



HASTINGS AND PRINCE EDWARD
DISTRICT SCHOOL BOARD

LEARNING TOGETHER



2020-2025

Strategic Plan

STRATEGIC PRIORITIES

Foster a Culture of Excellence and High Expectations For All

- Decisions will be made from a student-centered approach considering the impact on students and connected to this plan
- Improve the student experience as informed and evidenced by the annual completion of secondary school exit surveys
- Provide universally designed learning opportunities and supports based on each student's learner profile
- Enhance staff potential and professional development experiences through the utilization of employee growth plans, performance appraisals and recognition opportunities
- Recognize and celebrate innovation and excellence on an annual basis
- Enhance leadership development and succession planning through specific training and mentorship opportunities
- Advocate for public education and demonstrate sound decision making through good governance



Promote Safety and Well-Being

- Create environments where students and staff feel safe and are supported to learn, work and thrive
- Foster resiliency and respectful relationships among and between staff and students
- Reduce the number of student suspensions and expulsions
- Adopt the principles of Restorative Justice, and provide appropriate and personalized interventions wherever needed
- Support students and staff through increased awareness and access to professional mental health resources
- Collaborate with community partners to support the needs of students and staff
- Support employee mental health and wellness through professional resources, supports and innovative practices



Strengthen Community through Equity and Social Justice

- Provide intentional resources and opportunities to create a culture of acceptance, adopting principles of equity that reflect the diversity of our students, their families and staff
- Create inclusive environments by increasing the visibility and recognition of diversity, including the celebration of Black History Month, Pride Month and Indigenous History Month
- Ensure greater inclusion and diversity of student representation at all levels of Board and school leadership
- Identify and reduce discrimination through enhanced tracking, monitoring and education
- Support and implement necessary actions to incorporate Recommendation #10 of the Calls to Action from the Truth and Reconciliation Commission:
 - Close identified educational achievement gaps to within one generation
 - Improve education attainment levels and success rates
 - Develop culturally appropriate curricula
 - Assert and teach aboriginal languages as credit courses
 - Enable parental and community responsibility, control and accountability for what all parents enjoy in public school systems
 - Enable Aboriginal parents to fully participate in the education of their children
- Collect voluntary self-identification Indigenous student data to intentionally make program and resource decisions
- Ensure recruiting, hiring, and retention practices reflect diversity and inclusion
- Utilize gender-neutral language in all Board documents and practices



Improve Student Success and Achievement

- Annual increase in the percentage of students meeting the provincial standards in Grade 3, 6, 9, and 10 assessments
- Annual increase in students (Kindergarten to Grade 3) reading at benchmarks by establishing a comprehensive early literacy strategy, with an emphasis on speech and oral language development and phonemic and phonetic competence levels
- Annual increase in individual secondary school graduation rates, and overall Hastings and Prince Edward District School Board graduation rate, year over year, meeting provincial standard by 2025 (85%)
- Annual increase in the number of adult students achieving an Ontario Secondary School Diploma (OSSD)
- Annual increase in the number of students in Grades 9 to 12 achieving credit benchmarks (8 for 8 credits in Grade 9, and 16 for 16 credits in Grade 10)
- Increase in the number of students accessing Ontario Youth Apprenticeship Programs (OYAP), Dual Credits and Specialist High Skills Major (SHSM) opportunities



Ensure Responsible Communications

- Promote Hastings and Prince Edward District School Board as the system of choice through a new unified corporate and school identity
- Improve experience through revised and diverse communication platforms
- Improve public relations by providing information that is timely, transparent and accessible for all
- Increase awareness and presence through the sharing of compelling student, staff and school experiences
- Increase engagement in the number of parents participating in Parent Involvement Committee events and school councils

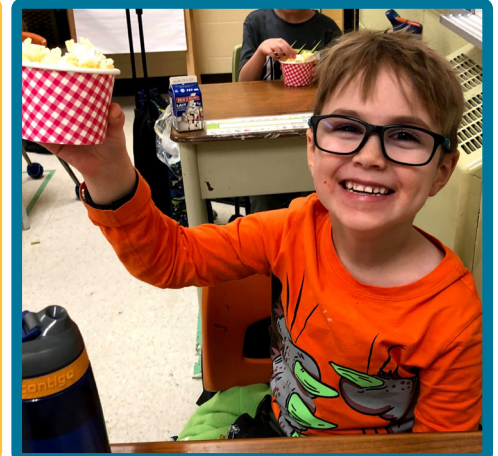
Vision: Lead with integrity and high expectations for all.

Mission: Inspire curiosity, display compassion and empathy, nurture individuality, and foster a sense of community on our journey to higher achievement.



HPE

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