

STRATEGIC PLANNING 2016 – 2021

Priority Goal	Improving student achievement and well-being through high quality instruction. (Instruction)		
	All students to meet or exceed grade level expectations in literacy and numeracy.		
Outcome / Measure(s)	Description	Baseline Value	Target Value
	SCHOOL	Review previous year's baseline data where appropriate.	Targets to be set Fall 2018 for school year.
	DISTRICT	Current Provincial Assessments Current District & School Graduation Rates RAD and PM Benchmarks Develop District Measures	Achievement At or Above Provincial Average Achievement At or Above Provincial Average Increase Develop District Measures
	<ul style="list-style-type: none"> • Provincial Assessments • Graduation Rates • District Literacy Assessments • District Numeracy Assessments 		

Strategy	Action Steps	Person Responsible	Start	Completion	Outputs
To collect, analyse, discuss and plan around data sets in numeracy and literacy.	<ul style="list-style-type: none"> • Complete school wide writes x2 per year in grades K – 6 • Complete Kindergarten Language Assessments, PM Benchmarks in grades 1 – 3(4) and RAD in grades 3 – 6 x2 per year • Complete SNAP in grades 2 – 6 x2 per year • Conversation and in-service (Oct 29th) around District and School Wide data (quantitative and 	Principal & Teachers	September 2018	June 2019	<ul style="list-style-type: none"> • Data sets in reading, writing and numeracy for all students in the school AND grade cohorts for tracking. • Conversations and changes to this growth plan around instructional needs, interventions and resources based on individual needs and cohort data.

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	qualitative at monthly staff meetings)				
To implement school wide writing strategies based on the excellence in writing package (and common objectives) that were developed as a staff in the 2014 – 16 school years.	Review as a staff the contents and objective of the kit (and writing needs assessment) TEAM Talk around implementation Review at Monthly staff meetings	Principal & Teachers	September 2016	Ongoing	<ul style="list-style-type: none"> • School Wide Write Data • Students Writing Samples
To discuss and implement some common strategies in reading with a focus on Balanced Literacy and an emphasis on phonemic development, vocabulary and fluency (primary) and comprehension (intermediate).	Staff and grade group discussion around Daily 5, SMART & other strategies (Collab planned Oct/Nov.) In-service & support from department curriculum in Primary & Intermediate. Push-in & Pull out support (Tier 1 & 2 Early Intervention, LAT) for students and classes to support best practices in literacy (double dose) Technology Support of reading programs (RAZ Kids, Reading A-Z, etc)	Principal & Teachers Curriculum helping teachers	September 2017	Ongoing	<ul style="list-style-type: none"> •Data based on PM Benchmarks (1 – 3[4]) •Data based on RAD results •Results from Talking Tables & Moe the Mouse •Alpha-buddies
To work as a staff to implement and further develop engaging and interesting opportunities for students and families around literacy & home reading. (Home/Community Literacy Connections)	Continued support of a home reading program, a reading challenge program, PALS (K & Pre-school) Staff discussions on ways to better engage parents & families in reading opportunities at the school. (Family Literacy Day, etc)	Principal & Teachers, Librarian	September 2016	Ongoing	<ul style="list-style-type: none"> • # of students/families participating in reading opportunities • # of parents attending PALS + exit surveys • Survey results from parents and families
To work as a staff to explore opportunities to integrate inquiry processes and PBL into the teaching of numeracy in the new curriculum.	Work as a staff to explore: The inquiry problem solving processes in the new curriculum (Collab. Inservice Dec 2018) <u>Teaching Mathematics through Problem Solving K - 6 (NCTM, 2013)</u>	Math helping teacher and district math team Principal & Teachers	September 2018	June 2019	<ul style="list-style-type: none"> • Inquiry template student samples • Data from the SNAP • Sharing at Staffmeetings

To work as a staff to explore opportunities to provide students and families engaging and fun problem solving opportunities in math	Provide opportunities to students and parents in: Math Fair Math Playground	Principal & Teachers	September 2019	June 2019	<ul style="list-style-type: none"> District Math Fair or curricular Math Playground opportunities for students Feedback and student journaling
To continue to identify and develop school wide interventions (RTI) for all at risk students.	At risk & intervention student matrix Use of Push-in & Pull out LAT and Learning Support of at risk students. Early Intervention Program.	LAT, Principal & Teachers LAT & Push-in Support teachers	September 2016	Ongoing	<ul style="list-style-type: none"> Tracking and review of Data Review of Data @ Staffmeetings

Priority Goal	Improving student achievement and well-being through high quality instruction. (Instruction)		
	To increase students' ability to apply critical, creative and reflective thinking.		
Outcome / Measure(s)	Description	Baseline Value	Target Value
	SCHOOL	Review previous years baseline data where appropriate.	Targets to be set Fall 2018 for school year.
	DISTRICT	87% of students (Cultus) 0% of schools	100% of students fully meet or exceed expectations 100% of schools
	<ul style="list-style-type: none"> Students will fully meet or exceed expectations on SD 33 Thinking Rubric District Assessment Rubric to determine the degree to which each school aligns with a culture of innovation and continuous improvement 		

Strategy	Action Steps	Person Responsible	Start	Completion	Outputs
To work as a staff to explore how we can use the SD#33 thinking rubrics in the areas of literacy, numeracy and	Discuss as a staff some common language around "thinking" in our school and look at ways to use the rubric to work with and assess critical	Principal & Teachers	September 2016	June 2018	Student work samples shared with staff. Not a Box Project (2017)

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social responsibility and apply these to the implementation of the new curriculum.	<p>thinking. To help frame these discussions a book study around:</p> <p>Review and discuss with other schools how the rubric is being used as a way to explore best practice.</p>				Report Card Artifacts (2018)
To work as a staff in using the innovation assessment rubric to look at enhancement and changes needed to our school growth plan	<p>Work with staff to get feedback on how our school programs “align” with the assessment rubric.</p> <p>Meet with staff to ensure programs align (Staffmeetings)</p>	Principal & Teachers	September 2016	Ongoing	Feedback from staff surveys
To work as a staff developing some common language around core competencies and ensuring they are integrated into all facets of the curriculum	<p>Work with staff to develop some common language using the 6 cedar trees resources (aboriginal curriculum)</p> <p>Use the language as a tool for problem solving and integration of the core competencies</p>	Principal & Teachers	September 2018	June 2019	<p>-Common language and discussion with students.</p> <p>-Use of the resources in the classrooms and around the school</p> <p>-Use of the resources in student work and discussions</p>
To work as a staff developing some “Place Based Learning” opportunities using the local communities of Cultus Lake and Soowahlie.	<p>Pilot and development of a “Nature Kindergarten program” based on research and those of other school districts.</p> <p>Collaboratively develop various regular outdoor learning opportunities in grades 1- 5(6) including identifying places and resources needed</p>	Principal & Teachers	<p>September 2016</p> <p>Sept 2017</p>	<p>June 2018</p> <p>June 2019</p>	<p>Nature Kindergarten fully operating</p> <p>-Regular participation of classes in outdoor learning opportunities</p> <p>-Sharing of resources amongst staff</p>

	To work with our aboriginal community and local band (Soowahlie) to understand the history of the land to the local aboriginal community.	Principal, Teachers, Aboriginal EA, Local Band and Elders	September 2016	Ongoing	
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Priority Goal	Improving student achievement and well-being through high quality instruction. (Instruction)			
	To enhance personal and social responsibility.			
Outcome / Measure(s)	Description	Baseline Value	Target Value	
	SCHOOL	Review previous years baseline data where appropriate.	Targets to be set Fall 2018 for school year.	
	DISTRICT <ul style="list-style-type: none"> BC Performance Standards for Social Responsibility (i.e., Positive Behaviour) Discipline Data from MyEd and BCeSIS Attendance Data DBC Behaviour Data 1701 Count of Number of Students leaving as a result of Institutional Factors 			

Strategy	Action Steps	Person Responsible	Start	Completion	Outputs
To continue to implement our school wide PBS support system.	<ul style="list-style-type: none"> Monday Assemblies Cultus Buddies Use of “flow chart” system to monitor, track and adjust areas of focus in the PBS program 	PBS Committee	September 2016	Ongoing	Tracking and review of PBS Data (in MyEd , tracking binder)
To continue to implement and use our 1 – 5 matrix to teach students self-regulation.	<ul style="list-style-type: none"> Monday Assemblies Cultus Buddies Use of “flow chart” system to monitor, track and adjust areas of focus in the PBS program 	PBS Committee	September 2016	Ongoing	Tracking and review of PBS Data

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To continue to implement our school wide attendance program and support systems.	Use of positive attendance tickets Monday Assemblies Morning Draws & Announcement Monthly Follow-up (Tier 2)	Principal + Teachers	September 2016	Ongoing	<ul style="list-style-type: none"> Tracking and review of attendance Data on MyEd Review of Data @ Staffmeetings
To continue to identify and develop school wide interventions for all at risk students.	Use of CYCW to support social-emotional needs of at risk students.	CYCW, AB Ed. EA & Staff	September 2016	Ongoing	<ul style="list-style-type: none"> Tracking and review of behavior Data on MyEd Review of Data @ Staffmeetings
	To continue to implement support programs "proactively" to support at risk students (Girls + Boys Groups)	CYCW, AB Ed. EA & Staff			
	To continue to implement our Primary and Intermediate Self Regulation program	Aboriginal Child Youth Mental Health Worker, CYCW and AB Ed. EA	September 2017	Ongoing	

Priority	Strengthening meaningful relationships within and across schools, district and community to support success for students. (Community/Culture)		
Goal	To foster, develop and enhance quality partnerships to improve student experiences and learning outcomes.		
Outcome / Measure(s)	Description	Baseline Value	Target Value
	SCHOOL	Review previous years baseline data where appropriate.	Targets to be set Fall 2018 for school year.
	DISTRICT		
	<ul style="list-style-type: none"> Increase the sense of meaningful partnership connections between schools and district Increase the sense of meaningful connections between students and adults Collaborative Partnership Assessment using Partnership Quality Rubric Increased use of Blended Learning 	<ul style="list-style-type: none"> Expired Aboriginal Education Enhancement Agreement Student Engagement Survey Baseline Develop District Measure Develop District Measure Current Baseline 	<ul style="list-style-type: none"> Renewed Aboriginal Enhancement Agreement Increase in Student Engagement Indicators Develop District Measure Increased Use

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Strategy	Action Steps	Person Responsible	Start	Completion	Outputs
To continue to connect, and work with the Soowahlie Nation to integrate Aboriginal Culture into our school.	Regular meetings with the Soowahlie education workgroup to enhance school – band connects Continue with PALS @ Soowahlie Continue with SBT @ Soowahlie Continue using Soowahlie elders in our school to teach language and culture. Continue to celebrate National Aboriginal Day @ Soowahlie	Principal Aboriginal EA Soowahlie Chief & Educational Coordinator Cultus Staff	September 2016	Ongoing	Feedback from students, staff and our band (exit surveys) on work we complete together Satisfaction Survey results
To continue to connect, and work with the Community School to enhance learning opportunities for our students	Regular monthly meetings between the Principal & Community school board Continue to work with community school to deliver program that enhance the schools programs	Principal, School Community Coordinator, Community School Board	September 2016	Ongoing	Feedback from students, staff and our parents on work we complete together Satisfaction Survey results
To continue to work with our PAC to support the learning needs of the students in our school.	To seek feedback at PAC meetings on goals and objectives of the school growth plan. To work with our PAC to develop co-curricular opportunities for students at our school.	Principal, PAC Executive, Teachers	September 2016	Ongoing	Feedback from students, staff and our parents on work we complete together. Survey Instrument Satisfaction Surveys

Priority	Enhancing the culture, climate and learning environment to promote a sense of belonging, diversity, well-being and safety. (Social Emotional Wellness)		
Goal	To foster a positive, respectful workplace culture and sense of community.		
	Description	Baseline Value	Target Value

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Outcome / Measure(s)	SCHOOL	Baseline Data to be collected in the 2016 – 17 school year.	Initial Targets to be set in the spring of 2017.
	DISTRICT <ul style="list-style-type: none"> • Bi-annual Employee Satisfaction Survey • Improvement of intermittent staff absences relative to provincial norms 	Establish baseline value SRB attendance data for Chilliwack and Provincial EDAS attendance data as provided by BCPSEA	75% Satisfaction Rate Increase in Staff Attendance Levels

Strategy	Action Steps	Person Responsible	Start	Completion	Outputs
To work with staff to develop a process to collect information on staff satisfaction and needs	Staff developed surveys. Staff satisfaction survey's	Principal	September 2019	June 2019	Feedback from staff on the climate and culture of our building ?

Priority Goal	Aligning and allocating resources, equitably, responsibly and effectively, to support goals and key initiatives. (Resources)			
	To align resources to efficiently, and effectively execute the strategic plan.			
Outcome / Measure(s)	Description		Baseline Value	Target Value
	SCHOOL	Given the size of our school, we will look at goals in this areas in the 2019 – 2020 school year.		
	DISTRICT	<ul style="list-style-type: none"> • The Board of Education will receive understandable, relevant and timely financial updates 	4 Financial Reports/Year	4 Financial Reports with improved analysis

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	<ul style="list-style-type: none"> • Survey of Budget Managers to assess access to and use of financial information for planning and decision making • Regular program reviews to determine efficient and effective use of resources • Analysis of staffing allocation processes to create a stable and satisfying working and learning environment 	<p>Limited staff use of financial information</p> <p>Ad hoc review of programs to determine efficiency and effective use of resources</p> <p>Excessive number of part time jobs</p> <p>Lack of spring projection alignment with fall actuals</p>	<p>Increased staff use of financial information</p> <p>Regular review of programs to determine efficiency and effective use of resources</p> <p>Fewer part time jobs</p> <p>Greater alignment between staffing projections and staffing actuals</p>		
Strategy	Action Steps	Person Responsible	Start	Completion	Outputs