

2019-2022 BOARD IMPROVEMENT PLAN

January 20, 2021

GOAL: Empower each school to effectively program to meet the needs of all students by refining our integrative and responsive service model.



Improvement Actions

5 Guiding Questions

1. Who are our students as learners?
2. What do we want them to be able to know and do?
3. How will we program to promote student learning?
4. How will we know if students are progressing and achieving?
5. What will we do for those that continue to struggle?

System Culture and Practices

- Use Equity Principles to make decisions for the purpose of planning at the system/school level.
- Promote a culture of trust and team among all stakeholders in HPEDSB through open and transparent communication and decision-making.
- All system staff and departments use the Board Improvement Plan (BIP) and the "5 Guiding Questions" to frame planning, decision making, and resource allocation.
- Build connectedness between central departments through integrative decision-making and collaborative actions.

Leadership Development

- Enhance leadership development and succession planning through specific training, mentorship and learning opportunities for school and system leaders.
- Differentiate support for school leaders in School Improvement Planning (SIP) design and Instructional Leadership, to facilitate change in educator practice and improve student achievement, based upon the "5 Guiding Questions" to frame planning, decision making and resource allocation.
- School improvement conversations between school leaders and senior team members are consistently focused on intentional leadership moves.

Teaching and Learning

- Enhance capacity of educators to use the "5 Guiding Questions" to frame planning, decision making, and resource implementation, grounded upon Ontario Curriculum, Learning for All, and Growing Success.
- Build capacity of educators to program through the lens of Universal Design for Learning (UDL), starting with an awareness of learner profiles.
- Differentiate support for school teams to enhance implementation of effective teaching, assessment and evaluation.
- Differentiate support for schools to implement tiered supports and strategies to close achievement gaps.

Sources of Data for Monitoring Continued Sustained Improvement

- Procedural Updates
- Progressive Discipline and Promoting Positive Student Behaviour data
- System Departmental Plans
- Staff Surveys

- Professional Development Schedules
- Leadership Learning Opportunity Artifacts
- Superintendent School Visit Summaries
- School Leadership Surveys

- Student Achievement Data
- Attendance Data
- Staffing and Resource Allocation
- Expression of Interest Response Plan
- Educator feedback following school support