

DATE: May 8, 2023

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). This report supplements Board Report No. 2022-15.

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 provided outlines specific items that addressed parts of the overall Strategic Plan.

RECOMMENDATIONS:

1. That Report No.2023-03, 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



STRATEGIC PLAN IMPLEMENTATION UPDATE

ACADEMIC WELL-BEING

Support active engagement of students through the delivery of enhanced and diverse programming across subject areas for positive results and outcomes.

Train a staff member in Empower around comprehension strategies

Two staff members have had the initial training for Empower and one has entirely completed the training. Observation days are ongoing.

Small group guided reading for grades 1-3

Grade 1 meeting in January with to discuss the best way to support our students. Rotating reading groups- approximately 6 students per group based on ability.

Expand experiential learning opportunities for all grades

Forest School has started and is being offered to all students in grades K-6.

Establish consistent use of Learning Profiles throughout the year

Learning Profiles have been established and are being referred to at staff meetings (roughly quarterly) to review/alter/change as needed.

Improve the language and mathematics achievement of all students through responsive and explicit teaching.

Emphasize use of math assessment to identify learning needs Math training around Prime for all staff

3 days of training around the use of Prime diagnostics and the programming to support gaps/next steps in learning for all classroom teachers and SERTS.

Use collaborative model to address learning gaps in mathematics - special education, divisional teams, teaching partners

Teacher/SERT collaborative meetings to assess, plan and program; PD follow-up in new year.

Specific focus on teaching strategies to develop reading comprehension skills (factual knowledge, application, inferences)

2 staff members implementing Empower Comprehension Program (4 groups in total.)

Professional development and opportunities for staff to utilize/review resources, math trajectory

New math resources have been purchased based upon teacher feedback.

PHYSICAL, MENTAL AND SOCIAL WELL-BEING

Further enhance the positive and safe school climate where all students and staff feel they matter.

Include gratefulness/kindness on a daily basis at school - i.e. daily gratitude/kindness announcements

Kindness announcements occurring as part of opening exercises. Student council developing activities to promote kindness, inclusivity and equity.

Greet students at the doorway with a smiling face

Students are being greeted daily with smiles.

Learn interests/passions and strengths of our students

Interests and passions are on learning profiles and are being tweaked where needed.

Provide opportunities for staff gatherings to team build

Year long staff lottery for those interested, Staff Burkevale attire, Fall drinks on the Georgian Queen, Christmas wreath making offered to all staff, Christmas appetizers and drink invitation for staff.



STRATEGIC PLAN IMPLEMENTATION UPDATE

PHYSICAL, MENTAL AND SOCIAL WELL-BEING (CONTINUED)

Promote physical activity, mental and social well-being with programs that provide active involvement based on student and staff interests, abilities and needs.

Incorporate current and new active programs into the curriculum for all grades

Intramurals, extra curriculars, forest school taking place.

Daily classroom walk/run for 15 minutes and promotion of many extra and co-curricular activities

Many classes are actively partaking in daily walks.

Maintain eat well to excel program so all students may access food as needed

Eat well to excel bin is operational; Tim Horton's is donating some healthier options.

Build staff capacity in identifying and responding to student mental health needs through tiered intervention.

Provide professional development on Mental Health pyramid and supports for staff teaching and learning EA sessions for PD.

Provide staff with opportunity to meet and implement ideas to support the bottom tier of intervention model

Monthly opportunity at staff meetings to discuss and plan.

Review on a bi-monthly basis the top two tiers and how they relate to specific students

Reviewed regularly at staff meetings and in small group PD in February/March 2023.

Use of evidence based programs with data measures - BRISC, BDI, Preventure for 1-1 and group support offered to students

Ongoing use of BDI and BRISC, Preventure to be offered in May 2023. The Mental Health Lead completed specialized advanced training for Mental Health and ASD - via Children's Mental Health Ontario.

Build partnerships (to have presence in school) with support agencies, Kinark, SMDHU (MHAN) and NSYWH

Kinark continues to partner with us, providing weekly support for students we refer (approximately 8-12 students annually.)

Review and continue to provide PD as necessary regarding: Duty to report/suicide intervention/prevention & tragic event protocols - get simple public facing messaging online for staff and school community

Recently reviewed all of those mentioned in small group PD sessions February/March. Also review regularly in staff meeting and in supervision. Duty to report was covered with staff at September staff meeting. Suicide risk assessment renewed each year in fall.

Provide staff with training on mental health CPS/BMS

November 25, 2023 BMS and some CPS training with EA group - 8 staff attended. Mental Health Lead to attend BMS recertification April 12, 2023.

HUMAN RIGHTS AND EQUITY

Provide learning opportunities for staff, administrators, board staff, trustees and parents to grow in their understanding of equity and inclusion.

Provide professional development for staff on new Ministry priorities in equity and inclusivity

February /March 2023 reviewed the School Mental Health Ontario equity tool in small groups with staff to further professional learning and assessment of equity at Burkevale.

Professional development of anti-oppressive practices, learning on dismantling practices that cause oppression within education

December 9, 2022 - Special Education Resource Lead and Mental Health Lead completed Anti-Black Racism course - uploaded modules to Board Shared drive.

Mental Health Lead completed April 23, 2023 Safer Spaces training (Gender/Sexual Identity Awareness).



STRATEGIC PLAN IMPLEMENTATION UPDATE

SPIRITUAL WELL-BEING

Provide learning opportunities to Burkevale students, staff, board and community members so that they may better understand and articulate the uniqueness of our board and its history.

Provide Learning Opportunities to learn about Protestant faith and Protestant Separate School history
Technology Lead taking History of Protestant Reformation Course.

Reach out to local individuals to seek further information on board/school history i.e - Penetanguishene Museum, local historian author

A school volunteer is compiling information on the history of Burkevale to be shared with staff.

Practice the 'Golden Rule' Matthew 7:12 "Do to others what you would have them do to you"
Matthew 22:37 "Love God with all your heart, all your soul and all your mind."

Daily Bible Stories Announcements, Student Thankfulness, Monthly Assemblies, Bible Story/Lesson/Prayer/Songs/Golden Rule Awards

Bi-Weekly Staff "Prayer Pick Me Up - Devotional" ongoing (Book Study - Max Lucado Fearless Purchased Bible Story/Christian Education Books and Resources for Library and Christian Education Classes.

Spiritual Wellness Lead Position

Technology Lead Completed Preaching and Teaching Course. Currently completing Leading Small Groups and History of Protestant Reformation Course.

Embed Christian celebrations, teachings and learning regularly.

Continue Christian Education Program with Covenant Christian Community Church

Reached out to 3 local Protestant Churches about sharing any family/youth/kids programs with our school community.

Invite Christian partners into the school to share their expertise with students

The Pastor of First Presbyterian Church willing to do a D.J./Christian Education Presentation at an assembly.

Resources to help teachers integrate Christian Teaching/Lessons/Stories into Christmas, Easter, Lent, etc.

Bi-Weekly Christian Education Lessons.

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

Many Burkevale Students participating in Covenant Jr. High Youth Group - Outings, Community Help.

Two Students now help regularly with Technology and Music Sunday Mornings.

30+ Burkevale students attended/volunteered at Covenant Makerspace Camp this past summer.

STEWARDSHIP OF RESOURCES

Ensure stewardship of resources optimizes human, financial, physical and material assets.

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.

Mechanisms continue to be in place to mitigate the risk of fraud (i.e. Trustee & Board Staff signatures on all cheques, limited use of cash, monthly review of Accounts Payable list and budget comparisons).

Procurement of resources have a "local-first" focus.

Identify staff to allow for opportunities to expand leadership knowledge and opportunities within the school

Additional Leadership role for Spiritual engagement, rotation of specific LEAD positions, alternate LEAD for future succession planning.

Ensure hiring and promotion of staff is reflective of population and balanced in regards to diversity

Board hiring policies have been updated to reflect Policy/Program Memorandum (PPM) 165.