# HWDSB *Reimagined*

## 2022 Board 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: Improve the well-being of all students and staff and close the gap for those currently and historically underserved.

**Target #1:** At least 80 per cent of students and staff who self-identify as Black, Indigenous, Racialized, Two-Spirit and LGBTQIA+, and people requiring special education supports/services self-report feeling safe, supported, accepted and affirmed in their diverse and distinct identities.

### STRATEGIES:

#### Investing in People:

1. Provide differentiated professional learning on culturally relevant and responsive pedagogy, Indigenous Cultural Safety and Learn. Disrupt. Rebuild @HWDSB with a focus on relationships and conditions impacting current and historically underserved learners.
2. Provide differentiated professional learning to system leaders on human rights, systems of oppression, privilege, and anti-racism and implications within the learning and working environments.

#### Leveraging Effective Practices:

1. Implement differentiated strategies to provide targeted and enhanced support to Black, Indigenous, Racialized and Two-Spirit and LGBTQIA+ students and students requiring special education supports and/or services.
2. Implement Emotion Coaching (i.e. Validation), to enhance student-staff relationships (i.e. caring adult).
3. Implement Employment Equity Action Plan.

#### Refining Measures of Progress:

1. Develop and implement the tools required to collect student identity-based data as part of the Student Census, and updated annually.
2. Develop and implement a Safe Schools Action Plan to respond to the recommendations from the Safe Schools: Bullying Prevention and Intervention Review Panel.

# Student Learning and Achievement

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

## Grades 7 to 12+

## Goal #1: Improving the graduation outcome for all students and closing the gap for those currently and historically underserved.

**Target:** At least 80 per cent of students within each cohort making progress towards graduation/graduating*.

*Graduation includes obtaining an Ontario Secondary School Diploma, Certificate of Achievement and/or Certificate of Accomplishment

**STRATEGIES:**

1. Investing in People: Provide differentiated professional learning on culturally responsive and relevant pedagogy, blended learning and personalized learning with a particular focus on engaging current and historically underserved learners.
2. Leveraging Effective Practices: Implement instructional, assessment and engagement practices focused on improving the outcomes for all students in grades 7 to 12.
3. Refining Measures of Progress: Develop and implement the tools required to  monitor the progress students make towards graduation on a regular basis, from Grade 7 onwards at the classroom, school and system levels.

## Grades K to 6

## Goal #2: Improving the reading achievement of all students and closing the gap for those currently and historically underserved.

**Target:** At least 75 per cent of students within each cohort on track as an effective reader.

**STRATEGIES:**

1. Investing in People: Provide differentiated professional learning on comprehensive literacy instruction, assessment, and interventions with a particular focus on engaging current and historically underserved learners.
2. Leveraging Effective Practices: Implement effective reading instruction and assessment practices from Kindergarten to Grade 6.
3. Refining Measures of Progress: Develop and implement the tools required to regularly monitor the progress students make towards becoming proficient readers from Kindergarten to Grade 6 at the classroom, school and system levels.

# Effective Communication

*We will improve our communication through comprehensive strategies.*

## Goal: Improve internal and external communications.

**Target:** Implement year three of the 2018-2022 Strategic Communications and Engagement Plan

**STRATEGIES:**

1. Complete implementation of the Parent Portal to improve communications with our parents, guardians and caregivers.

2. Standardize communications, including digital platforms, to improve communication with staff and students, especially during COVID-19.

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 2024.

**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 virtual partnership opportunities to support students will increase by 75 per cent.

**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.

3. Support partners in providing virtual opportunities for our students to address inequities highlighted by the COVID-19 pandemic (E.g. income disparity, mental health, and racism).

# HWDSB

www.hwdsb.on.ca/reimagined