

# **Creighton School Division #111**

## **Strategic Plan 2006-2009**

### **Preamble**

The Board of Education of the Creighton School Division 111 has established this strategic plan as a major component of its leadership responsibility. This plan is designed to provide flexible direction for the Board members to fulfill its stewardship and leadership responsibilities. The plan is also intended to provide information and direction for employees and for the public.

### **Vision Statement**

Our Vision is that each student who enters our doors shall leave with abundant respect for self and others and the capability to meet the challenges of tomorrow.

### **Mission Statement**

Our mission is to work together to create a student centered environment that fosters healthy living, lifelong learning and responsible citizenship.

### **Core Values, Beliefs and Principles**

Every organization's actions and decisions are guided by those things that its members value and believe. The Board of Education of the Creighton School Division #111 believes that:

- Each individual is unique and has significant intrinsic value and has significant value for our community and society.
- It is vital that society provides education that addresses the personal, physical, spiritual, emotional and intellectual needs of each person.
- Students' current and future needs must be foremost in all decisions.
- Creative, proactive, visionary and accountable leadership provides the foundation for success.
- Collaboration and teamwork are effective, productive and desirable.
- Positive relationships that empower students, parents, staff, administration, community members, partner organizations and other stakeholders are essential to meaningful education.

### **Division Goals**

#### **A. Goals for the Board**

1. Build partnerships to strengthen school division capacity.
2. Develop targets and processes to monitor key results.
3. Establish an effective communications and public relations plan.

#### **B. Goals for the System**

1. Enhance the current character education program in CCS.
2. Expand and enhance the Practical and Applied Arts program

**GOAL 1: Build partnerships to strengthen School Division capacity.**

<b>What steps will be needed to achieve the goal?</b>	<b>Who will lead each step?</b>	<b>What are the timelines?</b>	<b>How will we know we have been successful?</b>
Identify potential partner organizations	Director	Dec. 06	List of potential partners presented to Board
Prioritize potential partner organizations	Board	Dec. 06	Partnership priorities are listed and board approved
Make initial contact with priority partners to gauge their interest in developing partnerships and identify a contact person for each	Director	Feb 07	Summary of initial contact results and list of partner contacts presented to Board
Create a schedule for inviting partners to meet with Board	Board	Feb 07	Schedule is established.
Meet with a different partner each month	Board	monthly (dependent on partner schedules)	Partners attend meetings, make presentations and participate in initial dialogue.
Identify areas to work together with each partner.	Director/Partner	May 07	List of focus areas for each partnership.

Establish plan for 07-08 partnership efforts.	Director/Principal	June 07	Plan presented and approved by Board.
Monitor Success	Board	Jan. 08 (Interim) June 08 (Annual)	Partnership monitoring report received by Board which indicates results of partnerships and recommendations for future partnership efforts

**GOAL 2: Establish targets and processes to monitor key results.**

<b>What steps will be needed to achieve the goal?</b>	<b>Who will lead each step?</b>	<b>What are the timelines?</b>	<b>How will we know we have been successful?</b>
Identify target areas to monitor. (ex. Board Governance, Language Arts, Student Conduct, etc.)	Director and Board	Feb. 07	List of target areas approved by Board
Identify specific components of each target we want to monitor. (ex. reading, student suspensions)	Board	Mar. 07	List of specific areas within each target area approved by the Board
Decide how often do we want to monitor each target	Director	April 07	Long range (3-5 year) schedule presented to the Board
Determine what instruments or processes we are going to use to measure these targets	Director	April 07	List of strategies or instruments approved by the Board.

Establish an implementation plan and timeline for the next school year.	Director/ Principal	May 07	Implementation plan for 07-08 school year presented to the Board
Evaluate the data/results of monitoring and measurement of each target and plan next steps.	Director	Dec. 07 (Interim) June 08 (Annual)	Monitoring report received by Board including a summary of results and recommendations for future monitoring

**GOAL 3: Establish an effective communications and public relations plan.**

<b>What steps will be needed to achieve the goal?</b>	<b>Who will lead each step?</b>	<b>What are the timelines?</b>	<b>How will we know we have been successful?</b>
Decide and arrive at consensus on the main communication theme: CCS is an excellent, caring school and a great place for life, learning and citizenship.	Board	Dec 06	Board members identify main theme.
Identify and prioritize the target audiences for increased communication and PR efforts.	PR Committee	Jan 07	PR committee tables a list for Board consideration
Identify tentative methods/channels of communicating with various audiences. (media outlets & other)	PR Committee	Jan 07	PR committee identifies list of channels matched to each audience.
Determine and purchase marketing/ PR products (pens, pins, clothing, etc.)	PR committee and Sect. Treas.	Jan 07	Board approves and products are available for distribution
Establish protocol for recognizing significant events for staff (gifts, cards, baskets, etc.)	PR committee	Jan 07	Presentation of protocol for Board consideration
Plan regular (monthly?) communication activities to reach various audiences to inform them of Board and system events and reinforce our main message.	PR Committee	Feb 07	Calendar of activities presented to the Board for consideration
Identify components/content areas of media flyer published three times per year (tentatively in October, March and May/June)	Board	April 07 (outline) Late May 07 (published)	Outline of media flyer contents determined and first edition published and distributed
Develop communication and public relations policy	Director	March 07	Policy approved

Identify methods and timelines of “listening” and receiving feedback from audiences/publics (meetings, surveys, reports, etc.)	Board	Sept. 07	Board outlines calendar of year’s activities to gather feedback.
Monitor progress/results of communication and PR efforts	Director	June 08	Board receives monitoring report summarizing results

**GOAL 4:** Enhance the current character education program in CCS.

<b>What steps will be needed to achieve the goal?</b>	<b>Who will lead each step?</b>	<b>What are the timelines?</b>	<b>How will we know we have been successful?</b>
Review current programs and activities related to character education.	Administration	June 2007	Written summary of current programs including strength areas and areas in need of strengthening
Survey staff on character education program needs	Counselors	October 2007	Written summary of results of survey including recommended action
Survey students and parents on character education program needs	Counselors	October 2007	Written summary of results of survey including recommended action
Investigate enhanced program plan based on needs	Administration & Counselors	November 2007	Summarize advantages and challenges of programs
Design character education program enhancements	Administration & Counselors	February 2008	Program outline presented to Board for approval
Provide training and resources to prepare for implementation of enhance programs	Administration & Director	February to June 2008	Resources in place and necessary training has been provided

Implement program enhancements and monitor success	Administration	2008-2009 school year	Monitoring report provided to board Dec 2008 and May 2009
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**GOAL 5: Expand and Enhance the Practical and Applied Arts program in CCS.**

<b>What steps will be needed to achieve the goal?</b>	<b>Who will lead each step?</b>	<b>What are the timelines?</b>	<b>How will we know we have been successful?</b>
Review current program and pathways	Principal & PAA staff	June 2007	Written summary of program, including strengths and areas in need of review
Gather information from others (other schools, trades unions, post-secondary institutions, gov't) for potential future needs.	Director	June 2007	Summary of educational and employment context
Collect information (survey) from students and parents about their perceptions of needs and enrolment intentions.	Principal & PAA staff	October 2007	Summary of potential needs and enrolments
Design desired program scope and sequence with various options	Principal and staff	February 2008	Written program summary including possible courses/streams
Investigate potential staff, equipment and facility cost implications for each program option	Director and Principal	March 2008	Written summary of potential costs of program options
Prepare proposal to Board for consideration	Director & Principal	April 2008	Proposal presented to Board for consideration/ approval