

System Leaders' Meeting

Respect, Creativity, Excellence, Citizenship



System Leaders' Meeting

March 30, 2011



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Strategic Directions

VISION

All Students Achieving Their Full Potential

MISSION

Providing relevant, responsive education so that each student becomes a life-long learner and contributing citizen in a diverse world.

VALUES

Respect, Creativity, Excellence, Citizenship

Strategic Directions

Achievement Matters

- HWDSB will prepare all elementary students to be ready for success at the secondary school level.
- HWDSB will prepare all secondary students to be ready for success in their chosen pathway, apprenticeship, college, university or workplace.
- HWDSB will prepare all adult students to be ready for success in their chosen pathway, apprenticeship, college, university or workplace.

Strategic Directions

Engagement Matters

- HWDSB will achieve high level of student engagement in our schools.
- HWDSB will achieve high levels of parent engagement in our school communities.
- HWDSB will maintain and strengthen collaborative relationships with employee groups.
- HWDSB will maintain and strengthen collaborative relationships with community partners.

Strategic Directions

Equity Matters

- HWDSB will ensure equitable resource allocation to schools, staff and students.
- HWDSB will ensure that our diverse learners receive the appropriate programming and support to achieve their full potential.
- HWDSB will provide safe, inclusive, and respectful learning environments for all staff and students.

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Our Focus:

- Effective instruction to improve student achievement and well-being.
- Effective leadership to create the conditions to improve instruction in schools and the service provided by our departments.

Everyone in HWDSB must be able to relate to this focus.

How do we insure that all staff are engaged in this focus?

The role of leadership:

Creating the culture in schools and departments to fulfill our goals.

Academic Optimism

Our high-level commitments:

HWDSB is a responsive system focussing on the needs of students and staff

- Knowing our students – Data
- Knowing our staff – Capacity Building
- Strengthening our Learning Organization
- Reflecting on our Progress
- Transforming our structure and processes

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Why do we do these things?

To improve Student Achievement on the foundation of Engagement and Equity.

Our Processes, tools and protocols guiding our work:

- School Improvement Plans
- Service Improvement Plans
- Collaborative Inquiry (TLCP)
 - Plan, Act, Assess, Reflect
- Learning Teams/Networks
- “Learning for All” – A tiered approach to Intervention
- Parent and Community Engagement in order to improve student achievement and well-being
- “Living Equity” – Using the lens of Equity in everything we do

Emerging Questions

- How do we ensure that our Annual Operating Plan provides clear direction in a way that honours students strengths and needs and the capacity staffs need in schools and departments?
(Intelligent Systems)
- How do we support schools and departments to have a focussed and aligned improvement plan based on clear data using clear measures?
- What aspects of the Annual Operating Plan should
 - Everyone know about
 - Some know about
 - The few charged with a specific responsibility know about?
- What impact does the AOP have on your local planning?

Focus Areas from this Year's Plan

- What are we doing?
- What has happened because of our efforts?
- How do we know this has happened?
- What are our next steps?

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- K-2 Literacy Strategy
- 21st Century Fluencies/Critical Literacy
- Learning teams/Networks
- Formative Assessment/Differentiated Instruction
- Re-Engaging at risk students
- Math – Problem-Solving
- Program Strategy
- Student Engagement
 - Mental Health
 - Student Leadership/Social Justice
 - Character Development
 - Student Voice
 - Safe learning environments
- Leadership Development and Promotion Processes
- Employee Relations
- Support for Diverse Learners (Equity)

Final Points to Consider

- Executive Council Restructuring – Its impact?
- Our learning structure:
 - System Leaders' Meetings
 - OLMs (Administrators)
 - Managers' Cabinet
 - Cluster Meetings
 - Principal Learning Teams
 - Manager Learning Teams
 - School/Department Teams
 - Networks
 - Data Mobilization Strategy (Knowing our Students)

How do we make this structure more effective?

Today we would like to

- Obtain your feedback regarding where we have been and where we need to go in terms of our AOP.
- Understand the challenges of implementation.
- Provide a process that you will use with your departments and schools in April.

Final Questions

- What is the greatest change you have experienced individually and/or collectively in the last year related to the AOP?
- What are the challenges?
The opportunities?

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