

# RED RIVER VALLEY SCHOOL DIVISION



## BOARD PLAN

## **OVERALL PURPOSE OF THE BOARD PLAN**

The Red River Valley School Division strives in its efforts to become more effective. This board plan is one important tool to provide direction towards this effort. This plan will provide direction as the Board prepares for the needs in our division. The Board is committed to the achievement of this plan and will strive to provide energy and resources for its success.

## **THE BOARD PLANNING PROCESS**

The Board develops a series of priorities, outcomes and strategies that require special emphasis throughout the school year.

Each year at a planning workshop, all Board members and senior administration staff examine the Board priorities, outcomes and strategies. The Board Plan is written based upon the deliberations of the planning workshop. The Plan is available on the RRVSD website.

October, 2003  
*Re-affirmed November 2006*  
*Re-affirmed January 12, 2011*  
*Revised January 17, 2015*

**OUR VISION**

**THAT EACH OF US WILL BE LIFE LONG LEARNERS**

**OUR MISSION**

**THE RED RIVER VALLEY SCHOOL DIVISION, WITH THE SUPPORT OF FAMILIES AND COMMUNITIES, STRIVES TO PROVIDE A LEARNING ENVIRONMENT THAT WILL ALLOW OUR STUDENTS THE OPPORTUNITY TO ACHIEVE TO THEIR HIGHEST POTENTIAL IN A GLOBAL ENVIRONMENT.**

**WE BELIEVE**

- **ALL PEOPLE SHOULD BE TREATED WITH RESPECT, DIGNITY, COMPASSION AND EMPATHY.**
- **IN HONESTY, INTEGRITY AND EQUITY.**
- **THROUGH CREATIVITY, FUN, TEAMWORK AND LEARNING, WE MAKE A DIFFERENCE.**

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**THE BOARD OF TRUSTEES WILL GOVERN THE RED RIVER VALLEY SCHOOL DIVISION THROUGH WRITTEN POLICIES AND BOARD PLANNING.**

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**RRVSD BOARD PRIORITIES**

1. To plan and provide quality education for the future of our students.
2. To continue to recruit/retain dedicated and highly competent employees.
3. To provide safe and friendly environments (buildings, grounds and transportation).
4. To be leaders in education.

## RED RIVER VALLEY BOARD PLAN

### PRIORITY # 1 - TO PLAN AND PROVIDE QUALITY EDUCATION FOR THE FUTURE OF OUR STUDENTS.

Outcomes	Strategies	Report on Progress
<p>1. All students will experience success.</p>	<ol style="list-style-type: none"> <li>1. Support the Red River Valley School Division’s Education Plan</li> <li>2. Be informed on all initiatives of the Education Plan.</li> <li>3. Receive regular progress reports on selected initiatives via the monitoring reports.</li> <li>4. Continue to explore an off-site alternative program.</li> <li>5. Improve mental health services provided to students.</li> <li>6. Develop a mental health strategy for the division based on individual school needs.</li> </ol>	<p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• The Education Plan was shared with the Board in October 2015.</li> <li>• A monitoring report was presented to the Board in November 2015 highlighting initiatives from the Education Plan.</li> <li>• Senior Administration presented ideas for an off-site alternative program.</li> <li>• A Capital Reserve was set up for an off-site alternative program.</li> </ul> <p><b>2016-2017</b></p> <ul style="list-style-type: none"> <li>• The Education Plan was shared with the Board in October, 2016</li> <li>• A monitoring report was presented to the Board in October 2016 highlighting progress in Literacy.</li> <li>• A .6 FTE Counsellor Coach was hired.</li> <li>• An Addictions Foundation of Manitoba (AFM) worker was hired.</li> <li>• A Mental Health worker is providing services on a contract basis.</li> <li>• In September, the mental health team visited each school to gather information on mental health needs.</li> </ul>

<p>2. For students to be critical users and producers of information and to become responsible digital citizens.</p>	<ol style="list-style-type: none"> <li>1. Partner with parents to equip all Grade 5 to 12 students with a personal device by September, 2018.</li> <li>2. Provide PD for Grade 5 to 12 teachers by 2018.</li> <li>3. Provide financial support to continue the position of Lead Technology teacher to support individual classroom teachers.</li> <li>4. Monitor the internet usage to ensure adequate bandwidth is available to support the initiative.</li> <li>5. Survey students, parents, teachers and administrators for feedback on the initiative.</li> <li>6. Survey results will be shared with the Board in spring 2017.</li> <li>7. Review the “One to the World” initiative and adjust as needed.</li> </ol>	<p><b>2014-2015</b></p> <ul style="list-style-type: none"> <li>• A half time technology lead teacher was hired for the fall, 2014.</li> <li>• Laptops were delivered to the schools in early September, 2014.</li> <li>• Surveys to parents, teachers and students were sent out in November, 2014. We are in the process of collecting data.</li> <li>• We are currently testing devices for the Grade 9 students.</li> <li>• An additional .1 FTE was added to the Finance Department to help with the additional work load.</li> <li>• Technology lead teacher attended “Riding the Wave Conference.”</li> <li>• Tablets have been ordered for OTTW students in 2015-2016.</li> </ul> <p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• Laptops were delivered to the school in early September 2015.</li> <li>• Surveys to parents, teachers and students were sent out in January 2016. We continue to collect data.</li> <li>• The Technology Coach made a presentation to the Board in April 2016. Survey results from staff, parents and students as well as the highlights of the years were shared.</li> <li>• An additional .5 FTE Technology Coach position was included in the 2016-2017 Budget making this a full time position beginning September 2016.</li> <li>• A Technology review was undertaken in spring 2016.</li> </ul> <p><b>2016-2017</b></p> <ul style="list-style-type: none"> <li>• Devices/tablets were delivered to the school in the fall 2016. All students in Grades 5 to 10 have a device.</li> </ul>
<p>3. Improve access to programming in the schools.</p>	<ol style="list-style-type: none"> <li>1. Collect information on fees charged to families in the schools.</li> <li>2. Review current school budgets to identify areas for improvement.</li> <li>3. Explore ways to address inequities.</li> </ol>	<p><b>2014-2015</b></p> <ul style="list-style-type: none"> <li>• A summary of fees was presented to the board on January 5, 2015.</li> <li>• Additional funding for transportation for field trips/extra-curricular activities; funding for K-8 school supplies, funding for band instrument rental and funding for outdoor recreation equipment was included in the 2015-2016 budget.</li> </ul> <p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• Additional funding was put in budget for 2016-2017 for transportation for Low Enrolment Classroom.</li> </ul>

4. Explore uses for the “old auto-body shop.”	<ol style="list-style-type: none"> <li>1. Make the necessary renovations to the building.</li> <li>2. Explore options such as records storage and technology depot.</li> </ol>	<p><b>2014-2015</b></p> <ul style="list-style-type: none"> <li>• Renovations are in the process of getting completed.</li> <li>• Senior Administration met with the RRTVA Coordinator to explore needs.</li> </ul> <p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• Exterior renovations were completed in fall of 2015.</li> </ul> <p><b>2016-2017</b></p> <ul style="list-style-type: none"> <li>• The building has been re-keyed.</li> </ul>
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**PRIORITY # 2 - TO CONTINUE TO RECRUIT/RETAIN DEDICATED AND HIGHLY COMPETENT EMPLOYEES.**

Outcomes	Strategies	Report on Progress
1. Build capacity in staff to deal with challenging behaviours.	<ol style="list-style-type: none"> <li>1. Continue to support the position of Divisional Behaviour Coach.</li> <li>2. Continue to support staff training in PBIS (Positive Behavioural Interventions and Supports)</li> <li>3. Training in ABA (Applied Behaviour Analysis) will be provided to become a Board Certified Behaviour Analyst.</li> </ol>	<p><b>2014-2015</b></p> <ul style="list-style-type: none"> <li>• Behaviour Coach made a presentation to the board in June, 2014.</li> <li>• The school division is in partnership with Manitoba Education and PBIS was implemented in 3 schools in 2014/15.</li> </ul> <p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• PBIS was implemented in a fourth school.</li> </ul> <p><b>2016-2017</b></p> <ul style="list-style-type: none"> <li>• Morris School staff attended PBIS training in late October 2016</li> </ul>
2. To have healthy staff for our students.	<ol style="list-style-type: none"> <li>1. Explore “Employee Assistance Programs” for staff who do not have access.</li> </ol>	
3. To hire a new superintendent.	<ol style="list-style-type: none"> <li>1. Establish an ad hoc committee to gather information and provide recommendation on hiring process.</li> </ol>	

### PRIORITY # 3 - TO PROVIDE SAFE AND FRIENDLY ENVIRONMENTS

Outcomes	Strategies	Report on Progress
1. Provide the necessary supports to adequately maintain the Division's buildings and properties.	<ol style="list-style-type: none"> <li>1. Adjust budget for Building Property and Infrastructure Planning as necessary.</li> <li>2. Continue to monitor the needs of the Building, Property Infrastructure.</li> <li>3. Annual trustee tours</li> <li>4. Monitor PSFB projects needs for additional funding. (Morris School Envelope; JA Cuddy School Roof and Envelope; Sanford Collegiate Roof and Envelope, Lowe Farm Roof and St. Malo Portables.)</li> </ol>	<p><b>2014-2015</b></p> <ul style="list-style-type: none"> <li>• Additional funds were included for the 2014/15 budget.</li> <li>• A report was given to the Board in November, 2014.</li> <li>• Trustee tours were completed in January and February 2015.</li> </ul> <p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• Tours were held in October 2015 with a focus on grounds.</li> <li>• Additional funds were included in the 2016-2017 budget to support the completion of PSFB projects.</li> </ul>
2. To have technology infrastructure that meets our needs.	<ol style="list-style-type: none"> <li>1. Request a technology review.</li> <li>2. Obtain information to upgrade the network</li> </ol>	<p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• The technology review was presented to the board in spring 2016.</li> </ul> <p><b>2016-2017</b></p> <ul style="list-style-type: none"> <li>• A Director of Technology was hired.</li> </ul>
3. Adhere to WSH guidelines.	<ol style="list-style-type: none"> <li>1. Adjust budget as necessary.</li> <li>2. Train all staff in Globally Harmonized Systems (GHS) – formerly WHMIS</li> <li>3. Use “Go to Meetings” for training to reduce costs.</li> </ol>	<p><b>2014-2015</b></p> <ul style="list-style-type: none"> <li>• A monitoring report was presented in November, 2014.</li> </ul> <p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• A report on WSH was received by the Board in November 2015.</li> </ul> <p><b>2016-2017</b></p> <ul style="list-style-type: none"> <li>• Department Managers completed the training in GHS in October 2016.</li> </ul>
4. Provide safe student transportation in a manner that is fiscally responsible.	<ol style="list-style-type: none"> <li>1. Conduct a Transportation Department Review</li> <li>2. Review Transportation policies</li> <li>3. Board discussion on catchment areas</li> <li>4. Board discussion on transportation philosophy</li> <li>5. Investigate costs of merging bus garages</li> </ol>	<p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• Transportation Department review was presented to the board in spring 2016</li> </ul>
5. Comply with Accessibility Legislation to be inclusive	<ol style="list-style-type: none"> <li>1. By December 31, 2016, develop an accessibility plan</li> <li>2. Identify barriers</li> <li>3. Develop policies</li> </ol>	



## PRIORITY # 4 - TO BE LEADERS IN EDUCATION

Outcomes	Strategies	Report on Progress
<p>1. Improve collaboration with stakeholders.</p>	<ol style="list-style-type: none"> <li>1. Host parent/student/educator forums.</li> <li>2. Consult with PAC's.</li> <li>3. Annual trustee tours.</li> <li>4. Ensure community concerns are brought to the Board.</li> <li>5. A letter will be sent to all the PAC's to let them know that board members are interested in attending their meetings.</li> <li>6. Principals will be reminded that board members are interested in attending functions at their school.</li> <li>7. Host the annual public budget meeting.</li> </ol>	<p><b>2014-2015</b></p> <ul style="list-style-type: none"> <li>• Community Feedback was added as a regular board agenda item.</li> <li>• Principals were reminded to invite Board members to attend school functions.</li> <li>• A Parent Forum was held on January 19, 2015.</li> <li>• A copy of the Divisional Calendar is given to trustees at regular board meetings.</li> </ul> <p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• Parent, student and educator forums were held.</li> <li>• Trustees are attending more school functions.</li> </ul> <p><b>2016-2017</b></p> <ul style="list-style-type: none"> <li>• Letters went out to PAC's in September 2016.</li> </ul>
<p>2. To be a cohesive Board.</p>	<ol style="list-style-type: none"> <li>1. MSBA dispatches.</li> <li>2. Attend professional development sessions and report back to the Board.</li> <li>3. Engage in team building activities.</li> </ol>	<p><b>2014-2015</b></p> <ul style="list-style-type: none"> <li>• Trustees reviewed the self-evaluation forms that were completed in May, 2014.</li> <li>• Board members attended the divisional Respect for Human Diversity training on October 31, 2014.</li> <li>• Board members attended the Education for Action Mental Health Conference in November, 2014.</li> <li>• Board participated in an orientation session in November, 2014. Team building activities were incorporated during the November, 2014 orientation session.</li> <li>• Trustees completed and discussed the self-evaluation form in April, 2015.</li> </ul> <p><b>2015-2016</b></p> <ul style="list-style-type: none"> <li>• The Board is reviewing the Public Schools Act and has reviewed the Winnipeg School Division Governance Review as well as the Sunrise School Division Governance and Organizational Review.</li> <li>• The Board held a retreat in November 2015 and attended the Manitoba School Board Association Conference.</li> <li>• Three Board members attended the Canadian School Board Association Conference.</li> <li>• Two Board members attended the Canadian Pupil Transportation Conference held in Winnipeg.</li> </ul>