STRATEGIC PLAN 2011–16

Striving to be better tomorrow than we are today

River East Transcona
SCHOOL DIVISION

Creating student success
River East Transcona School Division exists to provide our students with excellent programs and services and to support our employees so they can deliver those programs and services successfully. Our goal is to make sure every student and employee achieves success in their own unique way, in a safe and caring environment.

Our Strategic Plan 2011–16 is a road map to help us reach our goal. It takes into consideration how far we’ve come in our journey, and identifies where we want to be in five years. It is a strong endorsement of the work we have done to date—and of public education in general—and it is the basis on which we will set our annual divisional priorities.

For any school division, change is the one thing that is constant. A school division must be ready to respond to organizational changes and employees’ needs and ideas, new methods of teaching and learning, and new directions mandated by government. Just as importantly, it must be ready to respond to the needs of a community whose dynamics and demographics are changing.

We believe the strategic directions and objectives outlined in our Strategic Plan 2011–16 prepare River East Transcona School Division to respond to change, to move forward confidently and effectively, and to fulfil our purpose: to educate our students to be skilled, responsible citizens.
PURPOSE

River East Transcona School Division exists to educate students to be inspired, skilled, responsible citizens.

VISION

River East Transcona School Division will be forward-looking, innovative and service-oriented, offering superior, comprehensive programming to meet the emerging needs of our students and community.

MISSION

To fulfil our purpose and in our journey toward our vision, River East Transcona School Division is committed to providing relevant, progressive, educational programming and supportive services in a safe, stimulating learning environment.
WE BELIEVE:

- We exist to serve our students and community.
- Everyone is unique and can achieve individual success.
- Individuals excel where there are high expectations and challenging learning opportunities.
- Everyone has the right to be treated with dignity and respect.
- Working together, we can make a significant difference in the lives of our students.
- People thrive in safe and caring environments.
- Teamwork and collaboration are essential skills for both students and staff.
ORGANIZATIONAL VALUES

River East Transcona School Division will be based on these foundational values:

INTEGRITY
We will be trustworthy and honest and we will do what we say we are going to do.

RESPECT
We will show respect for individuals and for the organization. We will value each person and the organization to which we belong.

RESPONSIBILITY
We will be responsible and accountable, individually and collectively, for our actions, decisions, growth and learning.

INNOVATION
We will be innovative in approaches, learning methodologies, programs and practices. We will support innovation that contributes to improved student learning.

REFLECTION
We will be reflective of what and how we are doing. We will consistently evaluate our progress in the pursuit of continuous improvement.

EXCELLENCE
We will strive towards excellence in student learning, programs and services. We will strive to meet or exceed our goals and objectives.
River East Transcona School Division strongly believes a solid, effective governance model and structure must exist to ensure achievement of our ultimate goal. For the next three to five years, the division will devote our efforts and resources:

I
Toward improved student learning and the development of inspired, skilled, responsible citizens.

II
Toward excellent programs and services that meet the needs of our students within the parameters of our funding.

III
Toward committed, knowledgeable, competent employees.

IV
Toward informed, engaged stakeholders and community.

V
Toward an effective and efficient infrastructure to support the delivery of programs and services.

VI
Toward a credible, valid, annual process of objectively assessing and reporting on the overall performance of the division.
STRATEGIC DIRECTION I

Toward improved student learning and the development of inspired, skilled, responsible citizens
OBJECTIVES

➢ To develop common learning approaches and methodologies.

➢ To maintain and enhance the process, procedures and practices to ensure all students set goals and demonstrate responsibility for their learning.

➢ To maintain and enhance the process, procedures and practices to ensure all students engage in and contribute to the culture of the school and its community.

➢ To maintain and enhance the process, procedures and practices to ensure all students demonstrate safe and respectful behaviour.

➢ To maintain and enhance the process, procedures and practices to ensure all students will achieve or exceed expected program outcomes.

➢ To identify the professional development needs of instructional staff to ensure diverse approaches and programs are supported.
Toward excellent programs and services that meet the needs of our students within the parameters of our funding
OBJECTIVES

➢ To establish criteria and standards to evaluate the effectiveness and efficiency of programming and services.

➢ To develop and implement a thorough process of evaluating the current programs and services through meaningful indicators.

➢ To establish a framework and procedures for the consideration of new programs and projects, and their subsequent evaluation.

➢ To develop appropriate action plans when required to meet system expectations and our vision.
Toward committed, knowledgeable, competent employees
OBJECTIVES

➢ To assess current training and development needs and establish appropriate professional development plans.

➢ To encourage staff engagement and lifelong learning.

➢ To provide opportunities for employee feedback and suggestions.

➢ To maintain an efficient, effective and consistently applied employee performance management model.

➢ To maintain and enhance the board/employee liaison committee structure and process.

➢ To maintain a fair and transparent recruitment, selection, transfer and succession planning process for employees.

➢ To continue and enhance employee recognition.

➢ To ensure River East Transcona School Division policies, practices and procedures are current and relevant.
Toward informed, engaged stakeholders and community
OBJECTIVES

➢ To maintain and enhance a comprehensive internal and external communication strategy.

➢ To maintain and enhance a comprehensive public/media relations and marketing strategy.

➢ To recognize the contribution from—and the need to participate in—the wider divisional community.
Toward an effective and efficient infrastructure to support the delivery of programs and services
OBJECTIVES

➢ To continue to review and improve the safe and timely transportation of our students.

➢ To use existing and emerging technology to improve operations, teaching and learning.

➢ To develop a plan to restructure all schools to align with early years, middle years and senior years philosophy.

➢ To maintain and enhance our facilities through annual maintenance programs and capital renewal projects.

➢ To establish a framework and procedures for the consideration of preschool programming and daycare within the K–12 structure.
Toward a credible, valid, annual process of objectively assessing and reporting on the overall performance of the division
OBJECTIVES

➢ To create and use a set of comprehensive indicators to define divisional performance.

➢ To develop a process for regular reporting of divisional performance indicators.

➢ To establish and publish an annual “State of the Division” report.