

# Culture of Social Responsibility

*We will strengthen our community through ethical leadership, equitable practice, and responsible stewardship.*



## Goals

- Remove barriers to equity of access, opportunity, and outcomes;
  - Model responsive and ethical leadership and accountability; and
  - Foster progressive stewardship of the environment, and human and financial resources.
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- ◆ Build leadership capacity and succession plans;
  - ◆ Build system capacity in environmental stewardship, resource allocation and risk management; and
  - ◆ Collect and use data to inform instructional practice, policy, and decision making.

## Desired Outcomes:

### ***For Students***

- ◆ Improved social and emotional skills;
- ◆ Increased student voice;
- ◆ Improved student behaviour;
- ◆ Reduced disproportionate representation;

### ***For Staff***

- ◆ Improved leadership capacity;
- ◆ Improved employee engagement and recognition;

### ***For System***

- ◆ Improved decision-making;
- ◆ Improved governance practices; and
- ◆ Improved environmental practice and reduction in greenhouse gas emissions.

## Strategies:

- ◆ Support and encourage the development of our Exit Outcomes and life skills in all students;

# Culture of Caring

*We will advance equity and a sense of belonging to promote a safe and caring community.*



## Goals

- Prioritize the dignity and well-being of students in inclusive and caring classrooms;
- Champion and nurture a safe, caring and respectful workplace; and
- Build authentic engagement with and among our communities.

## Desired Outcomes:

### ***For Students***

- ◆ Improved equity of access, opportunity and outcomes;
- ◆ Improved student well-being;
- ◆ Enhanced student safety;

### ***For Staff***

- ◆ Improved employee well-being;
- ◆ Improved employee engagement;

### ***For System***

- ◆ Increased parent voice;
- ◆ Increased community partnerships; and
- ◆ More representative workforce.

## Strategies:

- ◆ Build system capacity in equity and inclusive practice to support education, engagement and reconciliation with historically marginalized groups;
- ◆ Provide learning opportunities and resources to support student well-being;
- ◆ Foster conditions to improve workplace safety and employee well-being;
- ◆ Enhance communications and develop mechanisms to build employee engagement; and
- ◆ Build system capacity to support parent and family engagement at the classroom, school and district levels.

# Culture of Innovation

*We will build a learning community where innovation and inquiry drive learning.*



## Goals

- Champion high learning expectations for all students in all programs;
  - Promote collaborative environments which foster innovation and creativity; and
  - Modernize instruction and administrative processes.
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- ◆ Modernize learning and enhance student experience; and
  - ◆ Optimize resources and technology to modernize business processes.

## Desired Outcomes:

### ***For Students***

- ◆ Improved student achievement;
- ◆ Increased graduation success in all pathways;
- ◆ Increased sense of relevance and motivation for students;

### ***For Staff***

- ◆ Increased capacity to support personalization of learning;
- ◆ Increased leadership capacity; and

### ***For System***

- ◆ Improved business processes and efficiency.

## Strategies:

- ◆ Establish targets for student achievement;
- ◆ Provide professional learning and tools to support quality instruction and collaboration;
- ◆ Create conditions to support creativity, innovation and evidence-based practice;