

Strategic Plan 2020-21

Management Team
September 29, 2020



New
Westminster
Schools

Learning Journey...our first year



**WHERE EVERYBODY
LOVES TO LEARN!**

❑ IT TAKES A TEAM

❑ A FOUNDATION FOR CHANGE

❑ LET'S TALK



We're engaged.



We love to learn!



We're innovative.

Learning, IT and Communications

Maryam Naser – Associate Superintendent

Maureen MacRae-Stanger – Director of Instruction

Bruce Cummings – Director of Support Services

Iain Lancaster – District Vice Principal of Programs and Planning

Tanis Anderson – District Vice Principal of Early Learning

Karen Klein – Director of International Education

Eric Kardoos – Director of IT

Kristen Keighley-Wight – Communications Manager

Students will thrive emotionally, socially and academically

- ❑ CONTINUITY OF LEARNING
- ❑ WELLNESS SUPPORTS
- ❑ TECHNOLOGY
- ❑ COMMUNICATION



Students will thrive emotionally, socially and academically

☐ CONTINUITY OF LEARNING

- ☐ TRANSITIONS
- ☐ REGISTRATION
MANAGEMENT
- ☐ CLEAR PROCEDURES
- ☐ REMOTE LEARNING
PROGRAM



Students will thrive emotionally, socially and academically

☐ WELLNESS SUPPORTS

- ☐ STAFFING
- ☐ COMPREHENSIVE SEL STRATEGY FOR STAFF AND STUDENTS
- ☐ MENTAL HEALTH LITERACY
- ☐ MEALS PROGRAM
- ☐ CHILDCARE



Students will thrive emotionally, socially and academically

❑ TECHNOLOGY

- ❑ ONE PLATFORM
- ❑ DEVICE ACQUISITION
- ❑ PROFESSIONAL DEVELOPMENT
- ❑ HELP DESK/SUPPORT
- ❑ TECHNOLOGY LEADS



Ensure Inclusive Practices

- ❑ **INCLUSIVE EDUCATION REVIEW AND SUBSEQUENT ACTION PLAN**
 - ❑ PROFESSIONAL DEVELOPMENT
 - ❑ CLEARLY COMMUNICATED PROTOCOLS AND PROCEDURES
 - ❑ HANDBOOKS
 - ❑ SPECIALIST SUPPORT
- ❑ **IMMUNOCOMPROMISED STUDENTS**
- ❑ **EQUITY**



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- ☐ PARENTS AS PARTNERS IN LEARNING
 - ☐ INCREASED MODES OF COMMUNICATION
 - ☐ TECHNOLOGY
 - ☐ FEEDBACK
- ☐ NEIGHBOURHOOD LEARNING CENTER
 - ☐ WELCOME CENTER



Finance, Facilities and Capital Projects

Bettina Ketcham – Secretary Treasurer
James Pocher – Assistant Secretary-Treasurer
Dave Crowe – Director of Capital Projects
Dino Stiglich – Director of Facilities
Matt Brito – Manager of Facilities
Mark Layzell – Manager of Operations and Transportation

Maintain financial accountability, transparency and stability

- ❑ RESOURCE ALLOCATION IN THE BUDGET PROCESS WILL ALIGN TO LEARNING PRIORITIES
- ❑ MANAGING FOR THE UNCERTAINTY.
- ❑ MAKING SURE THERE IS THE AGILITY
- ❑ WHAT DO WE NEED AND PROVIDING IT WHEN WE NEED IT.



Maintain financial accountability, transparency and stability

- ❑ **SPECIFICS TO THE WORK:**

- ❑ **UTILIZING SPECIAL FUNDING GRANTS**

- ❑ **WORKING WITH HR ON STAFFING (STAFFING IS 87% OF BUDGET)**

- ❑ **ADJUSTING BUDGETS ON MACRO AND MICRO BASIS**



WE ARE CONTINUOUSLY HAVING TO ADJUST TO A CONSTANTLY CHANGING ENVIRONMENT AND CHECK IN WITH DEPARTMENTS TO ENSURE CONSISTENCY AND ALIGNMENT MORE THAN WE EVER HAVE

Finance: Be Unwavering in our commitment to improve student success

- ❑ **CLASSROOMS WILL BE PROVISIONED WITH GOODS AND SERVICES AT THE BEST PRICE, QUALITY AND LEAST ENVIRONMENTAL IMPACT.**
- ❑ **USE OF PURCHASING POWER WITHIN THE DISTRICT IS CRITICAL**
- ❑ **DISTRICT IS ALSO HAVING TO PURCHASE LARGE VOLUMES OF ITEMS RELATED TO COVID FOR CLEANING SUPPLIES, PPE, TECHNOLOGY AND IT IS IMPORTANT WE HAVE THE RIGHT AMOUNT OF INVENTORY AND CONSISTENCY ACROSS THE DISTRICT**



Facilities: Be Unwavering in our commitment to improve student success

TO ENSURE STUDENTS LEARN/STAFF WORK IN CLEAN AND HEALTHY BUILDINGS



- ❑ **THE DISTRICT HAS COMMITTED THAT HEALTH AND SAFETY BE OUR FIRST PRIORITY THROUGHOUT OUR ENTIRE RESPONSE TO FAMILIES, STUDENTS AND STAFF.**
- ❑ **ALLOWS US TO ENGAGE IN THE STAGE 2 RESTART PLAN TO HAVE THE FULL RETURN OF STAFF AND STUDENTS.**

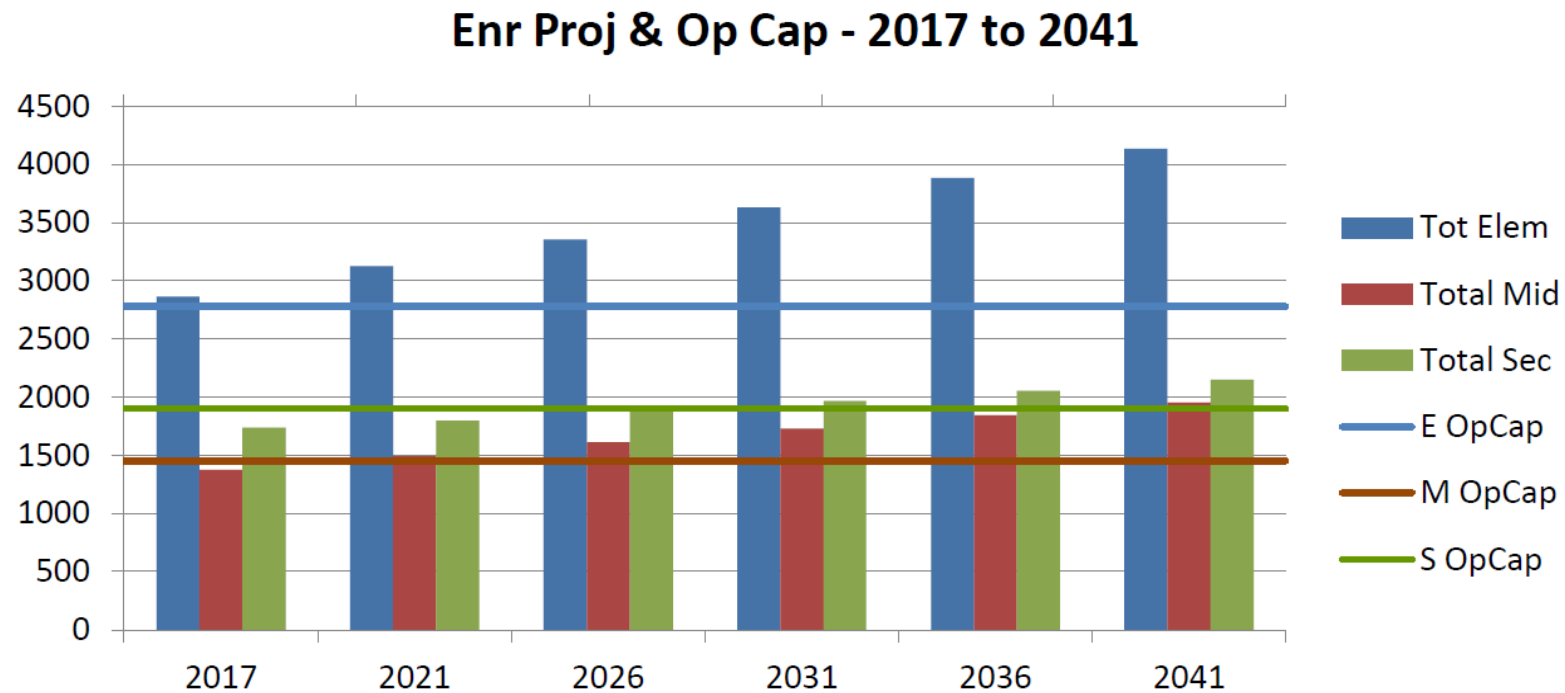
Facilities: Be Unwavering in our commitment to improve student success

ACTIONS TAKEN OR BEING TAKEN:

- ☐ **ADDITIONAL CUSTODIAL STAFF**
- ☐ **TRAINING**
- ☐ **PROCUREMENT OF EQUIPMENT AND SUPPLIES**
- ☐ **PLACING SIGNAGE, MARKERS AND SANITIZING STATIONS AROUND OUR FACILITIES.**
- ☐ **ASSESSING VENTILATION WITHIN SCHOOLS**

Implement the District's long-range facilities plan

TO ENSURE STUDENTS WILL BE ABLE TO LEARN IN RIGHT-SIZED FACILITIES THAT ARE IN REASONABLE PROXIMITY TO THEIR HOMES



Climate Action Strategy

DEVELOP AN ENVIRONMENTAL STRATEGY AND CLIMATE ACTION PLAN, AND PROVIDE LEADERSHIP IN ENVIRONMENTAL EDUCATION

- ❑ WORK IS JUST BEGINNING OVER A CLIMATE ACTION STRATEGY**
- ❑ EXPERTISE AND RESOURCES WILL BE NEEDED TO RESOURCE THIS STRATEGIC PRIORITY.**
- ❑ UPCOMING BOARD IN-SERVICE.**



The background of the slide is a solid orange color with a pattern of white, concentric ripples, resembling water droplets or rain falling on a surface. The ripples are of varying sizes and are scattered across the entire background.

Human Resources

Robert Weston – Executive Director, Human Resources
Gordana Ballarin – Human Resources Manager
Larissa Koke – Human Resources Manager

Human Resources Department Strategy Derived from New Westminster Schools “Our learning journey”

Strategic Plan
2019–2024”

EVERYTHING WE DO IN HUMAN RESOURCES MUST HELP DELIVER ON
THE DISTRICT’S 4 STRATEGIC PRIORITIES:

1. *TRANSFORM THE STUDENT EXPERIENCE,*
2. *BUILD MEANINGFUL RELATIONSHIPS,*
3. *LEAD INTO OUR FUTURE, AND*
4. *ENSURE FULL PARTICIPATION IN LEARNING.*

Human Resources Department Goals

TO DELIVER ON STRATEGY, OUR 5 OVERARCHING DEPARTMENT GOALS ARE:

- **TO ENSURE** STAFF ARE SUPPORTED AND ENCOURAGED TO FIND PURPOSE AND MEANING IN THEIR WORK AND THEREFORE ABLE TO REACH THEIR FULL POTENTIAL,
- **TO ENSURE** STAFF ARE VALUED AND APPRECIATED,
- **TO ENSURE** WE HAVE MEANINGFUL RELATIONSHIPS WITH COMMUNITY PARTNERS IN SUPPORT OF OUR STUDENTS AND FAMILIES,
- **TO ENSURE** WE CAN OPTIMALLY ATTRACT, RECRUIT, AND RETAIN STAFF, AND
- **TO ADVOCATE** FOR PUBLIC EDUCATION, IN NEW WESTMINSTER AND THE PROVINCE.

Human Resources Department

THESE PAST 7 MONTHS AS WE HAVE BEEN DEALING WITH THE CONSEQUENCES OF COVID 19 WE HAVE FOCUSED ON:

- **OUR COVID H&S PLAN – PREPARATION AND IMPLEMENTATION** – ENSURING WE HAVE A COMPREHENSIVE PLAN WITH ALL THE PROTOCOLS IN PLACE TO ENSURE OUR SITES ARE SAFE FOR OUR STAFF AND THAT ALL STAFF KNOW WHAT SAFETY PRACTICES ARE REQUIRED OF THEM,
- SUPPORTING EMPLOYEES WHO ARE IN NEED OF SPECIFIC **MEDICAL ACCOMMODATIONS**,
- IDENTIFYING **STAFF SHORTAGES** AND MINIMIZING SHORT TERM REPLACEMENT DEFICIENCIES,
- ENSURING **EMPLOYEE ASSISTANCE** SUPPORTS ARE IN PLACE FOR OR EMPLOYEES,

Human Resources Department

THESE PAST 7 MONTHS WE HAVE FOCUSED ON (CONT):

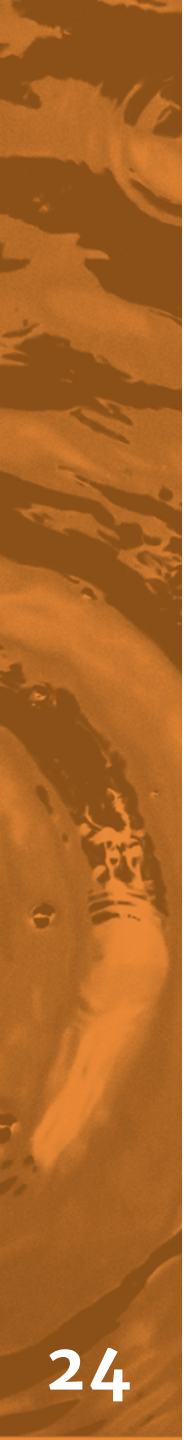
- **RECRUITING AND SELECTING** PERMANENT REPLACEMENTS TO ADDRESS STAFF TURNOVER AND THE STAFFING OF NEW PROGRAMS AND SERVICES,
- ADMINISTERING ALL ASPECTS OF OUR **DISTRICT AND SITE-BASED HEALTH AND SAFETY PROGRAMS**,
- **SUPPORTING** OUR ADMINISTRATORS, MANAGERS AND SUPERVISORS AS THEY LEAD THEIR STAFF IN THESE STRESSFUL TIMES, AND
- **WORKING COLLABORATIVELY WITH OUR UNION PARTNERS** AND MAKING SURE THEY CONTINUE TO BE INFORMED ON ALL OUR WEEK TO WEEK RESPONSES TO THE CHANGING COVID 19 DEMANDS.

New Westminster Schools:

“the metro school district employer of choice”

OUR IMMEDIATE FOCUS DOES NOT DETRACT FROM OTHER STRATEGIC OBJECTIVES WHICH INCLUDE:

- **SUPPORTING** EMPLOYEES IN THEIR WORK ATTENDANCE AND IN SO DOING MINIMIZING THE IMPACT STAFF ABSENTEEISM HAS UPON CONTINUITY OF EDUCATIONAL SERVICE TO STUDENTS AND FAMILIES,
- **CONTINUING TO OFFER** FULL RANGE OF HEALTH AND WELFARE BENEFITS AND LEAVES OF ABSENCE, AND ENSURING EMPLOYEES UNDERSTAND THEIR BENEFITS AND WHAT SERVICES ARE AVAILABLE TO SUPPORT THEM AND THEIR FAMILIES IN THEIR WORK AND NON-WORK LIFE, AND
- **WORKING TO ENHANCE** THE MANAGEMENT AND SUPERVISORY SKILLS OF OUR SITE AND DISTRICT BASED ADMINISTRATIVE TEAM TO ENSURE OUR EMPLOYEES GET THE LEADERSHIP THEY DESERVE.

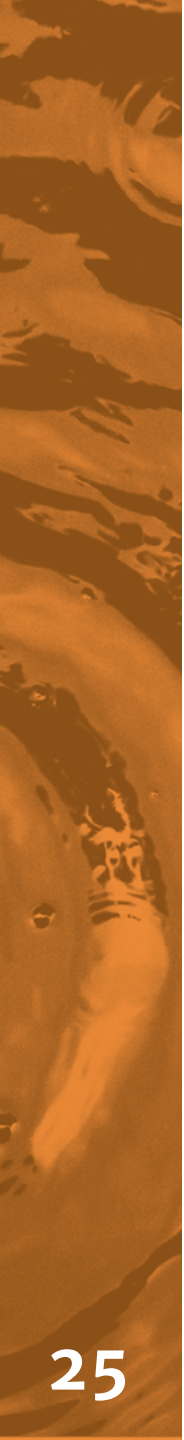


New Westminster Schools

“the metro school district employer of choice”

**ULTIMATELY, WE WANT
NEW WESTMINSTER SCHOOLS
TO BE:**

“THE METRO SCHOOL DISTRICT EMPLOYER OF CHOICE”



The Human Resources Department Strategic Direction, Strategic Priorities, Goals and Key Focus

**THE DEPARTMENTS ENTIRE PLAN IS INCLUDED IN THE
PACKAGE. I HOPE THIS OVERVIEW HAS PROVIDED INSIGHT
INTO HOW THE DEPARTMENT IS COMMITTED TO WORKING TO
DRIVE SUCCESS.**

GORDANA BALLARIN, HUMAN RESOURCES MANAGER

LARISSA KOKE, HUMAN RESOURCES MANAGER

ROBERT WESTON, EXECUTIVE DIRECTOR OF HUMAN RESOURCES

The background is a monochromatic abstract composition in shades of orange and black. It features a complex pattern of swirling, organic shapes that resemble liquid ripples or marbled textures. The colors are layered, with darker orange and black areas interspersed with lighter orange tones, creating a sense of depth and movement. The overall effect is reminiscent of a close-up of water with many small droplets or a microscopic view of a fluid surface.

Questions?