

# HWDSB *Reimagined*

## 2019-20 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 differentiated professional learning on Emotion Coaching (i.e. Validation) to school staff, school leaders, and system support staff.
2. Implement Emotion Coaching (ie. Validation), to enhance student-staff relationships (i.e. caring adult).
3. Identified schools to implement Anti-racism/Anti-oppression (ARAO), Culturally Relevant and Responsive Pedagogy (CRRP) and Indigenous Cultural Safety (ICS) approaches.

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

## **STRATEGIES:**

1. Provide professional learning to service leaders on human rights, systems of oppression and privilege, and implications within the workplace.
2. Develop and implement an Employment Equity Action Plan from the Staff Census and Employment Process Review (Audit) recommendations.
3. Implement the 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 a B- or above on their June report card.

### **STRATEGIES:**

1. Provide differentiated professional learning on comprehensive literacy instruction, assessment, and interventions for all reading specialists, kindergarten and Grade 1 educators.
2. Implement effective reading instruction and assessment practices in kindergarten and Grade 1 classrooms.
3. Regularly monitor the progress students make towards becoming effective readers by the end of Grade 1 at the classroom, school, and system levels.
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 differentiated professional learning on comprehensive math instruction, assessment, and interventions for grades 4 through 6 teachers and learning resource teachers.
2. Implement effective math practices in classrooms, including a focus on fundamental concepts and skills.
3. 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 differentiated professional learning on meeting the needs of students in-risk for grades 7 through 10.
2. Implement effective instructional and student success practices, with a focus on approaches for students in-risk of not graduating.
3. Regularly monitor the progress all secondary school students make towards graduation at the school and system levels.





# Effective Communication

*We will improve our communication through comprehensive strategies.*

**Goal:** Improve internal and external communications.

**Target:** Complete year two of the 2018-2021 Strategic Communications and Engagement Plan.

## **STRATEGIES:**

1. Implement standard digital platforms to improve communications with staff, parents and students.
2. Implement an employee ambassador strategy.
3. Enhance digital engagement for external audiences through a story-telling strategy.



# 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 and repairs and maintenance.
2. Work with municipal partners and the Ministry of Education to ensure that the Board can proceed with the capital projects for which funding has already been received.
3. Maximize funding received from Ministry 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:** The number of community partnerships aligning to school needs will increase by August 2020.

**STRATEGIES:**

1. Implement a process to review and align the needs of schools and community partners.
2. Continue to align the Hamilton Foundation for Student Success to support the focus on High Priority Schools.





# HWDSB

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