

**FORT LA BOSSE SCHOOL DIVISION**  
**STRATEGIC PLANNING**  
**DOCUMENT**

**2010-2011 ♦ 2011-2012 ♦ 2012-2013**



**'Preparing Students for the Future'**

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## **MISSION**

THE FORT LA BOSSE SCHOOL DIVISION is committed to working together with our communities to prepare students for the future by providing quality education and fostering lifelong learning in caring environments while making the best possible use of resources.

## **VALUES**

The values which guide us are:

- A responsibility to provide quality education for all students.
- An openness to change that enables us to respond thoughtfully to the demands of the future.
- An appreciation of and belief in diversity, strength and commitment of our communities.
- An understanding of communities in their broadest sense; including staffs, parents, families, homes, businesses, cultures, as well as our students as partners in education.
- A fostering of healthy self-esteem and high achievement in students so that they may become self-directed, responsible adults.
- A respect for all people and their ideas which is demonstrated in all decisions, actions and communications.
- A desire for safe, caring environments that show an appreciation of the talents, strengths, and needs of our communities.
- An obligation to make the best possible use of available and potential resources including the personnel, finances and materials used to support education.
- A desire for responsible global citizens committed to lifelong learning for everyone – students, staff, parents, and all community members.

## **STRATEGIC PLANNING:**

The means (including process and discipline) by which an organization continually recreates itself towards extraordinary purposes.

## **STRATEGIC PLANNING RETREAT PARTICIPANTS**

Facilitator: John Carlyle Admin. Assistant: Karen Williams

Present: Barry Pitz, Kent Reid, Vaughn Wilson, Judy Dandridge, Bill Wynn, Holly Forsyth, Bob Cochrane, Craig Russell, Garry Draper, Carl Johnas, Margaret Walker, Nicole Chaske, Charles Lowes, Keri Vinck, Lisa Irwin, Dawna Jamieson, Emma Lou Evanson, Brad Hayward, Kevin Tutthill, Leah Stevens, Ron Cole, Brenda Masson, Richard Lochhead, David Gillingham, Rob Tomlinson, Mark Keown, Michele Shaw

## **GOAL AREAS**

In fulfillment of its Mission and Purpose and ever mindful of its Values, the Fort La Bosse School Division (FLBSD) will concentrate on six strategic goal areas:

1. Communication
2. Curriculum
3. Facilities
4. Human Resources
5. Technology
6. Student Services

## **STRATEGIC PLANNING CONTINUANCE COMMITTEE MEMBERSHIP**

A Strategic Planning Continuance Committee will be formed to further develop the framework to accomplishing the priorities and goals established at the Fort La Bosse School Division's Strategic Planning session on December 5 & 6, 2010. This will include allocating responsibilities, providing timelines and outlining success indicators. This committee will also be responsible for providing support as required for the bi-annual review to stakeholders.

Committee members: Ron Cole, School Administrator, Kola School, Brad Hayward, School Administrator, Mary Montgomery School; Rob Tomlinson, School Administrator, Virden Collegiate; Judy Dandridge, Co-ordinator of Student Services; Holly Forsyth, Curriculum, Instruction and Assessment Consultant; Bill Wynn, Educational Technologies Consultant; Barry Pitz, Superintendent of Schools; Kent Reid, Secretary-Treasurer; Vaughn Wilson, Supervisor of Operations; Bob Cochrane, Trustee; Craig Russell, Trustee.

## **Notes:**

1. Technology strategies/actions will be imbedded in various goal areas.
2. Aboriginal education strategies/actions will be imbedded in various goal areas.

**GOAL AREAS**

**STRATEGIES**

**ACTIONS**

**Goal Areas  
STRATEGIES**

**ACTION(S)**

**RESPONSIBILITY**

**TIMELINE**

**SUCCESS INDICATORS**

**Division Priority**

**1 Communication**

<p>1.1 We will become more efficient/effective when communicating within our own organization and greater community.</p>	<p>Each department is required to communicate using a preset mechanism for the sharing of information.</p>	<p>FLAP will prepare draft template in consultation with Superintendent.</p>	<p>End of 10-11 school year, implementation Sept. 2011.</p>	<p>Principals and Division Administration will have a working reciprocal procedure for sharing information.</p>
	<p>Explore the use of video conference monthly.</p>	<p>Tech Dept., Ed. Tech Consultant.</p>	<p>Begin testing immediately with continuance committee, target Sept. 2011.</p>	<p>Regular video conferencing occurring.</p>
	<p>Admin meetings will be restructured to include the opportunity to engage in rich dialogue.</p>	<p>Superintendent, FLAP Chair.</p>	<p>Begin March 2011.</p>	<p>Admin. Council Format adjusted.</p>
	<p>Schools will be assisted to enhance their communication to parents and community regarding the learning process. E.g. newspapers, school websites, community info evenings.</p>	<p>FLAP, Division Administration.</p>	<p>2011-2012 school year.</p>	<p>Enhance communication by school website, parent meetings and other forms of communications.</p>

**Division Priority**

**2. Curriculum**

<p>2.1 We will maintain and expand current programming from pre-school to senior high.</p>	<p>Collect data accessing OLCS model (draw upon data for possible future expansion). Make use of EDI, Early Literacy, Early Numeracy, three year old screening, Provincial Assessments and clinical data that currently exists.</p>	<p>School Administration, Coord. Student Services, CIA Cons.</p>	<p>2011-2012.</p>	<p>Coordinate collection of data in a format that can be communicated.</p>
<p>2.2 Explore and maintain early intervention such as kinder, child care, kinder camp, partnership with children special services etc.</p>	<p>Explore needs assessment of other communities and agencies i.e. Transition – Nursery/JK.</p>	<p>School Administration, Coord. Student Services, CIA Cons.</p>	<p>2011-2012.</p>	<p>Coordinate collection of data in a format that can be communicated.</p>
<p>2.3 Explore, maintain options to support parenting skills of students within our high school classrooms as well as parents within our communities.</p>	<p>Explore viability of child care facilities in schools.  Pursue early childhood credit options for high school students which would partner with child care, kinder, nursery, JK, Promise Years Staff, ARHA.</p>	<p>VCI, Reston, Elkhorn, Oak Lake Admin., Coord. Student Services, CIA Cons.</p>	<p>2011-2013.</p>	<p>Viable early learning centres operating within our schools through partnerships.  Needs survey.</p>
<p>2.4 Maintain current vocational programs and explore possible new vocational programming.</p>	<p>Partnership with local businesses, post secondary institutions, and accessing TVI dollars to support programming initiatives.  Maintain current vocational programs and pursue new vocational programs i.e. culinary arts, hair dressing, and cosmetology.</p>	<p>VCI, Reston, Elkhorn Admin., CIA Cons., Sup of Ops.  VCI, Reston, Elkhorn Admin., CIA Cons., Sup. of Ops.</p>	<p>Ongoing.  Ongoing.</p>	<p>Establish working sustainable partnerships. Successful TVI applications.  Successful application to PSFB for capital funding for building renovations. New programming options made available to students with sustainable enrolment.</p>
<p>2.5 The Division will expand programming related to Social Justice.</p>	<p>To coordinate existing initiatives. Explore the creation of a divisional student voice committee.</p>	<p>CIA Cons., Coord. Student Services, staff rep(s).</p>	<p>Student Voice Com. established by June 2011. Programming initiated by September 2011.</p>	<p>Approved school initiated course related to Social Justice. Part of credit would entail participation in Social Justice Initiatives locally and globally.</p>

**Division Priority**

**3. Facility**

3.1 Infrastructure in place for improved technology in all facilities.	Complete fiber optic project. Assess needs of each building. Prioritize list in each building. Budget dollars.	TLT, Operations, Tech Dept.	2011-2012.	1GB fibre network amongst all of our locations. Viable school tech plan created and supported.
3.2 Maintain all facilities to ensure a safe environment for students and staff.	Assess storage needs and space in each building.  Purge all facilities of surplus items, eg. old furniture, computers, equipment, etc.  Technique to track maintenance needs or issues.	Operations Dept., School Admin.   Operations Dept.	June 2012 completion.   June 2011.	Obsolete equipment/furnishings removed. Optimize use of storage.  More efficient coordination of maintenance issues.

**Division Priority**

**4. Human Resources**

4.1 Develop a formal mentorship program to attract new teachers and support current staff.	Develop mentorship.	Create Ad Hoc Committee to explore.	Ad Hoc committee established September 2011.	Committee is established. Program implementation to be determined.
4.2 Develop a system that would allow staff to attend larger scale PD opportunities on a regular basis.	Explore PD options.	CIA Cons., Coord Student Services in consultation with Sr. Admin and Board.	Ongoing.	Increased opportunity for larger pd events through an equitable process.
4.3 Develop, recruit and maintain highly skilled personnel.	Discuss/Create Fort La Bosse succession plan.  Review current policy on use of pd dollars to further education.	Create Ad Hoc Committee to explore.  Policy Review Committee.	Ad Hoc committee established September 2011.  April 2011-on-going.	Committee is established. Program implementation to be determined.  Commitment to review policy with input from stakeholders for recommended change.

**Goal Areas  
STRATEGIES**

**ACTION(S)**

**RESPONSIBILITY**

**TIMELINE**

**SUCCESS INDICATORS**

**Division Priority**

**5. Technology**

5.1 Fort La Bosse will modernize school websites.	Hire web designer.	TLT, Sr. Admin, School Administration, Tech Dpt.	Completion January 2012.	Modernize school websites to be launched.
5.2 Fort La Bosse will position itself for 21 <sup>st</sup> century learning.	Review and update the Division Technology Plan as required.	Ed. Tech. Cons. in Consultation with TLT, School Adm., Sr. Admin, Div. Off staff as required.	Ongoing, annual reviews.	The plan continues to impact student learning in a positive way. Specific goals and strategies of the plan are met within guidelines.

**Division Priority**

**6. Student Services**

6.1 Fort La Bosse will provide effective student services support to children and families.	Develop consistent support for groups, individuals, and staff to enhance student engagement – augmentative technology, attendance, emotionally/behaviourally challenged students, students at risk of not graduating (initiatives/projects may include a learning group/PLC, pilot schools/program, etc).	Coord. Student Services, Resource Teachers, CIA Cons.	Ongoing. PLC Committee to be formed prior to September 2011. Project timelines to be determined.	Successfully impact student learning via various curricular measures (IEP, student report cards, other forms of testing). Data will be collected to set further direction.
	Review and report on current supports available to school age children.	Coord. Student Services, Sr. Admin, School Admin. representation.	Committee to be formed prior to June 2011 and first meeting by November 2011.	Committee is established and focus area is identified.
	Develop parenting component for high school credit course or school initiated credit (SIC/SIP).	CIA Cons., High School Principals.	June 2011.	Course is offered fall 2011.
	PD partner and agency personnel to offer to community as requested.	Superintendent, other designation of staff as required.	Ongoing.	Mutually beneficial collaborations with community as required.