

Multi-Year Strategic Action Plan

2022-2026

2022/2023 School Year

2023/2024 School Year

Academic Well-Being - Create safe and inclusive learning conditions that allow all students to grow and develop as contributing members of the society.

Goal	Action (What will we do?)	Resources	Evidence (How will we measure our success/progress?)	Responsibility
1. Support active engagement of students through the delivery of enhanced and diverse programming across subject areas for positive results and outcomes.	1.1 Train a staff member in Empower around comprehension strategies.	Release Time	- Empower data - PM Benchmark or Fountas and Pinnell scores	
	1.2 Utilize Empower-trained staff to provide professional development to teaching staff, specifically around comprehension strategies to assist in the regular classroom	Currently funded through PPF Would need to determine how to pay for this if it is a model similar to what is being done now.		
	1.3 Small group guided reading for grades 1-3.	PPF funding	- PM Benchmark or Fountas and Pinnell scores	
	1.4 Create a plan to develop an in-house tutoring model -		- Student participation - report card data	

<p>2. Improve the language and mathematics achievement of all students through responsive and explicit teaching.</p>	<p>2.1 Emphasize use of math assessment to identify learning needs Math training around Prime for all staff</p> <p>2.2 Use collaborative model to address learning gaps in mathematics - special education, divisional teams, teaching partners</p> <p>2.3 Specific focus on teaching strategies to develop reading comprehension skills (factual knowledge, application, inferences)</p> <p>2.4 Provide a variety of strategies for parents/guardians to assist their children at home (i.e. instructional videos, instructional bookmarks, etc.)</p> <p>2.5 Professional development and opportunities for staff to utilize/review resources, math trajectory</p>	<p>RMS funds</p> <p>RMS funds</p> <p>Learning Resources</p> <p>PRO Grants?</p> <p>RMS funds</p>	<p>- Improved Math results on prime and fundamental data</p> <p>- teacher surveys around knowledge of tools, curriculum and resources</p> <p>- improved math results - consistent instructional strategies used - increased staff collaboration/interaction</p> <p>- teacher surveys around knowledge of tools, curriculum and resources</p>	
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Physical, Mental and Social Well-Being - Support student and staff well-being by focusing on physical, mental and emotional health by fostering supportive relationships.

Goal	Action (What will we do?)	Resources	Evidence (How will we measure our success/progress?)	Responsibility
1. Further enhance the positive and safe school climate where all students and staff feel they matter.	<p>1.1 Include gratefulness/kindness on a daily basis at school - i.e. Daily gratitude/kindness announcements</p> <p>1.2 Greet students at the doorway with a smiling face</p> <p>1.3 Learn interests/passions and strengths of our students</p> <p>1.4 Implement and expand upon healthy relationship skills and identifying and managing emotions found on Everyday Mental Health Classroom Resource pages Healthy relationship skills - Everyday Mental Health Classroom Resource</p>		<p>Observation of student interaction and conversation</p> <p>Office Referrals</p> <p>Attendance</p> <p>Participation in kindness type activities monthly</p> <p>Daily messages</p>	

	<p>1.5 Visible signs evident in the school - WORD CLOUD, artistic display including gratefulness/kindness</p> <p>1.6 Survey follow-up to have student focus groups address areas of improvement/need</p> <p>1.7 Provide opportunities for staff gatherings to team build</p>		Survey results from staff on team building activities	
<p>2. Promote physical activity, mental and social well-being with programs that provide active involvement based on student and staff interests, abilities and needs.</p>	<p>2.1 Incorporate current and new active programs into the curriculum for all grades (skating, skiing, forest schools, intramurals, etc.)</p> <p>2.2 Daily school wide walk/run for 15 minutes</p> <p>2.3 Promotion of many extra and co-curricular activities</p> <p>2.4 Maintain eat well to excel program so all students may access food as needed</p>	<p>Outdoor Education funds</p> <p>Experiential Learning funds</p> <p>FNMI funds</p>	<p>- All classes partaking in at least one active program throughout the year</p> <p>- Reflect upon students' focus and attentiveness (readiness to learn) after walks</p> <p>Willingly participate in school wide walks</p> <p>List of offered extra and co-curricular activities along with participation numbers</p> <p>Consumption of foods in eat well to excel bin</p>	

3. Build staff capacity in identifying and responding to student mental health needs through tiered intervention.	<p>3.1 Provide professional development on Mental Health tiers and supports for staff teaching and learning</p> <p>3.2 Provide staff with opportunity to meet and implement ideas to support the bottom tier of intervention model</p> <p>3.3 Review on a bi-monthly basis the top two tiers and how they relate to specific students</p>		<ul style="list-style-type: none"> - Staff sessions to bring awareness - Staff language based around tiered intervention - Meetings for students based on tiered intervention model 	

Human Rights and Equity - Provide supportive, safe and inclusive practices and environments for students, staff and families to ensure equitable access to opportunities and outcomes.

Goal	Action (What will we do?)	Resources	Evidence (How will we measure our success/progress?)	Responsibility
1. Celebrate and recognize individuals' uniqueness and what we may learn from one	1.1 Classroom teachers to develop language activities where students can share personal stories/interests	Diversified language resources		

another because of our personal experiences, backgrounds and identities.	<p>1.2 Provide opportunities to share and showcase unique student population - i.e assemblies, Burkevale's Got Talent</p> <p>1.3 Recognize, educate, and celebrate Days of Significance in relation to FNMI</p> <p>1.4 Recognize, educate, and celebrate Days of Significance related to neurodiversity to help with eliminating any stigma(s) that may exist</p> <p>1.5 Initiate a student census and analyze data to provide a more accurate overview of current student population</p> <p>1.6 Provide staff with training on mental health CPS/BMS</p>			
2. Collaborate with students, staff and	2.1 Develop a checklist to determine appropriate and	Diverse Resources		

community partners to support environments that allow all students to see themselves reflected in their learning.	<p>relevant material for staff and students.</p> <p>2.2 Staff to provide opportunities for students to see themselves in their learning and to explicitly teach its importance</p> <p>2.3 Invite community partners to speak to staff and students:</p> <ul style="list-style-type: none"> - MNO - Churches - Police - Bullying Awareness <p>2.4 Staffing criteria will include the importance of hiring staff that students see themselves</p>	Safe School Bundle		
3. Provide learning opportunities for staff, administrators, board staff, trustees	<p>3.1 Develop an Equity Tool Graphic Organizer</p>	Speakers		

and parents to grow in their understanding of equity and inclusion.	<p>3.2 Utilize expert(s) in the field to assist all to understand what inclusivity is and how it relates to the system and our roles</p> <p>3.3 Provide professional development for staff on new Ministry priorities in equity and inclusivity</p>	Narrative resources, books		
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Spiritual Well-Being – Provide and promote personal growth of a Protestant expression of Christianity through understanding, experience and actions.

Goal	Action (What will we do?)	Resources	Evidence (How will we measure our success/progress?)	Responsibility
1. Provide learning opportunities to Burkevale students, staff, board and community members so that they may better understand and articulate the uniqueness of our	<p>1.1 Provide Learning Opportunities to learn about Protestant faith and Protestant Separate School history</p> <p>1.2 Reach out to local individuals to seek further information on board/school history i.e - Penetanguishene Museum, local historian author</p>			

board and its history.	<p>1.3 Develop curriculum, resources, lesson plans, videos, etc.</p> <p>1.4 Create Alumni Group based on a specific timeframe to enhance history information?</p>			
<p>2. Practice the 'Golden Rule' Matthew 7:12 "Do to others what you would have them do to you".</p> <p>3. Integrate Golden Rules into all aspects of school life</p> <p>4. Love God with all your heart, all your soul and all your mind. (Matt 22:37)</p> <p>5. Do to others what you would have them do to you. (Matt 7:12)</p>	<p>1.1 Daily Bible Stories Announcements, Student Thankfulness, Weekly Assemblies, Bible Story/Lesson/Prayer/Songs/Golden Rule Awards</p> <p>1.2 Spiritual Wellness Lead Position</p> <p>1.3 Staff Prayer Group, Student Group, Parent Outreach (seminars)</p> <p>1.4 Connect to Grandfather Teachings</p> <p>1.5 Establish a monthly 'Good News' event - students/class of the month</p> <p>1.6 Base Social Justice Initiatives and community service on Biblical quotes and educate students on the connection</p>	<p>Partial of full Funding for Family and Children Ministry Certificate (\$3000 year x 3 years)</p> <p>Resources Study/Devotional Books/snacks</p>	Completion of courses by Mr. Kent toward the Children and Family Ministry Certificate	

<p>6. Embed Christian celebrations, teachings and learning regularly throughout the school year.</p>	<p>1.1 Continue Christian Education Program with Covenant Christian Community Church, if possible</p> <p>1.2 Invite Christian partners into the school to share their expertise with students</p> <p>1.3 Develop own Christian Education Plan/ Curriculum/Resources (K-8)</p> <p>1.4 Resources to help teachers integrate Christian Teaching/Lessons/Stories into Christmas, Easter, Lent, etc.</p> <p>1.5 Connect with community members (i.e. Pastors) to generate ideas of how to be inclusive of Christian teachings, celebrations, and events in our school setting</p>	<p>Modern books/Bible Story Picture Books/Videos</p>	<p>Lessons by youth pastor in junior and intermediate classes</p> <p>Participation in the food drive for St. Vincent DePaul's church</p> <p>Connection with Father Patrick and Martyr's Shrine to support students in need at Christmas</p> <p>Christmas and Easter activities and celebrations</p>	
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Stewardship of Resources – Optimize innovative and collaborative practices to ensure sustainability of all resources (financial, material, human, etc.) to maximize opportunities for staff and students.

Goal	Action (What will we do?)	Resources	Evidence (How will we measure our success/progress?)	Responsibility
1. Ensure stewardship of resources optimizes human, financial, physical and material assets.	1.1 Financial tracking documents of all GSN and PPF funds to be developed and shared with Leads		Monthly review at LEADS meeting Shared document Utilization of all funds in a timely manner	Board/LEADS
2. Proactive recruitment, development of current staff and succession planning are aligned to student and system needs.	1.1 Identify staff to allow for opportunities to expand leadership knowledge and opportunities within the school. 1.2 Explore opportunities for staff to access leadership programs/seminars. 1.3 Highlight and publicize uniqueness and specialty areas of the school/board when advertising for staff positions.		Additional Leadership role for Spiritual engagement Rotation of specific LEAD positions Alternate Lead for future succession planning Administration succession??? Traffic on website in hiring area	

	1.4 Ensure hiring and promotion of staff is reflective of population and balanced in regards to diversity.		<p>Policy updated to reflect PPM</p> <p>Job posting will reflect policy requirements</p>	
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