



Hastings and Prince Edward
District School Board



AiM – Achievement in Motion
System Plan 2005–2009

**Year 4 Goals, Action Plans
and Action Steps**



**Caring, Cooperation, Honesty, Humour, Integrity
Respect, Responsibility, Trustworthiness**



AiM - Achievement in Motion for Student Success

In 2005 Hastings and Prince Edward District School Board introduced *Achievement in Motion for Student Success*, or *AiM*, a five-year system plan to improve student learning and focus district resources on helping students to achieve success. The plan has been updated each year, with this being Year 4.

For Year 4 of *AiM*, the five goals remain the same:

- Success for All Students
- System of Character
- Employee Excellence
- Open Communication
- Community Relationships

Each goal has action plans and actions steps attached to it. These have been updated for Year 4.

AiM has a system-wide focus to guide the actions and decisions of all employees. As a service organization, Hastings and Prince Edward District School Board is committed to providing programs and services to help all students and employees reach their full potential. *AiM* is the foundation from which all our system goals and actions are aligned. Hastings and Prince Edward District School Board believes that all students can learn, no matter their personal circumstances. Through the *AiM* system plan, strategies are developed to ensure students *acquire the skills needed to succeed in school and in life, and to become confident, well-rounded, critical thinkers.*

– Taken from *Reach Every Student—Energizing Ontario Education, Winter 2008*

For the 2008-2009 school year the district focus continues to be on literacy, specifically on reading, from Kindergarten to Grade 12. The time, energy and commitment of all employees are evidence of the priority in Hastings and Prince Edward to provide students with the tools they need to achieve.



CHAMPION

SUCCESS FOR ALL STUDENTS

GOAL Hastings and Prince Edward District School Board delivers an extraordinary educational experience for every student with a commitment to continual improvement and success for all.

Jan Montgomery

ACTION PLAN 1 All students demonstrate the skills and values to contribute positively to their communities. *Each student is unique—all students can achieve. Our commitment is to every student.*

ACTION STEPS

1. Students will demonstrate improved achievement in literacy.
 - ELEMENTARY: Reading and writing, and making meaningful connections to construct meaning from non-fiction text.
 - SECONDARY: Ontario Secondary School Literacy Test and Grade 9 EQAO Math.
2. Identify and implement strategies to reduce gaps in student achievement for students with Special Education needs, boys and Aboriginal students.
3. Improve credit accumulation for Grade 9 and 10 students to align with the 85 percent graduation rate mandated by the Ministry of Education.

Trish FitzGibbon

ACTION PLAN 2 Students select appropriate program pathways and experience success. *Every student—a successful pathway. Every pathway—a valued destination.*

ACTION STEPS

1. Address elementary to secondary transition planning through:
 - Purchase and implementation of an electronic version of the academic planner for Grades 7 to 12.
 - Development and distribution of school based resources for the delivery of the Parents as Career Coaches program for Grades 7 to 12.
 - Continued differentiated instruction training for all Grade 7 and 8 teachers, as well as piloting the Ministry of Education Grade 9 and 10 differentiated instruction project.
2. Implement a new business intelligence tool at the elementary level to support the tracking of student success indicators and improved student achievement.

Dave Rutherford **ACTION PLAN 3** Maximize and align resources to provide excellent learning and working environments.

ACTION STEPS

1. Prepare for a Ministry of Education operational review.
2. Coordinate interdepartmental management databases and associated applications.

Trish FitzGibbon **ACTION PLAN 4** Ensure all students and employees experience safe, effective and respectful learning environments.

ACTION STEPS

1. Update and/or develop protocols based on identified priorities, such as threat/risk assessment, police and emergency response.
2. Establish a multi-departmental work team consisting of Information and Technology Services, Facility Services and Special Education Services, to develop a framework for the implementation of digital surveillance systems for schools.
3. Identify and implement priorities for progressive discipline through:
 - Revision and distribution of progressive discipline and school safety resource documents.
 - Supporting schools in establishing and implementing safe and healthy school teams.
 - Implementation of a progressive discipline enhanced support initiative in two schools with Grade 7 and 8 students.



SYSTEM OF CHARACTER

GOAL All partners within Hastings and Prince Edward District School Board community know, understand and demonstrate a commitment to the *Growing with Character* attributes (caring, cooperation, honesty, humour, integrity, respect, responsibility and trustworthiness). These attributes provide the foundation to the realization of the system goals.

CHAMPION

Kathy Soule **ACTION PLAN 1** Integrate *Growing with Character* into system and school culture, operations and practices.

ACTION STEPS

1. Embed the attributes in system and school, such as print, electronic and live presentations.
2. Develop presentations to promote school and system accomplishments that reflect character attributes.
3. Provide to the system, school and community partners presentations that reflect *Growing with Character*.



EMPLOYEE EXCELLENCE

GOAL Hastings and Prince Edward District School Board is an organization where every employee counts, every employee cares, and every employee shares in the success of our students.

CHAMPION

Rob McGall **ACTION PLAN 1** Recognize employee achievements and their contributions to student success.

ACTION STEPS

1. Refine and sustain employee recognition programs, with a focus on service recognition.
2. Create an inventory of all system employee recognition practices and develop a framework that is inclusive of recognition provided to all employees.

Dave Rutherford **ACTION PLAN 2** Actively promote wellness and healthy active living for all staff.

ACTION STEPS

1. Promote a full system approach to health and wellness and encourage inclusive and voluntary participation.
2. Analyze benefit program offerings.

Rob McGall **ACTION PLAN 3** Promote a balanced approach to coaching, mentoring and professional development for all employees.

ACTION STEPS

1. Provide a full and inclusive system approach to identifying and meeting professional development needs for all employees.
2. Utilize and enhance the system calendar of events to:
 - Promote and enable event participation
 - Facilitate registration
 - Issue participant reminders
 - Track participation interest and involvement



OPEN COMMUNICATION

CHAMPION

Kathy Soule

GOAL Hastings and Prince Edward District School Board strengthens public confidence through clear and transparent two-way communication, and is recognized as the system of choice in the communities we serve.

ACTION PLAN 1 Promote HPEDSB as the system of choice through a focused marketing plan.

ACTION STEPS

1. Ongoing promotion of celebrations of success with a focus on positive media coverage of school and system initiatives.
2. Establish a variety of opportunities for interactive discussion and feedback, such as electronic, face-to-face and print.
3. Communicate the system plan to internal and external audiences.

Kathy Soule

ACTION PLAN 2 Provide technological tools to improve communication and collaboration.

ACTION STEPS

1. Implement a consistent and standardized approach to e-Community, school newsletters, school and district websites.
2. Develop and implement a search function on the district website.



COMMUNITY RELATIONSHIPS

CHAMPION

Kathy Soule

GOAL Hastings and Prince Edward District School Board actively partners with students, families, communities and organizations to build engaging learning environments that contribute to the social, emotional and economic well-being of every student.

ACTION PLAN 1 Engage community partners in developing inclusive school communities that recognize and support diversity and equity.

ACTION STEPS

1. Develop a project plan to implement the Aboriginal Education initiative.
2. Implement the recommended priorities of the Equity and Diversity Steering Committee.

Dave Rutherford

ACTION PLAN 2 Engage school communities and the broader community in the alignment of physical, human and financial resources.

ACTION STEPS

1. Continue to support the Accommodation Review Committees (ARC) in West Belleville and North Hastings and ensure information is communicated to all stakeholders at appropriate/required intervals.
2. Enhance community use of board facilities.



Hastings and Prince Edward District School Board