Annual Operational Plan
2019-2020

CULTURE OF CARING

Our students experience a sense of belonging in caring environments that address their well-being.

- Enhance our learning environments so that all students can participate fully in their education.

Our staff is supported in mutually respectful and productive working relationships to enhance the success of all our students.

- Increase awareness of organizational benefits and programs that support employees’ well-being.

Our students, staff, and communities are supported in safe, inclusive, and collaborative learning environments.

- Actively seek opportunities to engage partners in purposeful interactions that benefit all members of our diverse community.
- Create a culture of safety-mindedness.
# CULTURE OF CARING

Our students experience a sense of belonging in caring environments that address their well-being.

Enhance our learning, teaching, and working environments so that all students can participate fully in their education.

## Actions:

- Increase supports for all aspects of student well-being, with an emphasis on equity and inclusion, and mental health.
- Embed Indigenous history, culture, and perspectives across the curriculum.
- Work to identify efficiencies and to modernize our operations, in order to support and sustain student programs.

## How will we know?

- Supports for student mental health see increased referral rates.
- Consultation informs the development and initial implementation of the RRDSB Equity Plan.
- The revised Grades 1-8 Health and Physical Education curriculum and PPM 162 are implemented.
- The consultation and development of the Grade 11 Contemporary Indigenous Voices English courses occur by June 2020.
- Further financial and operational efficiencies are identified by June 2020.
CULTURE OF CARING

Our staff is supported in mutually respectful and productive working relationships to enhance the success of all our students.

Increase awareness of organizational benefits and programs that support employees’ well-being.

**Actions:**

- Support individual healthy lifestyles and safe work practices through the Staff Well-Being Initiative.
- Continue with the redesign of the New Teacher Induction Program to provide support for each individual new teacher.

**How will we know?**

- The Staff Well-Being Plan continues to provide supports for employees, with the Not Myself Today campaign, site based professional development, the Attendance Support program, and the Facility Wellness Initiative.
- New Teachers will indicate that overall satisfaction in the supports provided.
CULTURE OF CARING

Our students, staff, and communities are supported in safe, inclusive, and collaborative learning environments.

Actively seek opportunities to engage partners in purposeful interactions that benefit all members of our diverse community.

<table>
<thead>
<tr>
<th>Actions:</th>
<th>How will we know?</th>
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</thead>
<tbody>
<tr>
<td>Implement the Keeping Kids in School initiative.</td>
<td>• There is an increase in the use of SeeSaw and Edsby by parents and guardians.</td>
</tr>
<tr>
<td>Engage all education partners in supporting student well-being, with a focus on equity, inclusion, and student success.</td>
<td>• Student persistent absenteeism trends decrease in Keeping Kids in School pilot schools.</td>
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<td></td>
<td>• Education partnerships and agreements are updated and/or enhanced.</td>
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**CULTURE OF CARING**

Our students, staff, and communities are supported in safe, inclusive, and collaborative learning environments.

Create a culture of safety-mindedness.

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<td>Move to a Strategic Enterprise Risk Management framework to create a culture of safety-mindedness.</td>
<td>• A Strategic Enterprise Risk Management Framework policy is developed by June 2020.</td>
</tr>
<tr>
<td>Support safe learning and working environments through ongoing health and safety training and enhanced practices.</td>
<td>• Online Workplace Incident reporting is implemented in the fall of 2019.</td>
</tr>
<tr>
<td></td>
<td>• There is a reduction in the number of workplace accidents and lost time.</td>
</tr>
<tr>
<td></td>
<td>• All student safety procedures are implemented by December 2019.</td>
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</tbody>
</table>
Annual Operational Plan
2019-2020

CULTURE OF LIFELONG LEARNING

Our students pursue learning pathways that reflect their individual interests and needs, and build their skills for the future.

- Enhance student, parent/guardian and staff understanding and awareness of all career opportunities and skill development.

Our students are prepared for their futures through excellence in instruction and assessment.

- Focus on continuous improvement and the narrowing of the achievement gap through balanced mathematics and literacy programming, K-12.

Our staff is equipped with the skills and resources to support every student in achieving success.

- Support innovative learning, inquiry and global competencies through evidence-based instructional strategies.
CULTURE OF LIFE-LONG LEARNING

Our students pursue learning pathways that reflect their individual interests and needs and build their skills for the future.

Enhance student, parent/guardian and staff understanding and awareness of all career opportunities and skill development.

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<td>Enhance student awareness and understanding of education and career pathways, through further implementation of Techways Program for students in Grades 7 and 8.</td>
<td>• Within 5 years, we increase our 5-year graduation rate from 78.3% to 85%, as per Ministry of Education calculated rates.</td>
</tr>
<tr>
<td>Continue with Year 3 of the Ojibwe Language Strategy, Anishinaabemodaa.</td>
<td>• All projects of Year 3 of Anishinaabemodaa are in progress.</td>
</tr>
</tbody>
</table>
**Actions:**

- Design and implement a multi-year system Math Plan.
- Continue support for Guided Practice in Literacy within K-3 classrooms.
- Build leadership capacity to support staff in using evidence-based instruction, rich learning tasks, and descriptive feedback and coaching.

**How will we know?**

- A multi-year system Math Plan is developed with initial implementation during the 2019-20 school year.
- Our students demonstrate increased success in literacy and math on provincial assessments.
- Leader Learning Teams are continued in the 2019-20 school year, focusing on literacy and/or math improvement efforts.
CULTURE OF LIFE-LONG LEARNING

Our staff is equipped with the skills and resources to support every student in achieving success.

Support innovative learning, inquiry and global competencies through evidence-based instructional strategies.

**Actions:**

- Build on best practices to enhance and expand experiential learning opportunities for students, with a focus on students in Grades 7-12.
- Implement the Makerspace Pilot for Grades 4-6 classes in select schools.

**How will we know?**

- The revised Grade 10 Career Studies curriculum is implemented across the District.
- Schools within the Makerspace Pilot indicate an improved sense of educator confidence and efficacy in designing and delivery lessons that develop the Global Competencies.