

OPERATIONAL PLAN

Lisa Coffey
Superintendent of Education

Well-being:

Goal: Establish a succession plan strategy for leadership positions to ensure the continuation of service, knowledge transfer, and seamless transitions.

Actions:

- Continue to develop comprehensive mentorship programming in alignment with the SCDSB Strategic Priorities.
- Collaborate with the Human Resources department on the delivery and promotion of a leadership certificate course.

Diversity, Equity and Inclusion:

Goal: Support New Teacher Induction Program (NTIP) teachers in fostering safe and inclusive learning spaces.

Actions:

- Recruit NTIP mentors who prioritize equity, inclusion, and well-being.
- Provide NTIP teachers with professional learning focused on equitable instruction practices.
- Expand mentorship opportunities to external candidates.

23-24

OPERATIONAL PLAN

Lisa Coffey
Superintendent of Education

Community:

Goal: Enhance the sense of community and belonging at SCDSB schools.

Actions:

- Arrange opportunities for administrators to collaborate and share best practices for establishing a sense of community in SCDSB schools.
- Implement coaching program focused on building meaningful and inclusive community connections at all SCDSB schools.

Excellence in Teaching and Learning:

Goal: Ensure high quality professional learning and support for New Teacher Induction Program (NTIP) teachers.

Actions:

- Support central staff and central leaders with building and delivering professional learning in alignment with the SCDSB Strategic Priorities.
- Ensure NTIP teachers acquire the skills and information needed to advocate for their success.

23-24 OPERATIONAL PLAN

Greg Jacobs
Superintendent of Education

Well-being:

Goal: Prioritize student and staff well-being through the creation of healthy learning and working environments.

Actions:

- Ensure that administrators and managers complete mandatory health and safety training and implement practices in their work location.
- Ensure that members of the Joint Health and Safety Committee meet on an ongoing basis to collaborate on strategies that will mitigate health and safety concerns.
- Expand upon healthy school initiatives by leveraging resources available through Ophea.
- Align Ophea Healthy Schools certification programs with EcoSchools strategies.

Diversity, Equity and Inclusion:

Goal: Further develop student and staff understanding of diversity, equity, and inclusion through an integrated character education approach.

Actions:

- Include the Seven Grandfather Teachings of the Anishinaabe in the character education program as reflected in the revised character education attributes.
- Ensure that character education plaques are displayed in all schools.
- Incorporate character education into the First 20 Days of learning with lessons and input from the Indigenous Education and Diversity, Equity, and Inclusion departments.
- Promote, recognize, and celebrate character with students, staff, and parents/guardians as partners in SCDSB schools.

OPERATIONAL PLAN

Greg Jacobs
Superintendent of Education

Community:

Goal: Collaborate with the Simcoe Muskoka District Health Unit on initiatives that promote health and well-being.

Actions:

- Share positive and preventative health messages from the Simcoe Muskoka District Health Unit with families through the monthly school newsletter.
- Attend Active School Travel committee meetings and support related initiatives and communication campaigns.

Excellence in Teaching and Learning:

Goal: Ensure that all SCDSB schools register as an Ophea Healthy School and achieve gold level certification.

Actions:

- Support school staff with ensuring completion of the Four-Step Healthy Schools Process.
- Review school plans for achieving certification.
- Ensure applications for certification are complete and submitted within the established timelines.

23-24 OPERATIONAL PLAN

Sarah Kekewich
Manager of Communications

Well-being:

Goal: Expand opportunities for staff recognition and celebrations.

Actions:

- Conduct a consultation with all staff to gain input related to staff recognition and possible programs.
- Utilize findings from the consultation to develop a staff recognition program to be facilitated through the Staff Wellness committee.
- Highlight staff achievements through SCDSB Celebrates.

Diversity, Equity and Inclusion:

Goal: Ensure communications strategies align with year-one actions outlined in the Employment Equity Action Plan.

Actions:

- Collaborate with the Research department to further explore data collected through the SCDSB Workforce Census.
- Develop a comprehensive communication plan that builds cultural awareness and celebrates the diversity and identity of all SCDSB employees.
- Establish a process for system implementation and awareness of the SCDSB Employment Equity Action Plan.

OPERATIONAL PLAN

Sarah Kekewich
Manager of Communications

Community:

Goal: Provide partners and stakeholders with regular updates and information about the business of the SCDSB in alignment with the SCDSB Strategic Priorities.

Actions:

- Develop a bi-monthly newsletter for distribution to community partners and stakeholders.
- Develop a communications plan to promote the newsletter and encourage subscribers.

Excellence in Teaching and Learning:

Goal: Recognize and celebrate the success of students in the skilled trades and apprenticeship pathway.

Actions:

- Collaborate with the Student Success department on the delivery of a board-wide promotion campaign.
- Support the promotional activities outlined in the Ontario Youth Apprenticeship Program business plan for the 2023-24 school year.

23-24 OPERATIONAL PLAN

Dean Maltby
Superintendent of Student Achievement (7-12)
Kristen Fennell, Assistant Superintendent

Well-being:

Goal: Establish the Education Centre as an outdoor learning hub with outdoor spaces that inspire curiosity, foster innovation, and provide students and staff with a natural context for acquiring leadership skills.

Actions:

- Construct an outdoor classroom and install a low-ropes course and storage facility on the Education Centre property.
- Develop leadership programming for Grade 7 students that incorporates Indigenous ways of knowing and well-being strategies.
- Schedule programming dates for the 2023-24 school year and arrange transportation.

Diversity, Equity and Inclusion:

Goal: Increase student and staff access to identity-affirming, evidence-based mental health and well-being supports and strategies.

Actions:

- Provide educators with professional learning regarding promotion and prevention strategies related to mental health and well-being.
- Facilitate the mental health literacy course for educators, administrators, and senior staff.

OPERATIONAL PLAN

Dean Maltby
Superintendent of Student Achievement (7-12)
Kristen Fennell, Assistant Superintendent

Community:

Goal: Enhance educators' understanding of the skilled trades and apprenticeship pathway, and the benefits of a career in the skilled trades.

Actions:

- Coordinate and provide experiential professional learning opportunities for guidance counsellors, graduation coaches, special education, resource, and Career Studies teachers.
- Expand community partnerships with skilled trades employers and local organizations to support professional learning opportunities for educators.

Excellence in Teaching and Learning:

Goal: Engage educators in a variety of professional learning opportunities related to mathematics.

Actions:

- Plan and facilitate system-wide Mathematics Learning and Leadership Regional Network (M2LRN) sessions.
- Support school leaders and math leads in the planning and facilitation of professional learning communities (PLCs).
- Through mathematics instruction and assessment facilitators, support educators in identified classrooms with planning and providing relevant and responsive learning opportunities for students.

23-24 OPERATIONAL PLAN

John Playford
Superintendent of Education

Well-being:

Goal: Continue to improve the sense of belonging of Indigenous students and staff.

Actions:

- Increase opportunities for Indigenous staff to have a voice through the establishment of an affinity group for Indigenous staff.
- Provide school-wide Indigenous-focused cultural activities for all students.

Diversity, Equity and Inclusion:

Goal: Ensure representation of First Nations, Métis and Inuit peoples throughout the SCDSB.

Actions:

- Ensure First Nation, Métis, and Inuit representation in resources, practices, staffing, and language across the SCDSB.
- Expand recruitment of Indigenous peoples to all roles within the SCDSB.

OPERATIONAL PLAN

John Playford
Superintendent of Education

Community:

Goal: Continue to build collaborative leadership with the Indigenous community.

Actions:

- Continue to foster relationships with Indigenous community leaders through the First Nation, Métis and Inuit Education Advisory Committee and the Indigenous Education Advisory Committee.
- Create a network of community resources to improve supports and outreach to Indigenous families

Excellence in Teaching and Learning:

Goal: Support the revitalization of the Anishinaabemowin language.

Actions:

- Expand Anishinaabemowin language programs within elementary schools in the Midland/Penetanguishene and Orillia areas.
- Provide supports to Indigenous staff members wishing to enroll in Indigenous teacher education programs.

23-24 OPERATIONAL PLAN

Chris Samis
Superintendent of Student Achievement (K-6)/Special Education

Well-being:

Goal: Increase use of responsive and direct instructional practices related to music instruction, with an intentional focus on the positive impacts of music on student well-being and sense of belonging.

Actions:

- Plan and facilitate system-wide professional learning for music teachers who are new to the role.
- Collaborate with the Diversity, Equity, and Inclusion, French, and Indigenous Education departments to facilitate culturally relevant and responsive repertoire within classrooms.
- Pilot implementation of Music Care program in select schools with a focus on well-being.

Diversity, Equity and Inclusion:

Goal: Implement new early reading screening tool to support students in Year 2 Kindergarten, Grade 1, and Grade 2 who are struggling to read.

Actions:

- Provide direct support to students struggling to learn to read by adding 14 reading facilitators to elementary schools.
- Provide remediation through special education resource teachers for students who continue to demonstrate difficulty with reading.
- Provide professional learning opportunities for special education resource teachers focused on instructional accommodations.

23-24 OPERATIONAL PLAN

Chris Samis
Superintendent of Student Achievement (K-6)/Special Education
Kristen Fennell, Assistant Superintendent

Community:

Goal: Engage SCDSB families in opportunities to learn about supporting their child(ren) in understanding and doing mathematics.

Actions:

- Create a page on the SCDSB website with family-friendly, accessible, and engaging math resources and tools to support student learning.
- Support school staff in the planning and implementation of opportunities for families to engage together in mathematics learning.
- Plan and facilitate virtual Math @Home sessions for parents/guardians.
- Provide families with math kits in order to participate in math engagement activities.

Excellence in Teaching and Learning:

Goal: Implement new evidence-based screening assessment to identify and respond to students' needs related to reading.

Actions:

- Plan and facilitate system-wide professional learning to support the implementation of the new Kindergarten to Grade 8 language curriculum.
- Continue system-wide implementation of the University of Florida Literacy Institute (UFLI) Foundations in all elementary schools to focus on direct instruction of the foundational reading skills.
- Provide professional learning opportunities for administrators leading the implementation of the new reading screener and language curriculum.

23-24 OPERATIONAL PLAN

Charlene Scime
Superintendent of Education

Well-being:

Goal: Enhance data protection and foster digital citizenship system-wide.

Actions:

- Further develop cyber security awareness programs and formalize system-wide implementation of training.
- Establish a third-party application review committee with a defined process to review school-based applications for privacy, security, and pedagogical fit with SCDSB teaching and learning standards.

Diversity, Equity and Inclusion:

Goal: Develop and support strong internal and external partnerships with a focus on equity of access and opportunity.

Actions:

- Establish partnerships with organizations where resulting synergies will directly benefit students from equity-seeking groups.
- Enhance the framework for internal and external individuals and organizations to identify potential partnership opportunities for review and consideration, consistent with the SCDSB's focus on diversity, equity, and inclusion.

OPERATIONAL PLAN

Charlene Scime
Superintendent of Education

Community:

Goal: Implement energy-efficient practices and technologies to reduce electricity consumption associated with the board's information technology infrastructure.

Actions:

- Investigate opportunities to utilize automation to reduce power consumption, particularly during off-hours.
- Include energy consumption data in hardware purchasing decisions.

Excellence in Teaching and Learning:

Goal: Modernize the network infrastructure of schools to enhance quality of service and enable integration of new technologies and applications that support the educational needs of students and staff.

Actions:

- Complete new Wi-Fi project at all SCDSB locations by September 2024.
- Roll out new core and school network by September 2024.
- Implement quality control and monitoring systems.

23-24 OPERATIONAL PLAN

Susan Sidlofsky
Superintendent of Education

Well-being:

Goal: Increase parent/guardian access to mental health and well-being supports for their child(ren).

Actions:

- Provide members of the Parent Involvement Committee (PIC) with information about mental health and well-being supports available for students through the SCDSB.
- Encourage members of the PIC to disseminate mental health and well-being resources to school council members.
- Promote the use of Parent Reaching Out grants for parent sessions related to student mental health and well-being
- Design the annual Connections event for PIC members and school council chairs to focus on mental health and well-being.

Diversity, Equity and Inclusion:

Goal: Increase participation in Student Senate meetings in order to enhance student voice and facilitate student leadership opportunities.

Actions:

- Encourage all secondary schools to prioritize student leadership by supporting the development of a student council that is organized by students for students.
- Foster inclusive practices that encourage participation of students from all pathways in school council meetings.
- Engage student councils in opportunities to have dialogue with the student trustees and Student Senate representatives from across the SCDSB.

OPERATIONAL PLAN

Susan Sidlofsky
Superintendent of Education

Community:

Goal: Publicize the SCDSB service standard protocol for response to queries from parents/guardians.

Actions:

- Include content on the Parent Involvement Committee (PIC) page of the SCDSB website related to communication standards and expectations.
- Provide PIC members with resources about home-to-school communication processes for dissemination to parents/guardians through school councils.
- Highlight communication standards and service excellence response times for addressing parent/guardian concerns.

Excellence in Teaching and Learning:

Goal: Support students in special education programming in developing a greater sense of independence through access to transportation opportunities.

Actions:

- Establish and pilot a partnership with municipal transit systems to support student transportation.

23-24 OPERATIONAL PLAN

Dawn Stephens
Associate Director/Superintendent of Human Resource Services
Iain McMeekin, Assistant Superintendent

Well-being:

Goal: Build leadership capacity in the area of mental health and well-being.

Actions:

- Deliver mandatory mental health certification training facilitated by Telus Health to all administrators, managers, and assistant managers.

Diversity, Equity and Inclusion:

Goal: Expand recruitment efforts to reach individuals from equity-seeking groups.

Actions:

- Establish partnerships with local and regional organizations that reach individuals from equity-seeking groups.
- Host virtual and in-person recruitment events and information sessions.
- Create inclusive job descriptions and recruitment materials.

23-24 OPERATIONAL PLAN

Dawn Stephens
Associate Director/Superintendent of Human Resource Services
Iain McMeekin, Assistant Superintendent

Community:

Goal: Build capacity amongst human resource professionals within Simcoe County.

Actions:

- Establish a committee of human resource professionals from multiple sectors in Simcoe County.
- Explore opportunities for shared training and professional development.

Excellence in Teaching and Learning:

Goal: Ensure recruitment practices are inclusive and consistent with the principles of the Ontario Human Rights Code.

Actions:

- Develop training and certification program on behavioural-based interviewing with a focus on bias-free hiring principles.
- Ensure all those responsible for the recruitment of SCDSB employees complete the training and certification program.

23-24 OPERATIONAL PLAN

Corry Van Nispen
Superintendent of Business and Facility Services

Well-being:

Goal: Develop strong business cases for additions, new schools, and child care spaces to accommodate growth and support student success and well-being.

Actions:

- Ensure capital priority submissions meet the proposal requirements as defined by the Ministry of Education.
- Ensure submissions for capital funding meet Ministry of Education timelines and specifications.
- Continue to secure land in Simcoe County and pursue sites that can support construction of schools using standardized designs that are either scalable, repeat designs, or designs available through the provincial catalogue.

Diversity, Equity and Inclusion:

Goal: Foster a culture of accountability and responsibility for health and safety across the SCDSB.

Actions:

- Include all staff in ongoing health and safety training to increase awareness and reinforce roles and responsibilities of all staff in creating healthy and safe learning and working environments.
- Continue to deliver monthly health and safety training sessions for administrators and supervisors.
- Equip all staff with the knowledge and resources to identify and address potential risks in the workplace.

OPERATIONAL PLAN

Corry Van Nispen
Superintendent of Business and Facility Services

Community:

Goal: Ensure accountability and transparency with respect to the SCDSB's financial statements and review process.

Actions:

- Conduct regular meetings with the SCDSB Audit Committee.
- Support the SCDSB Audit Committee with reviewing and making recommendations to the Board of Trustees regarding the annual audited financial statements.
- Publish audited financial statements on the SCDSB website annually.

Excellence in Teaching and Learning:

Goal: Ensure ongoing financial stability and capability.

Actions:

- Ensure financial management decisions are made in the best interest of students in alignment with the goals in the SCDSB Strategic Plan.
- Build capacity for facilitating strategic investments that ensure ongoing sustainability of programs and initiatives.

OPERATIONAL PLAN

Matthew Webbe
Superintendent of Education

Well-being:

Goal: Support wellness and inclusion initiatives for students and staff from equity-seeking groups.

Actions:

- Foster structures that value and affirm the lived experiences of staff through the continued formation of staff affinity groups.
- Ensure secondary school students are aware of supports available through the graduation coaches for Black, racialized, and 2SLGBTQ+ students.
- Support educators and administrators in identifying and removing barriers to student achievement and well-being through professional learning opportunities.

Diversity, Equity and Inclusion:

Goal: Support staff with establishing and achieving annual goals related to belonging in school equity action plans.

Actions:

- Provide staff with resources to support school-specific actions to increase students' feeling of belonging.
- Provide staff with professional learning and access to support through the Diversity, Equity, and Inclusion department itinerant resource teachers and graduation coaches.

OPERATIONAL PLAN

Matthew Webbe
Superintendent of Education

Community:

Goal: Continue to build trusting, collaborative relationships with parents/guardians from equity-seeking communities through the Equity Advisory Committee.

Actions:

- Encourage Equity Advisory Committee members to engage in the review, development, implementation, and monitoring of diversity, equity, and inclusion initiatives.
- Engage Equity Advisory Committee members in board-wide initiatives to increase awareness and understanding of diversity, equity, and inclusion work occurring in SCDSB schools.
- Provide members of the Equity Advisory Committee with opportunities to share information and resources for staff and students.
- Provide Equity Advisory Committee members with regular updates and opportunities for input regarding the SCDSB Employment Equity Action Plan.

Excellence in Teaching and Learning:

Goal: Support multilingual learners in attaining their academic goals.

Actions:

- Provide professional learning opportunities for secondary school educators on the delivery of Steps to English Proficiency (STEP).
- Establish multilingual learner leads at each secondary school to drive professional learning at their school and manage required data and reporting.
- Provide multilingual learner leads with the tools required to build learning environments that are safe, welcoming, and supportive of multilingual learners.

23-24 OPERATIONAL PLAN

Scott Young
Superintendent of Education

Well-being:

Goal: Support schools with fostering student achievement and well-being through healthy learning environments that are safe and inclusive.

Actions:

- Collaborate with the Research department on the development of a school climate survey for the 2023-24 school year that includes questions about belonging and well-being.
- Develop a communication strategy to promote and encourage participation in the school climate survey.
- Review survey results to celebrate areas of success and address areas for improvement.

Diversity, Equity and Inclusion:

Goal: Support school teams with the development of consistent, school-specific plans for bullying prevention and intervention.

Actions:

- Continuously assess the impact of school-specific bullying prevention and intervention plans and make any necessary adjustments for improvement.
- Ensure that students, staff and members of the school community have a clear understanding of what constitutes bullying and promote awareness during Bullying Prevention Week.
- Streamline process for reporting incidents of bullying and ensure timely response and supports.

OPERATIONAL PLAN

Scott Young
Superintendent of Education

Community:

Goal: Foster collaborative relationships between police services in Simcoe County and the SCDSB.

Actions:

- Initiate meeting with police services representatives to establish partnership goals and a coordinated approach to creating safe and accepting schools.
- Update and sign the Police/School Board Protocol.
- Develop a clear and transparent communication plan to inform staff, students, families, and stakeholders about the Police/School Board Protocol.

Excellence in Teaching and Learning:

Goal: Enhance learning opportunities for students through collaboration with community partners.

Actions:

- Assess and evaluate applications for in-school presentations to ensure alignment with curriculum expectations and connections to the SCDSB Strategic Priorities.
- Develop catalogue of approved presenters and promote catalogue to staff.