

REPORT NO.2026-13

DATE: May 13, 2026

**TO:** The Chair and Members  
The Protestant Separate School Board of the Town of Penetanguishene

**FROM:** Supervisory Officer

**SUBJECT:** Strategic Plan Implementation Update

### **Purpose**

The purpose of this report is to inform the Board of implementation of the Strategic Plan 2022-2027 (Strategic Plan 2022-2027 as posted: [www.pssbp.ca](http://www.pssbp.ca)). This report supplements Board Report No. 2023-03.

### **Background**

The Board completed the development of its initial Strategic Plan 2012-2016, approved by a motion of the Board in April, 2013. The Board reviewed and revised the original Plan and the Strategic Plan 2017-2022 was approved by a motion of the Board in December, 2016. After the completion of the 2017-2022 Strategic Plan, a committee was developed to review and revise the plan to create a subsequent 5 year plan. The 2022-2027 Strategic Plan was approved by motion of the Board on June 13, 2022.

The 5 Key areas of the plan are:

- Academic Well-Being
- Physical and Mental Well-Being
- Human Rights and Equity
- Spiritual Well-Being
- Resource Stewardship

An annual work plan will be created each year to focus on each area and provide specific action steps to address aspects of the plan.

The action plan outlines specific items that address parts of the overall Strategic Plan.

The attached document provides some details of the work done on the current annual work plan:

### **RECOMMENDATIONS:**

1. That Report No. 2026-13, Strategic Plan Implementation Update, be received.
2. That the Board continues to proceed with implementation of the current Strategic Plan 2022-2027.

### **Respectfully submitted by:**

Tim Overholt, Supervisory Officer

## **Academic Well Being**

- Specific focus on teaching strategies to develop reading comprehension skills (factual knowledge, application, inferences)
- Develop a writing continuum for the junior/Intermediate students
- Provide training for all grade 4-8 teachers around Releasing Writers and Power Up
- Review Morpheme Magic for Junior grades
- Increase use of digital Math tools such as Knowledgehook and IXL for diagnostic assessment, promote short learning cycles and close gaps based on data driven support
- Transition meetings established for at risk students going to high school with elementary and secondary staff
- Continue to provide tutoring support to specific students
- Many opportunities for all classes to learn beyond the classroom through hands on/experiential learning - Forest Academy, Outdoor education, etc.
- Intermediate students exposed to speakers to educate them about various career opportunities.
- Connected with two Secondary Schools in Midland to discuss with students the Specialist High School Major (SHSM) program and Ontario Youth Apprenticeship Program (OYAP) that are available at the schools
- Math Lead working directly with teachers to develop and strengthen Instructional Strategies
- Math Lead working directly with students specifically on number sense
- Math Lead provided and administered a program to explicitly target math fact fluency and use student data to track and provide follow up resources and/or interventions

## **Physical. Mental and Social Well-Being**

- Transition meetings established for at risk students going to high school
- Set goals and complete vision boards for intermediate students based upon strengths, needs, interests and passion
- Organize kindness activities and implementation of Kindness Ambassadors
- Have direct teaching around resiliency and empathy to support increased acceptance
- Survey student opinions and thoughts around kindness and how the body feels
- Provide ongoing Professional Development of the Virtual Learning (VLE) modules for grade 8 teacher via the grade 7 teacher
- Utilize Wayfinder and School Mental Health Ontario (SMHO) tools, creating a shared document for staff across the grades to utilize regarding mental health activities
- Continue to promote kindness in the school throughout the year. Kindness quotes have been read on the PA system in the morning, kindness candy canes were sold at Christmas and student council made sure every student in the school received at least one candy cane. March was kindness month in the school. Grade 8 class displayed a kindness tree where students could place their thumbprint on the tree, student council had a kindness banner on display where students could write kind words, phrases, etc. for all to see.
- Kindness ambassadors (grades 4-8) were selected this year to promote kindness. T-shirts were provided for these students to wear each Monday to promote their presence in the school. Their goal was to make others feel welcome, included and feeling good about themselves. A survey was distributed to grades 4-8 students to gather data regarding acts of kindness they have received or given and their feeling regarding this
- Continue to build upon knowledge of Mental Health and promotion through Ministry programs

### **Human Rights and Equity**

- Staff PD on Anti- black and Indigenous racism
- Created a Multi-Year Accessibility plan to ensure compliance with AODA and meet the needs of all individuals in our school community
- Policy review on existing policies to ensure equity and accessibility lense encapsulated in any possible changes
- Audits completed on school facility and board facility
- Staff development and education on Human Rights and Equity

### **Spiritual Well-Being**

- Students were given the option to have their own personal bible through the Canadian Bible Society - 100 bibles were purchased - Interactive Youth Edition Bibles offered to the students for free
- 50+% of the students in grades 5-8 received parental approval to receive a bible
- Pastor Brent Jefkins continues to come 2X/month to the grades 4-8 classes
- Luke is taking a class around the Protestant Faith and one on Leading Small Group Studies
- The Presbyterian Church reached out to build a connection with the school - a new minister is beginning in June and they would like to be community partners

### **Stewardship of Resources**

- Manage new build and land acquisition through the use of consultants to best maximize and efficiently use Ministry funds
- Diligent tracking and monitoring of all GSN and PPF funds shared at LEADS meetings
- Staff continue to be provided with many opportunities to take on leadership opportunities at the school and for the system
- Hiring on many individuals throughout the year where the hires reflect the culture and population of the school