

# Students

ACHIEVING THEIR FULL POTENTIAL!



## CORE COMMITMENTS

### *Respect... We will:*

- Respond to stakeholder needs in a caring, thoughtful and considerate manner
- Ensure a safe, welcoming, inclusive environment that nurtures personal achievement
- Communicate and respond to stakeholders in an open, honest, sensitive and intelligent manner
- Acknowledge the diversity, dignity and worth of all individuals and respect their roles, competencies and contributions to our mission

### *Innovation... We will:*

- Foster an environment that encourages creativity and inspires people to make a difference
- Recognize and reward excellence, effort and innovation in pursuit of our vision
- Encourage thoughtful experimentation and challenge routine ways of doing things
- Be mindful of the need to adapt best practices in enhancing our mission effectiveness

### *Accountability... We will:*

- Act with integrity in accordance with established Board policies
- Measure and report our accomplishments against explicit, planned outcomes
- Use resources wisely, efficiently, effectively and equitably
- Deliver on committed actions

*Together we're better!*



## VISION

A future in which all students  
achieve their full potential

## MISSION

Educating all students to become lifelong  
learners and contributing citizens in a challenging,  
changing, multi-cultural world

[www.hwdsb.on.ca](http://www.hwdsb.on.ca)

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## Goals 2006-2009...

### ■ EFFECTIVE SCHOOLS

Make every school an effective school by embracing and building capacity for the seven correlates of effective schools: Clear and focused mission, Instructional leadership that has a strong focus on numeracy and literacy, Safe and orderly environment, Climate of high expectations, Frequent monitoring of student success, Time on task, and Positive home-school / community relations.

#### Performance Indicators:

- By 2009 75% of grade 3 and grade 6 students will be performing at a minimum of level 3 in EQAO testing
- By 2009 75% of all elementary students will be reading at DRA benchmark levels
- By 2009 the overall achievement on the grade 10 OSSLT will exceed the provincial average by 5%
- By 2009 there will be a 15% increase in students successfully completing a OSSD
- By 2009 the Board will be applying Character Education in all schools
- By 2009 the Board will be completing annual school safety audits
- Parent satisfaction surveys, conducted once per year, will demonstrate increased confidence in the Hamilton-Wentworth District School Board and Public Education

### ■ EFFECTIVE ENVIRONMENTS

Make every school a clean, attractive and quality learning environment that stimulates academic achievement.

#### Performance Indicators:

- By 2009 the School Revitalization Strategy with respect to City East, City West and Dundas will be completed
- By 2009 the Board will be applying RECAPP (Real Estate Capital Asset Priority Planning) to ensure facility standards

### ■ EFFECTIVE STAFF

We will be an employer of choice that will attract and retain an effective, diverse and highly functioning workforce.

#### Performance Indicators:

- Enhance recruitment and roles of quality employees through applying effective performance management processes. Mentorship and in-service support programs are provided and utilized by staff
- Enhance the retention of employees through healthy workplace and staff development initiatives resulting in increased regular attendance, decreased occupational, non-occupational and personal illness
- Employee satisfactions survey, conducted once per year, will demonstrate increased workplace satisfaction



HAMILTON-WENTWORTH  
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