

HWDSB *Reimagined*

2018-19 Annual Plan

Mission

We empower students to learn and grow to their full potential in a diverse world.

Commitment

We are committed to learning, equity, engagement and innovation.



curiosity • creativity • possibility

Hamilton-Wentworth District School Board's
new vision is guided by a student-generated
tagline - **Curiosity, Creativity, Possibility** - that
will help the Board pursue five priorities arising
from extensive public feedback.

Positive Culture & Well-Being

We will build student and staff well-being through positive climate strategies and supportive relationships.

Goal: All students and staff feel, safe, supported and accepted.

Target #1: The number of students who feel safe, supported and accepted will increase by June 2020.

STRATEGIES:

1. Provide professional learning for staff on how to use student survey data, and anti-racism and anti-oppression strategies.
2. Leverage effective practices in schools that enhance student-staff relationships, including a focus on students identifying a caring adult, through the mental health strategy, We Help.
3. Implement the next phase of the High Priority Schools plans.

Target #2: The number of staff feeling safe, supported and accepted will increase by June 2020.

STRATEGIES:

1. Provide professional learning on anti-racism and anti-oppression strategies.
2. Develop and implement a staff census to understand the diversity of our employee community.
3. Develop and implement a strategic wellness and absence management plan.



Student Learning and Achievement

We will improve student learning and achievement through effective instructional strategies.

Goal #1: All students reading.

Target: At least 75 per cent of Grade 1 students achieving at or above provincial standard on their June report card.

STRATEGIES:

1. Provide professional learning on comprehensive literacy instruction, assessment and interventions for reading specialists, kindergarten and Grade 1 educators.
2. Leverage effective literacy practices in classrooms, including a dedicated daily focus on reading.
3. Refine the measures used to monitor the progress students make towards becoming effective readers by the end of Grade 1.
4. Implement the next phase of the High Priority Schools plan.

Goal #2: Improvement in mathematics.

Target: The gap between HWDSB and the province for those students performing at or above the provincial standard on the junior (Grade 6) EQAO math assessment will be narrowed by June 2020.

STRATEGIES:

1. Provide professional learning on comprehensive math instruction, assessment and interventions for grades 4 through 6 educators.
2. Leverage effective math practices in classrooms, including a focus on fundamental concepts and skills.
3. Refine the measures used to monitor the progress students make towards understanding math concepts by the end of Grade 6.

Goal #3: All students graduating.

Target: At least 83 per cent of students will graduate within five years, by August 2020.

STRATEGIES:

1. Provide professional learning on student success strategies for grades 7 through 12 educators with an emphasis on applied-level math.
2. Leverage effective student success practices in schools, including a focus on approaches for students in-risk of not graduating.
3. Refine the measures used to monitor the progress students make towards graduation.



Effective Communication

We will improve our communication through comprehensive strategies.

Goal: Improve internal and external communications.

Target: Implement year one of the 2018-2021 Strategic Communications and Engagement Plan.

STRATEGIES:

1. Mobilize knowledge for staff through a new intranet and staff directory.
2. Standardize digital platforms to improve communication with staff, parents and students.
3. Implement the Parent Portal for parents, guardians and caregivers in all schools.



School Renewal

We will optimize opportunities to invest in improved school facilities.

Goal: Improve the conditions of our schools.

Target: At least 25 per cent fewer schools will be identified as being in poor condition by 2020.

STRATEGIES:

1. Implement the annual capital plan included in the Long-Term Facilities Master Plan, which includes elementary and secondary facility benchmarks, school renewal, repairs and maintenance.
2. Work with municipal partners to ensure that the Board can proceed with the capital projects for which funding has already been received.
3. Maximize funding received through Ministry of Education capital funding opportunities.



Partnerships

We will strengthen our collaboration with new and existing community partners to enhance opportunities for students.

Goal: All new and existing community partnerships will enhance opportunities for students.

Target: Establish a baseline of community partnerships that support student outcomes.

STRATEGIES:

1. Collect and analyze partnership data for the system and High Priority Schools.
2. Align community partners' goals with student needs in High Priority Schools.





HWDSB

www.hwdsb.on.ca/reimagined