



EDUCATION PARTNERSHIP COMMITTEE SCHOOL DISTRICT 10 (Arrow Lakes)

MINUTES

School Board Office

Date: Tuesday December 12, 2017
6:00pm

PRESENT:

MEMBERS: L. Brekke, J. Struck, R. Farrell, M. Teindl, R. Bardati (ALTA), P. Gajda (ALELA)

STAFF: T. Taylor, L. Newman, M. Grenier, S. Delong, L. McGregor

REGRETS: Q. De Courcy

OTHER:

1. CALL TO ORDER:

Board Chair L. Brekke called the meeting to order at 5:58pm.

2. ADOPTION OF AGENDA:

Moved by R. Bardati, seconded by R. Farrell, that the agenda be adopted as presented/amended.

CARRIED

3. PRESENTATIONS:

- a) GSA Club Presentation by Sheena Delong (SOGI NSS Lead) and Lindsey McGregor (SOGI District Lead)

The SOGI District Lead will be reviewing current protocol and procedures, and will collaborate with school SOGI Leads, school clubs, sports teams, etc. and will bring forward comments/recommendations to the district to enhance and enrich school and district practices.

4. REPORTS:

- a) ALTA (R. Bardati)
- Collective Agreement has officially been ratified by all parties
 - January 22, 2018 – shared Pro-D, school based day
 - Teacher Professional Growth Framework is in the final stages, will be piloted in 2018 by at least three teachers

- b) DPAC
No report
- c) CUPE, Local 2450
No report
- d) ALELA (P. Gajda)
 - Report attached
- e) STUDENTS
No report

5. SUPERINTENDENT/SECRETARY-TREASURER UPDATE: (T. Taylor):

- a) Superintendent Report presented in detail (report attached)

Attachments to the Superintendent's Report presented include:

- Updated – 2017-2022 Strategic Plan, A Summary of Community Consultations Brochure (attached)
- New – 2017-2022 Strategic Plan Bookmark (attached)
- New – 2017-2022 Strategic Plan Poster (attached)

6. POLICY MATTERS:

Nil

7. OTHER:

- a) Strategic Plan Update

Board Chair Brekke shared an update regarding the Draft Strategic Plan including a Timeline and Communication Plan. Appendix B and C of the Draft 2017-2022 Strategic Plan Working Document (Draft Strategic Plan Timeline and Communication Plan) has been attached for reference.

The 2017-2022 Strategic Plan will come forward for approval by the Board at the Regular Meeting held on January 16, 2018.

8. Recommendations to Regular Meeting:

Nil

9. ADJOURNMENT:

The meeting was adjourned at 7:09pm.

ALELA – EPC Report December 2017

Lucerne Elementary Secondary School

- After school programs led by student leaders, run through partnership with the youth center have begun and are well attended.
- Intramurals led by Kristin Kipkie have begun and students are really enjoying them.
- Winter concert is being planned for Dec. 20th @ 7pm
- Swimming is now concluded and was a great success, we are exploring potential for high school swim lessons
- First round of work experience for grade 11 students happened, with students working at the hospital, bank, with an electrician, an architecture firm, and one who attended Selkirk college
- Friday night gym has been occurring and a lot of the students are talking about it
- Lots of activity in the gym with rec commission sponsoring pickle ball and badminton, and Valhalla fine arts sponsoring dance classes
- Social justice week was held last week focused on ending gender based violence and culminated in a shoe memorial

Edgewood Elementary School

- Our school has been a hotbed of activity of late. PALS came into our school to inform our students about their organization and to have the kids build bird feeders for a fundraiser... sold out!
- Ms. Wallis's class went to Vernon for a Science filled day. The students had a great time so we are now exploring another possible journey. It's great to see our students helping community organizations as well as exploring the world beyond Edgewood.
- Here at EES we are in the process of forging an identity. The students have come up with a few varying concepts of the Edgewood Elementary School mascot. We will be displaying our concepts during the last week of school in December leading up to the Christmas concert. There will be an opportunity for the community to discuss the mascots and have their say. As well, with the help of the students, we will be introducing REP (Respect, Excellence and Pride) tickets and awards. Students will be acknowledged when one of these virtues are witnessed in their actions at school. The ticket will go into a bucket and a name drawn to be celebrated at the monthly assembly.

Nakusp Secondary School

- Intramural Volleyball concluded earlier this month; the student champions challenged the teachers to a match, and I'm pleased to report the students were handled easily by the staff
- Twelve Days of Christmas is well underway; hallways look quite festive from the house teams 'Deck the Halls' event; Students Council has many other events planned, culminating in Reindeer Games scheduled for Dec 21st in the afternoon
- Winter sports teams are all in place including 5 basketball teams, as well as ski and snowboard
 - A huge thank you to our volunteer coaches who are assisting with many of these teams;
 - Basketball teams have already started traveling, with the Juniors in Kaslo yesterday (Monday) and the Sr Boys traveling to Castlegar this Friday
- WorkBC – Find Your Fit is coming to NSS on Tuesday, January 16th. This is an all day interactive event which will allow teens to explore the skills they need for different careers in the trades; students from grade 5-12 from all schools have been invited to attend; an opportunity for parents and adults to visit in the evening after school as well
- Hot lunch program continues to be a great success, and we have expanded to include pizza once a week as well; students have also been baking muffins, and the school received a great donation from Community Services which has also supported our breakfast program
- Homework Club on Thursday's continues to be well attended and appreciated

Nakusp Elementary School

- Report Cards went out Dec 8th for the three classes not using Fresh Grade
- We added an additional 0.2 fte to Robin Barrow's schedule in order to support our STEAM room and provide a unique learning space for students in the room formerly used as an LRT office. This time will be used to work with groups of students in the afternoons Tuesday, Wednesday and Thursday
- Students are accessing the curling rink and skating rink for PE opportunities as our stage is set up for practicing the acts for the concert.
- Christmas concert is on Dec 19th at 6:30 pm, dress rehearsal on Dec 18th at 1pm
- The crazy lazy Christmas fair will be on Thursday December 21st, hosted by the grade 7 class. Tickets are on sale now!
- Ski dates are set for the first three weeks of January on Wednesday, Thursday, and Friday



World Class Learning in a Rural Environment

December 12, 2017
Superintendent/Secretary Treasurer Report
*Presented at the Education Partnership Committee,
 and Regular Meeting of the Board of Education*

My Education BC: Student Enrollment Numbers															
As of:	Dec 5														
Grade:	Gr.K	Gr.1	Gr.2	Gr.3	Gr.4	Gr.5	Gr.6	Gr.7	Gr.8	Gr.9	Gr.10	Gr.11	Gr.12	TOTALS	
BAS														0	
DL	3	5	1	3	3	5	1	2	1	2	6	4	9	45	44
EES	1	3	1	1	0	8	4	4						22	22
LESS	9	6	3	11	5	12	9	7	5	5	7	5	0	84	82
NES	9	16	23	19	19	25	24	17						152	151
NSS									31	30	21	21	27	130	129
TOTAL Per Grade	22	30	28	34	27	50	38	30	37	37	34	30	36		
District Total														433	428

1. Enrollment notes –

- Total Head Count of 435.47 FTE student enrolment was submitted for our annual September 30th 1701 count, a reduction of 7 FTE from September 2016
- November's FTE is 433; up 5 FTE from October and down 3 FTE since September.

2. Shelley Moore Professional Learning - November 16 and 17

- Inclusive and diversity education consultant, Shelley Moore, was in the district on November 16th and 17th working with teams of teachers from schools across the district and presented on the 17th, a district Pro-D day to rave reviews from our teachers, Education Assistants, and PVPs
- Many thanks to Lorna Newman, Director of Learning, for her leadership in this work!
- Shelley is well-recognized as an expert in this field and helps teach and coach teachers to support all the learners in their classroom as evident in her blog <https://blogsomemoore.com/> and videos on her blog site including her now famous [Bowling Video](#)
- A focus of Shelley's work is ensuring that all students are successful and that we build on student strengths and competencies – goals that align with our Strategic Plan and School Growth Plans as well as the redesigned curriculum
- Shelley will visit the district four more times this year, engaging school teams from across the district in professional learning built around the strengths and needs of their learners

3. Skills Training Grants

- We are awaiting news on our district application for two projects aligned with our Draft Strategic Plan as we work to deepen support of diverse pathways for student passion, interest and success and career development and transitions
- Our Shoulder Tapper grant application includes support for our Coding initiative, Secondary Student Solar Energy Technologies Work Experience (installation of NES Solar Panels scheduled for Spring 2018), GLOWS RoboGames Robotics Tournament, a Maker Day, and other STEM (Science, Technology, Engineering and Math) and STEAM (Science, Technology, Engineering, Arts and Math) initiatives

- The Skills Training Access Grant supports further development of partnerships and work experience for our secondary students as well as career development opportunities for elementary students
- 4. 2017-22 Strategic Plan Draft Plan Update (attached: bookmark, flyer and brochure)**
- We continue to work on the District Strategic Plan and thanks our amazing Executive Assistant and graphic design whiz, Michelle Grenier, have produced two new documents to help share the Strategic Plan more widely: a bookmark and a one page flyer with Goals and concise summaries
 - Our Bold Goals provide clear district direction for the next five years:
 - Goal 1: Enhance Teaching and Learning
 - Goal 2: Cultivate Connections and Relationships
 - Goal 3: Build Advocacy for SD 10
 - A brochure outlining and summarizing the community consultation, and indicating objectives and strategies was shared at the November Board meeting
 - The feedback from all our partner groups in the consultation process has provided a framework for the detailed internal work plan that forms the Strategic Plan document
 - Our detailed internal plan is a roadmap for action and includes strategies, timelines and responsibility defined, and has been shared with the District Leadership Team and the Board
 - As the community consultations made clear, the District is already on the right track; our work in the next five years is to deepen and build on that very good foundation to ensure even greater success for all of our learners
- 5. Selkirk College Regional Consortium Meeting – December 4th**
- The four West Kootenay school districts in the Selkirk College region met with President Angus Graeme on Monday, December 4th
 - It was a productive conversation with five main outcomes:
 - 1) In collaboration with the College, SD 8, 10, 20 and 51 will jointly host a regional K-16 professional learning event on October 18, 2018, the Provincial Pro-D day
 - Focus is on the connections between K-12 and post-secondary, the transitions between our systems, and learning from and with one another
 - Jan Unwin, Superintendent of Graduation and Transitions from the Ministry, has agreed to be a keynote speaker
 - 2) A commitment to further discussions about expanding Work in Trades (ACE-IT) programs perhaps into Culinary Arts and trades programs, and serving smaller communities as well as the larger centres to allow for greater career development options for learners
 - 3) Districts are to review their current Education Assistant needs and identify current and future shortages so that collaboratively we may be able to provide data to the Ministry of Advanced Education for increased program spaces for this career diploma at Selkirk College
 - Potential blended delivery programs allowing students to live in their own communities and do some of the Education Assistant coursework online were discussed
 - The need to explore Early Childhood Educator training as districts are also anticipating shortages in these careers was also surfaced
 - 4) Discussion about Dual credit/Advanced acceptance/Pathway initiatives: Is there a possibility to better align secondary outdoor programs and Selkirk's Recreation, Fish and Wildlife, Integrated Environmental Planning, or Ski Resort Management for example?
 - 5) Build potential STEM (Science, Technology, Engineering and Math) and STEAM (Science Technology, Engineering, Arts, and Math) initiatives for the region similar to the GLOWS Robotics program
 - 6) Increase access to Transitions opportunities for students to access online and blended university transfer courses, and other Selkirk programs they could take while in high school
- 6. Ministry Funding Review Update**
- The Ministry of Education funding formula review has begun with November meetings with BCSTA, BCSSA, and BCASBO (BC Association of School Business Officials)

- A detailed technical survey has been distributed to Superintendents, Secretary-Treasurers and Board Chairs as the next phase of the review process, due at the end of December or early January
- Regional BCSSA/BCASBO joint meetings with MoE Finance people will occur in April or May
- The Ministry continues to say that the information gathered during last year's Rural Engagement process will be used to help understand the pressures in rural districts

7. ALTA-SD 10 2014-2019 Collective Agreement Finally Signed!

- Finally all the "I"s are dotted and the "t"s are crossed and we have our signed 2014-2019 Collective Agreement
- The bargaining and negotiations were the easy part, and completed years ago
- Melding the Provincial Agreement language and local language and working collaboratively on a 4 day work week Letter of Understanding were larger tasks
- Big thanks to Ric Bardati, ALTA President for his dedication, commitment and leadership in completing the work alongside the district
- But it's time to celebrate, just before we start bargaining anew in 2019

8. Burton Elementary School – Parent Meeting November 30

- Director of Learning, Lorna Newman, and Superintendent, Terry Taylor, attended a meeting at Burton School with a group of parents interested in having their children attend Burton next year and into the future
- There is a baby boom going on in Burton which we have seen through Strong Start numbers over the past few years due to lower housing prices and preference for acreage and rural lifestyle
- The parents identified the benefits of not having their young children on the school bus each day or for shorter periods, being able to participate more actively in their children's education as a result of having a school in the community, and being able to attract more young families to the area
- A representative from the group of parents have contacted other parents from the Burton and Fauquier area to ask if parents may be interested in having their children attend Burton School, and are assembling a list of children's ages, grades and their current school enrolment
- We believe that almost all the children currently in school from the area are currently attending NES, with two registered at the Arrow Lakes Distributed Learning School and one at EES, though there are a number of children who would be entering school next year and over the subsequent years
- Superintendent Taylor advised the parents that this was a preliminary meeting, that accurate potential enrollment, impact on NES enrolment, and budget implications would have to be considered
- Changes in the Ministry funding formula will also have implications for the Board to consider
- The Superintendent will work with the Ministry once potential numbers of children are determined in order to project potential costs, revenue, and funding in the current funding formula
- Further information will be shared at the January Board meeting

9. January 22nd Pro-D day - School-based Professional Learning

- The ALTA Pro-D Committee and the Director of Learning and Superintendent met last week to plan the joint ALTA/District Pro-D day
- There were excellent suggestions for professional learning from all schools
- After discussion, it was determined that the day will be school-based, with the school staff and Principal or Vice-Principal working closely to determine a powerful day of learning personalized for the needs of each school rather than a whole district day

Goal 3: Board Advocacy

- ◆ Raise awareness of the Ministry of Education highlighting the urgent need to address these challenges.
- ◆ Contact and work alongside local governments to address the common issues facing both the school district and the communities
- ◆ Advocate through the BCSTA for support of rural and remote school districts
- ◆ Work with Chambers of Commerce to identify ways to strengthen local business, entrepreneurship and the local economy



*Students at the centre of
all that we do!*

*World Class Learning in a
Rural Environment*



World Class Learning in a Rural Environment



Three Bold Goals

- 1) Enhance Teaching & Learning
- 2) Foster Connection With our Community, Between Schools, and To The World
- 3) Expand Board Advocacy

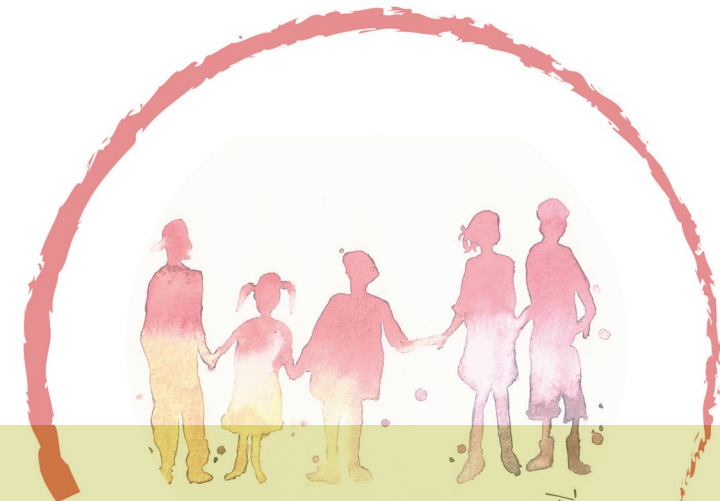
2017-2022

**Strategic Plan
DRAFT**

*World Class Learning in a
Rural Environment*

Goal 2: Connections: With Community, Between Schools, To The World

- ◆ Broaden connections between the school district and mentors, businesses, agencies, and post-secondary institutes (see also Goal 1 teaching and learning)
- ◆ Continue to emphasize and encourage community use of our schools, so that schools remain the "heart" of the community
- ◆ Foster after school programs sponsored by PAC, Rec Commission and school, parent and staff volunteers
- ◆ Engage schools throughout the district to explore programs and learning activities which can be shared or developed across or between schools to create expanded opportunities for our learners
- ◆ Explore ways to further support learners in more remote areas of the district
- ◆ Continue to communicate with our parents, through our school and district websites, Facebook pages, brochures and films, the benefits of these linkages and engagement.
- ◆ Keep the parents fully informed about our district directions and achievements
- ◆ Continue to strengthen internal and external communications
- ◆ Look for opportunities for schools and the district to continue to build respectful and caring relationships
- ◆ Promote and celebrate the accomplishments of our learners, staff, schools and the district
- ◆ Foster a culture of wellness and compassion
- ◆ Involve our students in more festivals, performances and provincial competitions
- ◆ Continue our collaborative and consultative structures which strengthen and enrich decision-making processes.
- ◆ Bring the world to us and take us to the world:
 - ◆ foster International Education and student exchanges
 - ◆ connect and contribute to understanding of global issues and make a difference in the world
 - ◆ share SD 10 work at provincial, national and international conferences



“The Board recognizes the continued need to provide diverse program options and district structures to ensure success for all learners.”—Strategic Plan Consultation

Share in our learning stories...

- * 2017 Maker Day
- * 2016-2017 Design Thinking
- * Aboriginal Education
- * Early Learning
- * Support for Student Learning



Our Strategic Plan Goals



1) Enhance Teaching & Learning

2) Foster Connection with Community, Between Schools, To The World

3) Expand Board Advocacy

Goal 1: Enhance Teaching and Learning

A. Personalization and Engagement

- ◆ Ensure high standards, rigour and challenge for all learners
- ◆ Continue to support innovation, risk-taking and a growth mindset
- ◆ Expand the role of Elders and First Nation mentors in our schools
- ◆ Continue to build on the district's successful focus of Inquiry and Self-Directed Learning.
- ◆ Explore the feasibility of enhancing program options and learning in the following areas: Art, Sports, Extra Curricular, Cafeteria, Field Study Experiences
- ◆ Broaden opportunities for students to obtain certification in specialized areas such as: Food Safe, Cafeteria, WMHIS, Search and Rescue, First Aid, Avalanche Training, etc
- ◆ Further develop opportunities for laddering our programs with post-secondary to allow students to obtain certification and qualifications in a broad range of career areas
- ◆ Expand the current entrepreneurial programs to allow students to further explore their passions
- ◆ Deepen focus on Early Learning
- ◆ Continue to promote buddying programs in our schools
- ◆ Explore structures that may support organizing

- ◆ Establish a Secondary Revisioning Committee to review our current and future program options, explore linking programs among the district's schools and the develop blended learning options for our students.
- ◆ Identify areas for teacher professional learning which deepen practice, and support the expansion of program options.
- ◆ Continue to provide collaborative professional learning opportunities to build capacity in all our educators: support staff, teachers, and the Leadership Team
- ◆ Continue to look for ways to take advantage of our "small size" to personalize and enrich our programs and activities.
- ◆ Ensure that we address inclusion and SOGI in our district programs and structures
- ◆ Continue to use a wide range of strategies to engage parents in learning about their children's progress



B. Place Conscious Learning

Place conscious learning focuses on students constructing critical understanding of their community and place. Greater student engagement in what is relevant and what matters increases academic achievement, and helps students develop stronger ties to their community, enhances students' appreciation for the natural world, and creates a heightened commitment to serve as active contributing citizens.



- ◆ Continue to build on the current renewable energies and environmental initiatives which support the district's mission, vision and values, and which have resulted in
 - ◆ Student learning in sustainability and environmental education
 - ◆ Opportunities for learning in careers related to renewable energies
 - ◆ cost savings and the protection of the environment.
- ◆ Expand district outdoor and environmental learning experiences
- ◆ Review with schools the ways in which students have access to outdoor learning experiences and explore opportunities to utilize outdoor spaces for gardens, greenhouses and learning
- ◆ Deepen place-conscious connections between "global" and "local" perspectives -
- ◆ Actualize our district motto: World Class Learning in a Rural Environment
- ◆ Encourage physical activity, nutrition programs and mental well-being

C. Learning Technologies

- ◆ Re-establish the District Technology Committee with the specific Term of Reference to develop a District Technology Plan which addresses the issues identified throughout the consultation process
- ◆ Provide professional learning for staff to support Online and Blended Learning pedagogies and the effective and appropriate use of technology to support all learners
- ◆ Review the current level of district staffing dedicated to supporting district and school technologies.



2017-2022 District Strategic Plan

OUR BOLD GOALS

Enhance Teaching and Learning

We'll enhance teaching and learning through
personalization and engagement,
place-conscious learning, and technologies
for learning



Cultivate Connections and Relationships

We'll bring the world to our learners
and take our learners to the world



Build Advocacy for SD10

We'll advocate for SD10 and showcase
our success



Students are at the centre of all that we do!



2017-2022 District Strategic Plan **OUR BOLD GOALS**

Enhance Teaching and Learning

We'll enhance teaching and learning through personalization and engagement, place conscious learning, and technologies for learning.

We'll focus on:

- The need to continue to provide diverse program options, and provide school and district structures that ensure success for all learners
- Ensuring that our learners have ample hands-on, creative, and experiential opportunities and make successful transitions to their post-secondary, career and life goals
- Greater student engagement in what is relevant and what matters

Cultivate Connections and Relationships

We'll bring the world to our learners and take our learners to the world.

We'll focus on:

- Building and sustaining respectful relationships at all levels and deepening the district's collaborative and consultative culture
- Stronger engagement of community within our schools, and stronger connections with businesses and agencies to foster learning opportunities for career training and employment
- Links between school programs and learners across our communities and with the world

Build Advocacy for SD10

We'll advocate for SD10 and showcase our success!

We'll focus on:

- Increasing awareness of the needs of learners in our small, rural and remote school district
- Advocating for resources and support to help sustain the work that we do
- Celebrating the success of our small-is-amazing school district

Students are at the centre of all that we do!

SD 10 (Arrow Lakes) STRATEGIC PLAN - DRAFT 7 – December 12, 2017

Appendix B:

Draft Strategic Plan Timeline and Communication Plan:

October 2-4th, 2017 –

- 13 consultation meetings on the Strategic Plan held with students, parents and staff in three communities: Edgewood, Nakusp and New Denver

November 14, 2017 –

- Draft Strategic Plan Goals and Community Consultation Summary and Themes Brochure presented at Education Partnership Committee
- Draft Strategic Plan Goals and Community Consultation Summary and Themes Brochure shared with CUPE and ALTA at Board/Liaison meetings

December 12, 2017 –

- Updated Draft Strategic Plan with Action Plans presented at Education Partnership Committee.
- One page draft Strategic Plan flyer and draft Strategic Plan bookmark presented at EPC
- Any input or feedback on the Draft Plan received from public considered by the Board

December 7th, 2017 –

- Draft Strategic Plan Working Document including specific action plans and timelines shared and discussed with District Leadership Team

December and January 2018 -

- Trustees present Strategic Plan bookmarks, one-page Flyer, and Brochure at PAC meetings and at DPAC

January 16, 2018 –

- 2017 - 2022 Strategic Plan approved by the Board of Education at Regular Board Meeting

January 17, 2018 –

- Working session with District Leadership and Strategic Plan working document
- Alignment of Strategic Plan with School Growth Plans and school initiatives already underway

February – April 2018 –

- Strategic Plan Goals and Direction shared at Budget Consultation and Finance Committee meetings as foundational to 2018-19 budget planning

May 18th, 2018 –

- District Pro-D Day and Staff Appreciation – Official Launch of the Strategic Plan
 - What are we doing on the plan already?
 - Sessions for planning on big ideas, goal areas and action plans

June 12th, 2018 – (and annually in June 2019, 2020, 2021, and 2022)

- Presentation at Regular Board Meeting: Strategic Plan progress to date
- Parent evening in June to report on progress and inform parents and community?

SD 10 (Arrow Lakes) STRATEGIC PLAN - DRAFT 7 – December 12, 2017

Appendix C:

Draft Strategic Plan Communication Plan:			
Communication Tool	What is it?	Who? Who is the audience?	Why? What's the purpose?
1. Bookmark	A bookmark printed on cardstock with three goals, image, and short context phrase	All – staff, students, trustees, parents, community, the world	Communicate the plan in short, impactful text and visual language Can be easily distributed to help reinforce our directions and goals Easy to remember, internalize, and use as a touchstone for decision-making and action
2. One Page Flyer	A one page overview of the three goals and summary of our directions using both images and text	All – staff, students, trustees, parents, community, the world Available on the website and in print format	More detail than the brochure but still an overview. Easily distributed as a poster, handout, flyer and also on the web
3. Brochure – Strategic Plan: Community Consultation Report	A four-page brochure which identifies the three goals and Goal 1 sub- goals, as well as lists a summary of community consultation feedback and strategies using both text and image	All – staff, students, trustees, parents, community Available on the website and in print format	To ensure accountability to all the students, staff, parents and community that their voices in the consultation sessions have resulted in a plan and action. The feedback is detailed because the input we heard was rich and has informed details of our Strategic Plan. This is what we heard from you!
4. Public Strategic Plan Document	A document that will live on our website and be downloadable. Goals, rationale for each goal, and the Strategic Plan objectives will all be communicated in text with images that correspond to branding in the Bookmark and the Flyer.	All – staff, students, trustees, parents, community Available on the website	A more detailed look at the elements of the Strategic Plan. Each year, an annual report on progress toward the objectives and goals using the same document format will be published at sd10.bc.ca, as well as presented at the Regular Board meeting each June
5. Working Document and Action Plans	A document that will live on our website and be downloadable for the Board of Education and District Learning Team and be shared with staff. Goals, rationale for each goal, and the objectives will all be	Internal only – Board of Education and staff Available in the Administrative Handbook on the website	This is an operational working document, living and breathing. Action plans are detailed to help inform direction aligned with the goals and objectives of the Strategic Plan. The actions are fluid and iterative over

SD 10 (Arrow Lakes) STRATEGIC PLAN - DRAFT 7 – December 12, 2017

	communicated in text with images that correspond to the branding in the bookmark and the flyer. Detailed action plans are developed and will continue to iterate as circumstances and context changes.		time. As so much of our work in the Strategic Plan is deepening and strengthening, there will be some new initiatives, but most of the actions will be strategies to build on our current success as well as to strengthen in areas of need.
6. Organizer – The 3 Cs: <ul style="list-style-type: none"> • Create • Connect • Communicate 	A one page graphic organizer to demonstrate how the goals of the Strategic Plan connect with build from the foundation of the redesigned curriculum and assessment, the Framework for Enhancing Student Learning, and the Board's Vision and Mission	<p>All – staff, students, trustees, parents, community</p> <p>Available on the website and in handout or poster format</p>	<p>To communicate how the three goals of the Strategic Plan sit in context with one another. <i>Goal 1: Enhance Teaching and Learning</i> is the “Create”</p> <p><i>Goal 2: Cultivate Connections and Relationships</i> is the “Connect”, and</p> <p><i>Goal 3: Build Advocacy for SD 10</i> is the “Communicate”</p>