

A Great Place to Learn



Hastings and Prince Edward
District School Board

A, I, M 
for Student Success!

Director's Meeting
May 2006



System Goal: Success for All Students

The 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.




System Goal: Success for All Students


CHAMPION: ROB McCall


Action Plan 1: Every student demonstrates the skills and values to contribute positively to their chosen communities.



Multi-department planning team: Darryl Denyes, Trish FitzGibbon, David Fox, Rob McCall, Jan Montgomery and Michael Prendergast

SUCCESS FOR ALL STUDENTS ▶ ACTION PLAN 1 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Set and measure specific targets for student performance in the areas of literacy and numeracy, credit accumulation rates, graduation and planned exit rates. Collaboratively define targets for student performance in the areas of community, culture and caring indicators.</p> <ul style="list-style-type: none"> • Consultation with administrators to develop system targets for literacy and numeracy. • Communication of system and Ministry of Education targets to both elementary and secondary administrators. • Targets communicated to Board, partners and the community. • School improvement planning process begins. School targets align with system and Ministry of Education targets. • Consultation to define targets for student performance in the areas of community, culture and caring indicators. 	<p>March 2006</p> <p>April 2006</p> <p>May 2006</p> <p>May 2006</p>	<p>Complete for 2006</p> <p>Complete for 2006</p> <p>Ongoing</p> <p>Ongoing</p> <p>Pending</p>	

SUCCESS FOR ALL STUDENTS ▶ ACTION PLAN 1 ▶ Action Step 2	Time- lines	Status as at May 31, 2006	Overall progress
<p>2. Coordinate innovative use of Ministry of Education, Board and school resources to align strategies, training, supports and instructional materials to maximize student performance.</p> <ul style="list-style-type: none"> • Student Achievement Improvement Plan 2005-2009 framework has been developed to identify strategies to support student achievement and targets (a living document). • Differentiated system strategies developed to support specific schools. • Appendix listing specific training and supports for 2006-2007 from Curriculum Services, Special Education Services, and Information and Technology Services to be distributed to schools in late June 2006 (a living document). • School improvement planning process to align system supports with school-based strategies to improve student performance. 	<p>April 2006</p> <p>May 2006</p> <p>June 2006</p> <p>May 2006</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Pending/ Ongoing</p> <p>Ongoing</p>	

SUCCESS FOR ALL STUDENTS ▶ ACTION PLAN 1 ▶ Action Step 3	Time- lines	Status as at May 31, 2006	Overall progress
<p>3. Support the system as a professional learning community and establish indicators for assessing progress.</p> <ul style="list-style-type: none"> Elementary focus on school/system partner roles—Literacy Partner—to focus professional learning dialogue on student achievement and targets. Secondary focus on school/system partner roles—Student Success teacher—to focus professional learning dialogue on student indicators of success (emphasis on Secondary Student Success Team). Academic superintendents engage in ongoing professional dialogue with administrators related to student achievement through the school improvement planning process. 	<p>June 2006</p> <p>Sept. 2005</p> <p>Sept. 2005</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	


System Goal: Success for All Students


CHAMPION: JAN MONTGOMERY

Action Plan 2: Students select appropriate program pathways and experience success. *Every student—a successful pathway. Every pathway—a valued destination.*



Multi-department planning team: Pathway Committee, Guiding Student Success Committee, academic superintendents and system principals, and specialized work groups

SUCCESS FOR ALL STUDENTS ▶ ACTION PLAN 2 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Complete the current review of system programs and supports and make recommendations to align pathways to meet the needs of all students.</p> <ul style="list-style-type: none"> • Development of resources and training to support pathways (DVD, Web site, curriculum resources, guide to HPEDSB) and have students make the correct choices. • Alignment of secondary Bridges program with Student Success pathways focus. • Ongoing development of secondary Student Success teachers/teams in the implementation of the pyramid of prevention and intervention model. • Develop a district-wide Pathway Guide to help students and parents select appropriate pathways. 	<p>Sept. 2006</p> <p>June 2006</p> <p>May 2006</p> <p>Fall 2006</p>	<p>Ongoing</p> <p>Complete</p> <p>Ongoing</p> <p>Pending</p>	

SUCCESS FOR ALL STUDENTS ▶ ACTION PLAN 2 ▶ Action Step 2	Time- lines	Status as at May 31, 2006	Overall progress
<p>2. Determine the measurement tools and methods to evaluate that students are selecting appropriate pathways.</p> <ul style="list-style-type: none"> School teams are using the nine indicators with priority on credit accumulation, OSSLT/C, compulsory courses and workplace/prep/LD courses. System-developed credit recovery guidelines align with Ministry of Education expectations. The school improvement planning process is updated and graduation targets are set in consultation with school leaders (the data portal will support school improvement planning). Ministry of Education training for the transition from Grade 8 to 9 is conducted. The system Pathways Committee addresses data collection and analysis related to successful Grade 8 to 9 transitioning. 	<p>Sept. 2006</p> <p>June 2006</p> <p>June 2006</p> <p>June 2006</p> <p>June 2006</p>	<p>Ongoing</p> <p>Complete</p> <p>Ongoing</p> <p>Pending</p> <p>Ongoing</p>	


System Goal: Success for All Students


CHAMPION: DAVE RUTHERFORD


Action Plan 3: Maximize resources to provide excellent learning and working environments.

Committee members: Darryl Denyes,
Bob Minigan, Bob Roy and Don Tregenza



SUCCESS FOR ALL STUDENTS ▶ ACTION PLAN 3 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Identify the deployment of existing resources: human, financial and facilities.</p> <ul style="list-style-type: none"> Administrative completion of long-term capital plan and formation of Student Enrollment/School Capacity Committee to review space needs and the impact of declining enrollment. Development of a new Board procedure dealing with how to maximize school space and eliminate portables across the district. Relocate students and programs to improve student learning, for example William R. Kirk students, Harry J. Clarke PS primary students and the SHAPE program. 	<p>June 30 for 2006- 2007 budget approval.</p> <p>Nov. 30 for 2005- 2006 audited financial state- ments and 2006-07 revised esti- mates.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	

SUCCESS FOR ALL STUDENTS ▶ ACTION PLAN 3 ▶ Action Step 2	Time- lines	Status as at May 31, 2006	Overall progress
<p>2. Align resources with system goals.</p> <ul style="list-style-type: none"> • Reformulate the Early Reading Intervention and Professional Learning Dialogue into the Literacy Partner. • Combine provincial and Board resources to create Student Success teachers at each secondary school. • Realign Special Education resources based on the impact of the Net New Needs funding reduction. • Incorporate input and recommendations from other <i>AIM</i> action plans. 	<p>June 30 for 2006- 2007 budget approval.</p> <p>Nov. 30 for 2005- 2006 audited financial state- ments and 2006-07 revised esti- mates.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	

SUCCESS FOR ALL STUDENTS ▶ ACTION PLAN 3 ▶ Action Step 3	Time- lines	Status as at May 31, 2006	Overall progress
<p>3. Establish a process to review the ongoing allocation of resources.</p> <ul style="list-style-type: none"> Undertake a review of the International Student Program and Continuing Education Program to ensure they continue to meet the needs of students and the Board, and continue to use resources wisely. Create an inventory of existing instructional computers and develop an evergreening plan along with a new model for allocating computers to schools. Review the playground equipment study; develop a plan to ensure the safe removal of hazardous equipment and review alternatives for the replacement and enhancement, such as “recess revival.” 	<p>June 30 for 2006- 2007 budget approval.</p> <p>Nov. 30 for 2005- 2006 audited financial state- ments and 2006-07 revised esti- mates.</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	

System Goal: System of Character

All partners within the Hastings and Prince Edward District School Board community know, understand and demonstrate a commitment to the core values of our organization. These core values provide the foundation to the realization of the system goals.



System Goal: System of Character

CHAMPION: KATHY SOULE

Action Plan 1: To develop a character framework that represents the system's core values.

Planning Committee members:

- | | |
|---------------------|-----------------------------------|
| Gail Brant | -Susanna Moodie Elementary School |
| Kerry Donnell | -Communications Officer |
| Bill Lauderville | -Frankford Public School |
| Michael Prendergast | -System Principal |
| Lisa Shunock | -Child & Youth Counsellor |
| Cathy Wijshijer | -OSSTF |
| Liane Woodley | -Centennial Secondary School |
| Beth Vreugdenhill | -ETFO |

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System Goal: System of Character

Steering Committee members:

Darryl Denyes, System Leader

Michael Prendergast, System Principal

Jamie Robb, Pinecrest Memorial El.

TBD, CUPE

Ted Ashberry, Marmora Senior PS

Colleen Demille, Harry J. Clarke PS.

Madeline Cassidy, Queen Elizabeth PS

Kim Mahoney, Bayside PS

Rod Moffitt, Bancroft PS

Kerry Donnell, Communications Officer

Derek DeLarge, Madoc PS

Marg Wagner, Sir J.A. Macdonald PS

Kim Potvin, North Hastings HS

Ian Press, Trenton HS

Rob McGall, Superintendent

Joanne Card, Frankford PS


Christine Reidel, Coordinator


Leona Laird, Park Dale PS, ETFO

Jennifer Johnstone, PTA, Harry J. Clarke

Shelley Stacey, Attendance Counsellor



SYSTEM OF CHARACTER ▶ ACTION PLAN 1 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Establish a steering committee consisting of system representatives to provide direction in the development and communication of core values.</p> <ul style="list-style-type: none"> • Conduct a review of character-based programs throughout the system. • Develop a process for determining character traits. <ul style="list-style-type: none"> • Determine character indicators for student and system success in becoming a system of character once the system character attributes are established. • Determine the role of the committee and the system in building understanding and knowledge of others within the school system and larger community. • Consider ways the committee can support and promote character development across panels and in the community. • Develop and communicate a statement of respect for the Education Centre. 	<p>Policy review by June 2006</p> <p>Process for district-wide attributes by June 2006</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Complete</p>	

SYSTEM OF CHARACTER ▶ ACTION PLAN 1 ▶ Action Step 2	Time- lines	Status as at May 31, 2006	Overall progress
<p>2. Invite a guest speaker to the Director's Meetings in December and May to address this goal.</p> <ul style="list-style-type: none"> John Havercroft, Superintendent of Education, York Region DSB was the guest speaker on December 15, 2005, on the topic of becoming a system of character. Wayne Hulley, author and educator, is the guest speaker on May 30, 2006 on the topic of how a system of character based on hope and respect can result in student success in mind, heart and body. 	<p>Dec. 2005</p> <p>May 2006</p>	<p>Completed</p> <p>Completed</p>	

System Goal: Employee Excellence

The 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.



System Goal: Employee Excellence

CHAMPION: CHRIS SALT

Action Plan 1: Recognize employee achievements and their contributions to student success.

Committee members:

Beverley Boyd

Bill Edwards

Peter Fong

Karen Fox

Lori Gillespie

Deirdre Gordon

Donna Howes

Bob Minigan

Natasha Taylor

Janice Walker

OSSTF

ETFO Occasional Teachers

Information and Technology Services

Human Resources Support Services

Admin. Support Group

Ontario Principals Council


CUPE

Purchasing

ETFO

Admin. Support Group



EMPLOYEE EXCELLENCE ▶ ACTION PLAN 1 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Establish a committee consisting of various employee representatives to review current recognition practices and make recommendations on future direction.</p> <ul style="list-style-type: none"> • Recommendations have been drafted and will be presented to senior administration. • Establish a process for implementing recommendations, including budget impact. 	<p>Apr/ May 2006</p> <p>Pend- ing</p>	<p>Completed</p> <p>Pending</p>	

System Goal: Employee Excellence

CHAMPION: DAVE RUTHERFORD

Action Plan 2: Actively promote wellness and healthy active living.

Steering Committee members:

John Chesterton, CUPE

Arlene Dagenais, ASG

Bill Edwards, Occasional Teachers

Lee-Ann Evans-West, CUPE

Susan Grav, ETFO

Tom Johnston, Health & Safety

Sharron Kennedy, OPC

Linda McNevin, ASG



Summer Mulvihill, OSSTF

Jo-Anne Newman, ASG

Nancy Popovich, OSSTF

Dan Quinn, ETFO



EMPLOYEE EXCELLENCE ▶ ACTION PLAN 2 ▶ Action Steps 1 and 2	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Establish a committee consisting of various employee representatives to review current health and wellness practices and make recommendations on future directions.</p> <ul style="list-style-type: none"> • Committee formed and initial meeting held May 4. Reviewed available resources and efforts made to date, as well as possible employee survey. • Committee to meet through the fall with recommendations by December 2006. <p>2. Communicate health and wellness information to all employees.</p>	<p>Comm. to meet monthly May, June, Sept. through to Dec.</p> <p>Fall 2006</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Pending</p>	<p></p> <p></p>

System Goal: Employee Excellence


CHAMPION: CHRIS SALT


Action Plan 3: Promote coaching, mentoring and professional development for all employees.

Committee members:

Wendy Whitehead	Human Resources Support
Michael Prendergast	Leadership Support
Bev Boyd	OSSTF
Susan Markle	OSSTF
Karen Fisk	ETFO
Sandy Smith	Admin. Support Group
Lisa Vincent	OPC
Anne Whitfield	OPC
Linda MacDonald	CUPE
Bill Edwards	Occasional Teachers



EMPLOYEE EXCELLENCE ▶ ACTION PLAN 3 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Identify and review current status of coaching, mentoring and professional development programs.</p> <ul style="list-style-type: none"> Ongoing support for and development of various programs and initiatives such as: the New Teacher Induction Program; 30 to 40 leadership development opportunities were provided in 2005-06; creation of an ongoing steering committee; staff professional development fund; in-house training workshops and joint training opportunities. 	<p>Ongoing</p>	<p>Ongoing</p>	

EMPLOYEE EXCELLENCE ▶ ACTION PLAN 3 ▶ Action Step 2	Time- lines	Status as at May 31, 2006	Overall progress
<p>2. Make recommendations and build upon existing programs.</p> <ul style="list-style-type: none"> Conduct a SWOT (strengths, weaknesses, opportunities, threats) analysis to identify what currently exists; the areas of need (program and budget); and make recommendations. 	<p>Fall 2006</p>	<p>Ongoing</p>	

System Goal: Open Communication

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



System Goal: Open Communication

CHAMPION: KATHY SOULE

Action Plan 1: Develop a marketing plan to promote the Board as the system of choice and as an essential community partner.



Committee members: to be determined; a cross-section of employee groups.

OPEN COMMUNICATION ▶ ACTION PLAN 1 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Establish a committee to review marketing plans from other organizations and make recommendations on future direction.</p> <ul style="list-style-type: none"> • Have collected marketing plans from Trillium Lakelands DSB and Kawartha Pine Ridge DSB. • Committee will meet in the fall of 2006. 	<p>Fall 2006</p>	<p>Pending</p>	

System Goal: Open Communication

CHAMPION: CHRIS SALT

Action Plan 2: Improve processes and mechanisms to support open, two-way communication within the organization and with community partners.

Committee members:

Bob Cottrell

-OSSTF Public Relations

Kerry Donnell

-Communications Officer

Bill Edwards

-ETFO Occasional Teachers

Lori Gillespie

-Human Resources Support

Patti Sharpe

-ETFO

Donna Howes

-CUPE

Gillian McCurdy

-Admin. Support Group

Darren McFarlane

-Secondary Administrators

Wil McQuaid

-District School Council


Tonia Shelmerdine


-Elementary Administrators

Sue Taylor

-Human Resources Officer – Teaching



OPEN COMMUNICATION ▶ ACTION PLAN 2 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Establish a committee consisting of various employee representatives and community partners to review existing communications practices and make recommendations on future direction.</p> <ul style="list-style-type: none"> Conducted a review of existing communications practices; recommendations are being prepared. Review the Communications Policy and report back to the Policy Review Committee. 	<p>May/ June 2006</p> <p>June 2006</p>	<p>Ongoing</p> <p>Ongoing</p>	

OPEN COMMUNICATION ▶ ACTION PLAN 2 ▶ Action Step 2	Time- lines	Status as at May 31, 2006	Overall progress
<p>2. Create opportunities for discussion with the media to seek input and foster improved cooperation.</p> <ul style="list-style-type: none"> Ongoing contact with the media to promote school and Board events. Will invite members of the media to meet with HPEDSB in the fall. 	<p>Ongoing</p> <p>Fall 2006</p>	<p>Ongoing</p> <p>Pending</p>	


System Goal: Open Communication

CHAMPION: DAVID FOX

Action Plan 3: Utilize technology to plan, organize and share information, and to manage records.



Committee members: Darryl Denyes;
Kerry Donnell; Peter Fong; Bob Roy;
Angela Silver, ETFO; Don Tregenza;
Wendy Whitehead

OPEN COMMUNICATION ▶ ACTION PLAN 3 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Establish a committee to review existing resources, processes and initiatives.</p> <ul style="list-style-type: none"> Reviewing current work groups related to the Action Plan: Learning Management Software, Collaborative Software, Enterprise Project and Student Achievement Reporting Tools (elementary and secondary). Also connects to the Information Management Initiative, i.e., the records retention plan. In an effort to avoid duplication of committees or initiatives, create a template that facilitates the organization of various initiatives related to this action plan. Expand the committee. 	<p>June 2006</p> <p>June 2006</p> <p>Fall 2006</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Pending</p>	

OPEN COMMUNICATION ▶ ACTION PLAN 3 ▶ Action Step 2 and 3	Time- lines	Status as at May 31, 2006	Overall progress
2. Establish system standards.	Pending	Pending	—
3. Develop a detailed implementation plan including budget, resources, personnel, training and timelines.	Pending	Pending	—

System Goal: Community Relationships

The 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.



System Goal: Community Relationships

CHAMPION: ROB McGALL

Action Plan 1: Collaborate with community partners to develop a diversity and equity policy and procedure.

Committee members:

Aruna Alexander, Quinte and District Branch of the United Nations Association in Canada

Cindy Benben, Quinte United Immigrant Services

Michael Brant, Trustee

Arlene Dagenais, Admin. Support Group

Jennifer Davis, OSSTF

Donna Howes, CUPE

Thelma Goodfellow, Trustee

Sacha Gudmundsson, Student Trustee

Brian Harder, Belleville Police Services

Gillian McCurdy, Special Education Services


Dave Patterson, ETFO

Sharon Richardson, Curriculum Services

Tonia Shelmerdine, OPC

Wendy Whitehead, Human Resources Support



COMMUNITY RELATIONSHIPS ▶ ACTION PLAN 1 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Establish a steering committee to review and provide direction in the development and communication of a diversity and equity policy and procedure.</p> <ul style="list-style-type: none"> • Seek employee and community representation and input. <ul style="list-style-type: none"> – Assess current community connections and successes, and seek additional resources. – Make recommendations to appropriate committees and the Board. – Establish the committee. • Meeting held, mandate shared and schedule established April – November. • Meeting held, resources received and reviewed. 	<p>Spring 2006</p> <p>Spring 2006</p> <p>May 2006</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>	

System Goal: Community Relationships

CHAMPION: DAVID FOX

Action Plan 2: Continue to develop community partnerships.

Committee members: Michael Daniels;
Maribeth deSnoo; Sue Taylor



COMMUNITY RELATIONSHIPS ▶ ACTION PLAN 2 ▶ Action Step 1	Time- lines	Status as at May 31, 2006	Overall progress
<p>1. Establish a steering committee to conduct a review of existing partnerships and determine future direction.</p> <ul style="list-style-type: none"> • Create categories of the types of existing partnerships. • Once the categories are determined, survey schools and Education Centre departments to determine the current situation. • The committee will broaden its membership to review the survey results and make recommendations. 	<p>May/Jun 2006</p> <p>Pending</p> <p>Fall 2006</p>	<p>Ongoing</p> <p>Pending</p> <p>Pending</p>	

A Great Place to Learn



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Thank you
for being here this evening!