

2023-24 BOARD IMPROVEMENT PLAN



HWDSB
BE YOU. BE EXCELLENT.

MULTI-YEAR STRATEGIC PLAN

Vision: Growing Together

Mission: Every student experiences a sense of belonging and engages in dynamic learning to reach their potential and build their own future.

Values: Our values of Compassion, Dignity, Trust, and Joy guide our daily work and ensure that we honour the unique identities and needs of all.

<p>Compassion:</p> <p>Leading with peace, friendship and love creates space for compassionate accountability, where we are responsible to one another in creating a culture of care.</p>	<p>Dignity:</p> <p>Reciprocity, anti-racism and anti-oppression lead to a just and equitable learning community, where every person is included, respected and valued.</p>
<p>Trust:</p> <p>Humility and transparency build the trusted relationships, connections and education system necessary for growth, change and evolution.</p>	<p>Joy:</p> <p>Curiosity, play and fun are catalysts for meaningful student learning outcomes and support joyful and enriching experiences.</p>

Strategic Directions

Upholding Human Rights, Safety & Well-being

We will support all students and staff to feel safe and secure in our classrooms and school communities.

Providing Equitable Quality Education

We will offer equitable quality educational opportunities to improve student engagement, learning and achievement for future-readiness.

Collaborating with Students, Families and Communities

We will build reciprocal relationships and partnerships to enhance access and engagement for students, families, and communities.

Building a Sustainable Education System

We will adapt to a rapidly changing world through responsible fiscal management, investing equitably in accessible and sustainable facilities, and supporting a robust workforce.

Reinforcing Indigenous Educational Wellness and Reconciliation

We will honour our commitment to Truth and Reconciliation by nurturing respectful and reciprocal relationships among Indigenous Peoples and Treaty Partners, and by cultivating intergenerational healing and wellness in a restorative education system.

GOAL: IMPROVE LITERACY ACHIEVEMENT FOR EVERY STUDENT

What will we do to achieve this goal?

- We will build the capacity of educators to strengthen students' literacy development in reading and writing in the following ways:
 - › Implement [screening measures](#) to assess every student in K-3 for their literacy strengths and needs followed by development and implementation of plans to support student progress
 - › Provide professional learning and coaching
 - › Collaborate with students and families
- We will provide professional learning and coaching across K-12 to model teaching practices that foster joy of reading and writing as well as valuing oral language and storytelling using effective literacy strategies including:
 - › [Culturally Relevant, Responsive Pedagogy \(CRRP\)](#)
 - › [Differentiated Instruction \(DI\)](#)
 - › [Universal Design for Learning \(UDL\)](#)
 - › [Indigenous Pedagogies](#)
- We will provide differentiated literacy supports and resources for students to meet their needs to ensure, high-quality, individualized, evidence-informed instruction and intervention (CRRP, DI, UDL, Indigenous Pedagogies).

GOAL: IMPROVE NUMERACY ACHIEVEMENT FOR EVERY STUDENT

What will we do to achieve this goal?

- We will provide professional learning and coaching to build educator capacity in Mathematics content knowledge and pedagogy using effective numeracy strategies including:
 - › [High Impact Instructional Practices \(HIIP\)](#)
 - › [Culturally Relevant, Responsive Pedagogy \(CRRP\)](#)
 - › [Differentiated Instruction \(DI\)](#)
 - › [Universal Design for Learning \(UDL\)](#)
 - › [Indigenous Pedagogies](#)
- We will support student competence and confidence in Mathematics by:
 - › Collaborating with students and families
 - › Providing rich problem-solving and experiential tasks for students
 - › Making student thinking explicit through Math conversations in the classroom
 - › Small group instruction
 - › Providing [Mathematical thinking tools](#) such as manipulatives
- We will collaborate regularly to implement effective, evidence-based assessment practices to identify strengths and areas for growth in student learning.

GOAL: IMPROVE PREPAREDNESS FOR THE FUTURE OF EVERY STUDENT

What will we do to achieve this goal?

- We will collaborate with students and families around the resources, information, and supports that students need to build their [Individual Pathways Plans](#).
- We will create innovative partnerships with diverse industries and post-secondary institutions to remove barriers, support student pathways choices and build experiential learning opportunities including:
 - › [Apprenticeship](#)
 - › [College](#)
 - › [Community](#)
 - › [Workplace](#)
 - › [University](#)
 - › [Co-operative Education](#)
 - › [Dual Credit](#)
 - › [Specialist High Skills Major \(SHSM\)](#)
- We will implement a variety of approaches, programs and resources to support secondary school students to meet yearly credit accumulation benchmarks on their way to graduation.
- We will embed land-based learning experiences to build student understanding of our relationship to the land, and recognition of the deep connection between Indigenous peoples and the land.

GOAL: IMPROVE WELL-BEING FOR EVERY STUDENT

What will we do to achieve this goal?

- We will provide intentional and culturally relevant teaching and supports on mental health so that K-12 students can recognize their own mental health needs and seek supports, including:
 - › [Lesson plans for all Grade 7 & 8 teachers](#)
 - › Professional learning and coaching for all Grade 7 & 8 teachers
 - › Reimagining Wellness 3.0
 - › School-wide mental health promotion
- We will support students and families to navigate external mental health resources, care and support that provide culturally responsive and relevant care and collaborate with communities.
- We will provide learning for students to understand their [Human Rights](#), roles and responsibilities related to their safety and well-being.
- We will increase system capacity and understanding of the impact of colonial education and intergenerational trauma, and Indigenous approaches to student well-being through the implementation of the [Indigenous Education Circle Strategic Action Plan \(IECSAP\)](#).

GOAL: INCREASE ENGAGEMENT FOR EVERY STUDENT

What will we do to achieve this goal?

- We will provide professional learning for educators that is focused on [descriptive and timely feedback](#) and making explicit the next steps in each student's learning as part of assessment.
- We will provide students with dynamic academic and experiential learning opportunities that center student voice and choice informed by:
 - › [Culturally Relevant, Responsive Pedagogy \(CRRP\)](#)
 - › [Differentiated Instruction \(DI\)](#)
 - › [Universal Design for Learning \(UDL\)](#)
 - › [Indigenous Pedagogies](#)
- We will create and leverage innovative physical spaces to enhance student engagement and safety. This will be accomplished through:
 - › [Safe Schools Action Plan \(SSAP\)](#)
 - › [HWDSB Accessibility Plan \(AP\)](#)
 - › [Long-Term Facilities Master Plan \(LTFMP\)](#)
 - › [Education Development Charges Background Study \(EDC\)](#)
- We will provide professional learning for system leaders on progressive discipline practices, effective conflict resolution and restorative strategies especially in response to all forms of hate, bias, discrimination and harassment in schools. This will be informed by:
 - › [Human Rights](#)
 - › [Anti-Racism, Anti-Oppression \(ARAO\)](#)
 - › [Equity](#)
 - › [Restorative Indigenous Educational Wellness](#)
- We will ensure that [student voice](#) and [lived experience](#) informs the classroom environment, learning, engagement and leadership experiences by:
 - › Collaborating with students and families
 - › Identifying and removing barriers to learning
 - › Supporting school leaders and educators

