

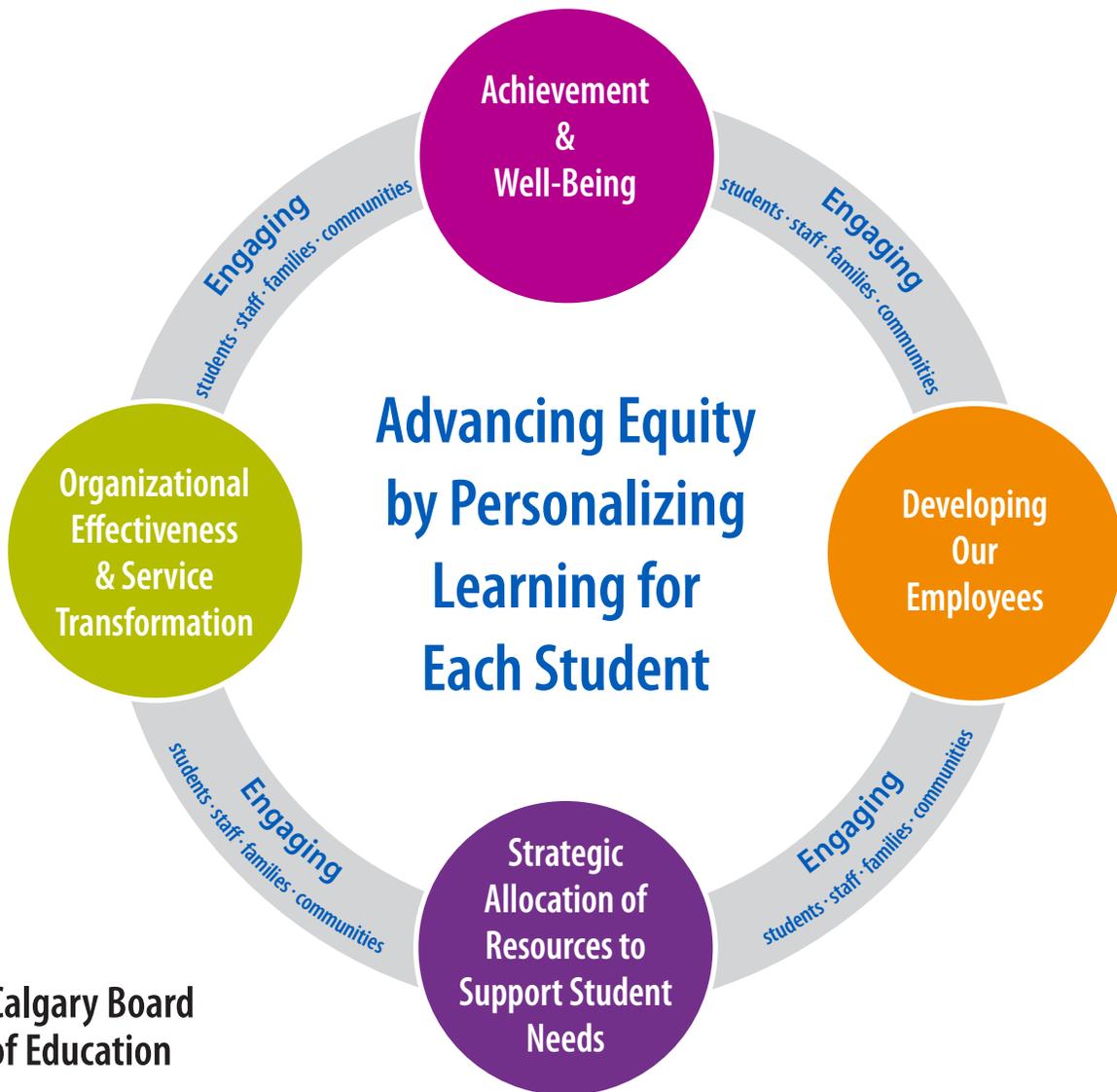
2019-2022 | Three-Year Education Plan



Mission | Each student, in keeping with their individual abilities and gifts, will complete high school with a foundation of learning necessary to thrive in life, work and continued learning.

Values | Students come first - Learning is our central purpose - Public education serves the common good

Public education is a shared responsibility. Together we commit to success for each student, every day, no exceptions.



Advancing Equity by Personalizing Learning for Each Student

Success for each student, every day, no exceptions

How we support our students

Achievement & Well-Being

- **Improve student achievement through the design of inclusive, engaging and rigorous learning tasks.**
 - Further consistency of assessment and reporting by calibrating to a system standard.
 - Use high-impact instructional strategies.
 - Incorporate culturally responsive instructional design and assessment by honouring Indigenous knowledge systems, languages and histories.
 - Enhance student voice in learning, assessment and decision-making.
- **Advance literacy, numeracy and learning competencies that incorporate critical thinking, communication, creativity, collaboration, citizenship and character.**
 - Build capacity to support concept-based curriculum and instruction.
 - Leverage the use of technology in learning environments to meet the needs of diverse learners.
- **Create conditions for success for each student in a welcoming, caring, respectful and safe learning environment.**
 - Continue to develop environments where each student is known and develops a sense of competence, confidence and belonging as a learner.
 - Further develop school environments that foster resiliency in students.
 - Work with partners to provide access to well-being and mental health supports for students.

How we do our work

Organizational Effectiveness & Service Transformation

- **Employ a strategic approach to align resources, supports and services with the Three-Year Education Plan and system priorities.**
 - Make decisions based on evidence, data, input and guiding documents.
 - Use the School Support Model to further collaboration, shared decision-making, transparency and accountability.
 - Eliminate duplication of services and reduce inefficiencies.
 - Enhance coordination between schools and service units.
 - Leverage technology to improve operational efficiency.
- **Communicate and engage with our students, staff, families and communities to support effective decision-making.**
 - Use the *Dialogue Framework* to support community engagement activities.
 - Communicate decisions effectively.
- **Support effective system and Board governance.**
 - Mitigate risk to the organization.
 - Review and update our Administrative Regulations to ensure compliance with provincial regulations and/or Board policies.

Build trust and collaborative relationships with students, staff, families and communities through respectful and responsive dialogue.

How we use our resources

Strategic Allocation of Resources to Support Student Needs

- **Allocate human and financial resources based on student needs.**
 - Align resource allocation with the provincial funding framework and with system priorities and equity goals.
 - Allocate resources based on need to support students with equitable access to programs and services across the system.
- **Develop a sustainable system-wide plan to optimize, commission, modernize and maintain school facilities to foster enriching learning environments.**
 - Develop a sustainable system-wide plan for high schools that continues to offer students access, flexibility and choice in programming given available space and resources.
 - Promote system-wide approaches to environmental sustainability.

How we support our people

Developing Our Employees

- **Build the capacity of our employees**
 - Advance succession planning through mentoring, coaching and on-the-job training.
 - Provide opportunities for professional learning for our employees.
- **Build coherence and continuous improvement in program provision, service delivery and professional learning through a collaborative and evidence-informed culture.**
 - Continue to build skill in generating and interpreting data across CBE leadership teams.
- **Foster a welcoming, caring, respectful, inclusive and safe work environment.**
 - Continue to build employee awareness of mental health and well-being supports.