



**Hastings and Prince Edward  
District School Board**

# *AiM - Achievement in Motion for Student Success*

## **System Plan 2010-2015**

### **Year 1, 2010-2011**

Success for Each Student

Employee Excellence

Community Connections



*Achievement in Motion for Student Success*

**CHARACTER**

*Students • Employees • Community*

**Caring, Cooperation, Honesty, Humour, Integrity**

**Respect, Responsibility, Trustworthiness**



The members of Hastings and Prince Edward District School Board (HPEDSB) support a five-year system plan for the period September 2010 to August 2015. They continue to endorse the Achievement in Motion for Student Success theme. This document describes the Year 1 goals, action plans and action steps to be undertaken during the 2010-2011 school year.

The three goals are:

- Success for Each Student
- Employee Excellence
- Community Connections

These goals align with the board's three primary audiences: students, employees and the community, including parents/guardians. Families and communities share in the responsibility for the growth and development of children who will become responsible decision makers of the future. As a public education system, we build confidence by leading, listening and modeling. We know that, as a system of character, we demonstrate caring, cooperation, honesty, humour, integrity, respect, responsibility and trustworthiness every day as we make connections.

Hastings and Prince Edward District School Board is committed to providing programs and services to help all students and employees reach their full potential. Through the the actions of this system plan, HPEDSB is better positioned to enable students to achieve academic and personal success.

## SYSTEM GOAL - SUCCESS FOR EACH STUDENT

Hastings and Prince Edward District School Board is a system of character that delivers a quality learning experience to support high levels of achievement for each student.

**ACTION PLAN 1** Set high expectations for teaching and learning through the implementation of evidence-informed instructional practices.

**RESPONSIBILITY:** We have a sense of duty to fulfill commitments. We take ownership for our own thoughts and actions. We are reliable and accountable in our words and actions.

### ACTION STEPS

1. Continue implementation of the 2010 Board Student Achievement Improvement Plan, Kindergarten to Grade 12, which includes S.M.A.R.T. (specific, measurable, attainable, realistic and timely) goals in the areas of:
  - a. LITERACY - reading for meaning and non-fiction writing.
  - b. NUMERACY - mathematical processes.
  - c. PATHWAYS - improvement in achievement and pass rates for Grade 7 & 8 History/Geography, Grade 9 Applied Geography and Grade 10 Civics.
  - d. COMMUNITY, CULTURE AND CARING - increased access and use of assistive technology for students with Special Education needs to increase academic success.
2. Develop the Board Improvement Plan for Student Achievement for the period January to December 2011.
3. Develop a district assessment, evaluation and reporting procedure that aligns with *Growing Success: Assessment, Evaluation and Reporting in Ontario Schools, First Edition Covering Grades 1 – 12, 2010*.
4. Develop an implementation plan based on the 2010 recommendations of the Information Technology Advisory Committee.

**ACTION PLAN 2** Develop and implement high quality early learning programs in cooperation with all partners.

**COOPERATION:** We work together as a team for a common good. We value the opinions of others and show a willingness to work towards a common goal.

### ACTION STEPS

1. Implement Ministry of Education Full-day Kindergarten.

## SUCCESS FOR EACH STUDENT

**ACTION PLAN 3** Use resources effectively to support quality learning experiences while maintaining financial integrity.

**INTEGRITY:** We do what is right for ourselves and others. We demonstrate values and ethics that are good for all. We speak directly, clearly and respectfully.

### ACTION STEPS

1. Develop an accommodation plan that incorporates system needs and culture.
2. (a) Develop a project plan for the implementation of an enterprise resource planning system.  
(b) Implement the enterprise resource planning system, Phase 1, for August 31, 2011.

## SYSTEM GOAL - EMPLOYEE EXCELLENCE

Hastings and Prince Edward District School Board is a system of character where every employee is valued, benefits from opportunities to learn and grow, and is engaged in, and contributes to, the success of each student.

**ACTION PLAN 1** Refine and enhance the leadership strategy to promote professional growth in every role through effective mentoring, professional learning, performance appraisal and succession planning, in alignment with Growing with Character.

**RESPECT:** We value ourselves, others and our environment. We give consideration to the thoughts and actions of others. We treat others as we would want to be treated ourselves, with courtesy and dignity.

### ACTION STEPS

1. Update the Talent Development Plan to continue building capacity for support and academic staff.
2. Finalize and implement the Support Staff Performance Appraisal process.
3. Develop the Senior Management Performance Appraisal tool and pilot project.
4. Establish a steering committee to investigate support staff mentoring and develop an action plan.
5. Continue to develop and recruit school and district leaders.
6. Update the Recruitment Plan for academic and support staff to align with recommendations from the 2010 Operational Review.

**ACTION PLAN 2** Promote responsibility for wellness as a means of enhancing a caring, safe and healthy workplace culture which promotes a balanced lifestyle through humour, celebration and enjoyment.

**CARING:** We demonstrate concern for self and others. We show empathy and express genuine concern. We consider the long-term effect of our actions.

**HUMOUR:** We celebrate the fun in life. We lighten the emotions of others by interacting in a joyful manner.

### ACTION STEPS

1. Establish a steering committee comprised of internal and external partners to explore initiatives to promote a healthy workplace culture.
2. Explore the feasibility of partnering with a provider to collect baseline data on employee wellness to guide future plans.
3. Organize and celebrate district-wide healthy workplace events to celebrate the fun in life.
4. Promote safe, respectful, inclusive learning and working environments for all employees.

## SYSTEM GOAL - COMMUNITY CONNECTIONS

Hastings and Prince Edward District School Board is a system of character that supports the success of each student through effective community relationships, and safe, respectful, inclusive learning and working environments.

### ACTION PLAN 1

Enhance confidence as the district being the public education system of choice for employees, students, parents/guardians, organizations, community and international partners, through mutual respect and cooperation.

**COOPERATION:** We work together as a team for a common good. We value the opinions of others and show a willingness to work towards a common goal.

**RESPECT:** We value ourselves, others and our environment. We give consideration to the thoughts and actions of others. We treat others as we would want to be treated ourselves, with courtesy and dignity.

#### ACTION STEPS

1. Increase opportunities for positive messaging, and promote awareness of student, school and district successes and celebrations on a weekly basis through employees and local media.
2. Complete three components of the Privacy and Information Management (PIM) Plan: i) initiate a records management process; ii) develop a privacy impact assessment (PIA) protocol; and iii) develop a privacy breach protocol.

### ACTION PLAN 2

Enhance caring, safe, respectful and inclusive learning and working environments.

**CARING:** We demonstrate concern for ourselves and each other. We show empathy and express genuine concern. We consider the long-term effects of our actions.

**RESPECT:** We value ourselves, others and our environment. We give consideration to the thoughts and actions of others. We treat others as we would want to be treated ourselves, with courtesy and dignity.

#### ACTION STEPS

1. Support schools in the implementation of school climate surveys, and compile and analyze the district results.
2. Provide information about equity and inclusive education procedures and practices to students, administrators, trustees, teachers, parents, school staff, school councils, and volunteers.

### ACTION PLAN 3

Enhance community relationships, including services and shared use of facilities, through cooperation, honesty and trustworthiness.

**COOPERATION:** We work as a team for a common good. We value the opinions of others and show a willingness to work together towards a common goal.

**HONESTY:** We choose to live truthfully. We communicate and act in a sincere and respectful way.

**TRUSTWORTHINESS:** We can all be counted on to do what is right. We instill confidence in one another through our actions.

#### ACTION STEPS

1. Enhance cooperative and collaborative community services partnerships with a focus on children's mental health and safety in schools.
2. Enhance cooperative and collaborative facility partnerships that provide access to schools for use by students, families and the broader community.

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