

Regina Public School Division

2023-2027 Strategic Plan

VALUES

I Belong; I Want to Know; I am Responsible; I Respect

MISSION

Regina Public Schools provides student-centered learning in inclusive, safe, and welcoming environments.

STRATEGIC IMPERATIVE

Student Experience

EXTERNAL VISION

All children and youth learn, grow, and contribute.

INTERNAL VISION

A caring community of engaged and diverse employees unified by a commitment to student growth.



WHAT IS A STRATEGIC PLAN?

A Strategic Plan provides a high-level overview of the organizational strategy for the next four years. The Division will implement specific actions and operational plans aligned with the Strategic Plan, measure our progress, and adjust as needed.



WHO WAS INVOLVED?

The Strategic Plan engagement approach was rooted in inclusivity and participatory contribution. The process included a background document review, input from high school students, eight focus group sessions, a public/stakeholder

engagement survey, and an employee engagement survey. Using these methods, the Regina Public School Division sought to capture the diverse perspectives, needs, and aspirations of the students, employees, and communities that we serve.



WHAT DID WE HEAR?

While there was a great diversity of thoughts and ideas shared during the sessions and surveys, there were some discernible themes that consistently emerged.



STUDENT FOCUS

Students must be at the centre of a well-designed and well-functioning education system. This involves aligning all functions and staff with a line of sight to the student experience.



STUDENT GROWTH

All students must have the opportunity to learn and grow in ways that are appropriate for their individual needs. Growth is not limited to academics, it also includes mental health and well-being and social inclusion.



FAMILY/CAREGIVER INVOLVEMENT

Encouraging family and caregiver involvement is critical to the well-being of students in and outside of the school setting. Families must have a voice in the education of their students.



INDIGENOUS FOCUS

Respondents were concerned with the relevance of the education system for Indigenous students and families. Programs must resonate with Indigenous students, families and communities to facilitate engagement in the system and a sense of belonging.



DIVERSITY, EQUITY, AND INCLUSION (DEI)

Consistent in all consultations was a need for the Division to model principles of Diversity, Equity, and Inclusion and integrate DEI into both programming and facilities.



EMPLOYEE ENGAGEMENT AND WELL-BEING

The education system is only as well as those working within it. There was consistent concern for the well-being, professional development, and engagement of employees. A positive employee experience is necessary for student and organizational success.



ADVOCACY

Drawing attention to the need for adequate resources to properly support public education is required.



SAFETY

The physical and mental safety of all within the Division must be paramount. This includes system-wide policies and procedures as well as the Division's organizational culture.

WHAT ARE OUR NEXT STEPS?

The Division will finalize Goals, Actions, Targets and Measures to align the day to day work of the Division to the Strategic Plan. This work will inform operational plans, school-level plans, and individual employee plans. The Board will be kept up-to-date on the progress of the Strategic Plan through regular accountability reporting and the public will be kept informed through an Annual Report.

