

REGINA PUBLIC SCHOOLS 2022-23 INTERIM STRATEGIC PLAN

ROAD TO RECOVERY: RE-ENGAGEMENT

VALUES: I Belong, I am Responsible, I Respect, I Want to Know

MISSION: To instill the value of knowledge, the dignity of effort, and the worth of the individual.



REGINA PUBLIC SCHOOLS

INTERIM PROVINCIAL EDUCATION PLAN PRIORITIES

MENTAL HEALTH AND WELLBEING

LEARNING RESPONSE

READING

BOARD PRIORITIES

Engage Families and School Community Councils

Engage with Indigenous Community and Elders Advisory Council

Advance Governance Leadership with a focus on Poverty Reduction Advocacy

Focus on Partnerships

DIVISION SERVICES PRIORITIES

EMPLOYEE HEALTH AND WELLBEING

Diversity, Equity and Inclusion

- Develop a workplace culture and engagement strategy that attracts, retains and engages a diverse, productive, innovative and skilled workforce.
- Support Diversity, Equity and Inclusion strategy including:
 - o Inclusive Human Resource processes, programs and services;
 - o Staff are supported and prepared to work in and contribute to a diverse environment; and
 - o Staff have the knowledge and skills to contribute to equity and inclusivity.
- Contribute to implementation of the Mental Health and Wellbeing Strategy by supporting staff mental health literacy and support staff in understanding and accessing supports and services.

Refresh Human Resources Business Practices

- Develop and deliver best practice human resources programs and services to meet the needs of our employees, Division operations, and strategic priority areas including working with Division leaders to identify and plan for current and future human resources needs.
- Implement technology solutions to improve Human Resources service delivery.

Workplace Health and Safety

- Evaluate and update the internal Health and Safety Management System to ensure continuous improvement of internal policies, practices, and programs to support the provision of a safe, healthy, diverse, inclusive, equitable, and harassment-free work environment.

EFFECTIVE BUSINESS SERVICES

Sustainable Financial Management

- Develop and implement a targeted and sustainable 2022-23 budget plan that aligns spending to support Division priorities.
- Monitor, report on and strategically manage reserve funds.

Refresh Business Practices

- Strengthen financial forecasting processes and build budget management skills across the Division to enhance accountability and manage the 2022-23 budget.
- Develop and implement a Division level purchasing function including inventory controls to safeguard the Division's assets.
- Develop a Division-wide records management process that adheres to sector standards for retention, access, and destruction.

Safe and Efficient Transportation

- Implement, monitor and evaluate light vehicle transportation changes.
- Monitor and analyze bussing and light vehicle transportation routes to find efficiencies while maintaining overall ride times.

SUSTAINABLE INFRASTRUCTURE

Safe and Sustainable Buildings

- Improve customer service experience by refreshing business processes, setting service standards and monitoring performance.
- Support Diversity, Equity and Inclusion strategy by developing Division-wide, multi-year plans for Intensive Supports program spaces, building accessibility, and gender-neutral spaces.
- Contribute to development of a Division-level environmental sustainability plan; renew inefficient building systems with new technologies; and implement energy use tracking and performance metrics.
- Deliver innovative, sustainable and efficient major capital projects.

Reliable IT Systems and Support

- Improve customer service experience by implementing recommendations from the IT Organizational Review.
- Improve the security posture of the school division by addressing recommendations from the CyberSecurity Assessment.
- Refresh the back-end technology for servers, storage, elementary school network equipment, data center core network Division firewall equipment.
- Review, update and Implement improvements to the IT asset management process.

STUDENT ACHIEVEMENT PRIORITIES

MENTAL HEALTH AND WELLBEING

Implement year two of Student Mental Health and Wellbeing Coordinator and Strategy.
Imbed Indigenous perspectives in the Divisions' Mental Health and Wellbeing and Diversity Strategies.
Invest in expert leadership through Comprehensive School Community Health and Diversity Coordinator.
Implement year two of Diversity Training.
Maintain Guidance Counsellor time to focus on student mental health and wellbeing.

EARLY YEARS GROWTH

Support PreK and K programs with a focus on oral language and early literacy.
Maintain Early Years Transition PreK Program, Early Learning Intensive Supports Pilot, and 4C Program.
Implement year three of readiness and literacy supports, kiskinwahamatok.
Monitor and provide supports to schools identified as having vulnerable populations, High-Count High Rate Schools.
Offer Summer Success Camps in 2022.

WAHKOTOWIN Interconnection of relationships, communities, and natural systems

Maintain Indigenous Advocate time to focus on student engagement.
Provide investments to sustain "Following Their Voices".
Support Michif Early Learning Pilot Project.
Expand and support land-based learning programming and resources.
Initiate a land-based learning pathway, miskasowin askihk, for high school students.
Maintain Elders in Residence.

STUDENT SUCCESS

Implement MathUp K to Grade 8.
Support re-engagement with resources focusing on instruction and assessment.
Focus on language skills for English as an Additional Language and French Immersion students.
Implement year two of Intensive Supports Development Coordinator and Autism Strategy.
Provide eSchool for third year.
Initiate a STEAM pathway for HS.
Expand Intensive Supports Curriculum and VAP Program.
Support Learning Response and Learning Re-Engagement Teachers and Coordinators.

SCHOOL PLANNING PRIORITIES

Continue to implement School-based Supports for Mental Health and Wellbeing within the tiered framework for intervention.
Identify students who need extra supports.
Continue to implement a Student Survey through OurSCHOOLS.

Re-engage with families.
Use data to identify readiness needs and provide supports.
Continue to focus on Student Achievement Strategic Plan Actions:
1) Readiness Best Practices
2) Outcome-based Assessment
3) Holistic Play-based Instruction and Inquiry
4) Emergent Literacy and Numeracy Instruction
5) Oral Language
6) Family Engagement
7) Transition
8) Independence
9) Intervention Supports.

Re-engage with families.
Use data to identify learning needs and provide supports.
Continue to focus on Student Achievement Strategic Plan Actions:
1) Disaggregation of Data Across all Priority Areas
2) Student Retention
3) Truth and Reconciliation Calls to Action
4) Indigenous Content, Perspective and Worldview
5) Treaty Outcomes
6) Diversity Education
7) Cultural Competencies.

Use data to inform Student Achievement Strategic Plan Actions.
Elementary Schools:
1) Balanced Literacy and Numeracy
2) Instruction and Assessment Best Practices
3) Intervention Supports
4) Learning Environment.
High Schools:
1) Inclusive, Safe and Welcoming Environment
2) Connections and Relationships
3) Skills and Knowledge
4) Mental Health and Wellbeing.

KEY RESULTS

RE-ENGAGEMENT

RETURN TO SCHOOL

LEARNING