director of Instruction Coordinators Teachers Principals 	Ongoing Ongoing
Action #2	Foster opportunities in the greater community for students to deepen their learning experiences and engage in real world inquiry	<ul style="list-style-type: none"> Survey staff to identify needs and key opportunities Continue Framework Day format 	<ul style="list-style-type: none"> Trustees – Program Committee Connecting Generations Career & Community (MA) 	February 2017
Objective 3.2 Engage families and community in public education.				
Action #1	Develop a communications plan	<ul style="list-style-type: none"> Review and refine current practices and develop goals based on key focus areas 	<ul style="list-style-type: none"> Senior Administration, Board, Community Relations Committee 	June 2018 completion
Action #2	Strengthen public consultation and nurture partnerships that support student learning	<ul style="list-style-type: none"> Develop and publish a Board annual calendar Develop FAQ for website Strengthen relationships with DPAC and PACs 	<ul style="list-style-type: none"> Board Senior Administration Principals 	September 2017 September 2017 Ongoing
Action #3	Publicly celebrate and promote contributions and achievements of our students, staff, schools and community partners	<ul style="list-style-type: none"> Acknowledgements Ongoing stories 	<ul style="list-style-type: none"> Senior Administration, Board, Community Relations Committee, school teams 	Ongoing