



NANAIMO LADYSMITH
PUBLIC SCHOOLS

**Department of
Learning Services**

**Operational Plan
2023 – 2024**



The Department of Learning Services Operational Plan is based on, and inextricably tied to, the Vision, Mission, Values and Board Goals of Nanaimo Ladysmith Public Schools.

Vision

- Courageous, innovative, inclusive, and personalized learning community that inspires success for all.

Mission

- To educate all students to become confident, curious, and caring citizens by creating an inspiring, inclusive, and healthy environment to work, learn and play.

Values

Student centred: we believe that our students are at the centre of everything that we do.

Transparency: we believe in making decisions transparently

Inclusion: we honour the diversity of our learning community

Mutual respect: we relate to each other with care and appreciation.

Honesty: we are open and honest in our communications with each other

Collaboration: we seek to develop relationships to achieve shared goals and consider each other in decision-making

Integrity: we act with integrity

Accountability: we are accountable for our actions

Equity: believe that all students deserve equitable access to our programs and services

Sustainability: we are leaders in environmental sustainability

Board Goals

1. Continuous improvement in students with complex and unique abilities, Indigenous and overall student population on student achievement
2. Safe, caring, and healthy learning and working environment that is inclusive of the diversity of our entire learning community.
3. To be a leader in environmental stewardship and sustainability
4. Truth and Reconciliation

Together, the Department of Learning Services developed strategies and high-level actions to deliver on priorities for the final year of the Board of Education Strategic Plan (2019-2023).

The Department of Learning Services' Operational Plan (DLS Ops Plan) is a realistic path forward and includes 20 strategies for the 2023-24 school term. The DLS Operational Plan Overview highlights the connection of the 20 strategies to the Board goals and objectives. In addition, the DLS Ops plan takes guidance from the NLPS Syeyutsus Reconciliation Policy & Framework and Ministry of Education and Childcare Vision and Mandates including the Framework for Enhancing Student Learning.

In addition to the 20 strategies and action plans, the leadership team acknowledged key organizational leadership activities that will be undertaken throughout the year that are critical to the success of the organization.



Organizational Leadership

- School/District Operations
- PVP Leadership
- Parent Support: Complaints and Appeals
- Community Liaising, Partnerships
- Inter-ministerial responsibilities
- Human Resources: Recruitment; Labour Relations; Performance Management; Staffing
- Budget management, oversight
- Board of Education Reporting
- Ministry of Education & Child Care reports, audits, and compliancy
- Union liaising
- Board Policy, Administrative Procedure and Information Procedure review and management

Organizational Leadership is viewed as those responsibilities that are generally outside the purview of the Board Strategic Goals. Overarchingly, these responsibilities have to do with the day-to-day operations of the schools and district.

The following are the high-level action plans tying the DLS Strategies to the Goals of the Strategic Plan and Objectives of the Superintendent's Operational Plan. Further work will be conducted by the Department of Learning Services to develop detailed, personalized action plans for successful implementation and delivery of the strategies.

Department of Learning Services Operational Plan 2023/24

Goals, Objectives & Strategies			
Goal 1	Goal 2	Goal 3	Goal 4
Continuous Improvement in students with complex and unique abilities, Indigenous and overall student population on student achievement	Safe, Caring and Healthy Learning and Working Environment that is inclusive of diversity of our entire learning community	To Be a leader in Environmental Stewardship and Sustainability	Truth and Reconciliation
Objectives			
<p>Continuous Improvement in special needs, Indigenous and overall student population on student achievement</p> <p>Continue-providing collaborative opportunities for employees to work toward full implementation of the new curriculum.</p> <p>Improve opportunities for early intervention and learning.</p> <p>Increase leadership capacity and excellence</p>	<p>Increase the number of students who feel welcomed, safe, connected and have a sense of belonging in their schools.</p> <p>Increasing awareness and capacity in supporting children and youth in care</p> <p>Increase the number of students who feel there are two or more adults at their school who care about them.</p> <p>Increasing awareness and capacity in addressing mental health and wellness</p> <p>Accelerate seismic upgrades and upgrade aging facilities.</p> <p>Increase employee engagement</p>	<p>Annually reduce School District Greenhouse gas emissions by 4.5% a year</p> <p>Establish a Board Environmental Stewardship and Sustainability Committee</p> <p>Increase learning opportunities for students and staff on climate change and sustainability.</p> <p>Implement a food security initiative that includes community partners.</p> <p>Supply and support infrastructure for sorting, composting, and recycling at all educational facilities.</p> <p>Increase opportunities for outdoor education and programming in the district</p>	<p>Implementation of the Syeyutsus Framework</p> <p>Reconciliation Framework in the school community</p> <p>Support innovative Indigenous educational and community partnerships.</p> <p>Implement Truth and Reconciliation Commission Calls to Action #57</p> <p>Promote land and Hul'q'umi'num language-based learning programs</p>
Strategies			
<p>Enhance capacity building opportunities for Inclusion Support and Itinerant Specialist staff.</p> <p>Enhance and refine Tier 3 referral pathways for specialized services and supports.</p> <p>Implement components of the Early Learning Framework</p> <p>Continue to build leadership capacity for Educational Leaders with a focus on JEDI.</p> <p>Continue to promote and facilitate the Educational Leadership growth plan and evaluation process.</p> <p>Create professional learning structures and opportunities to support teachers with the implementation of tier 1 systems of supports. (Numeracy, Literacy, Assessment, Focus Schools, and Inquiry)</p>	<p>Continue to build capacity regarding mental health and wellness.</p> <p>Continue to build capacity regarding supportive planning for student safety across the system.</p> <p>Enhance and refine Tier 3 referral pathways for specialized services and supports.</p> <p>Continue to build leadership capacity for Educational Leaders with a focus on JEDI.</p> <p>Create a dashboard to support adaptive and responsive decision making towards improved student success</p>	<p>Continue to support schools with the Zero Waste Initiative and the RDN Inquiries focusing on environmental stewardship.</p> <p>Explore learning opportunities for food sustainability and food security.</p> <p>Continue building learning opportunities that support outdoor education and land-based learning K-12</p> <p>Support the implementation of the Indigenous focus grad requirements</p>	<p>Create a district structure to support Transformative Reconciliation at the secondary level.</p> <p>Enhance implementation of the Indigenous focus grad requirements</p> <p>Continue to increase Hulqiminum teaching time at schools across the district. And continue to build the districts resources to promote language and land-based knowledge for students and staff.</p> <p>Develop more opportunities for land and language-based programming at schools with on-reserve student population.</p> <p>Strengthen and formalize relationship with Kw'umut Lelum</p>