

# NLPS Strategic Plan

# 2024-2028

## SUCCESS FOR ALL!

### Introduction

AS STEWARDS OF EDUCATION, it is our duty to ensure that every child entrusted to our care receives learning experiences that equip them with the skills and tools necessary to thrive in an ever-evolving world. The Nanaimo Ladysmith Public Schools' Board of Education believes an effective public education system will prepare students to be life-long learners, curious about the world and to think critically and creatively. Students will foster open-mindedness towards various ideas and beliefs and be aware of their responsibilities, as educated citizens, within the family, community and world.

Nanaimo Ladysmith Public Schools (NLPS) respectfully acknowledges that we operate within the traditional territories of the Snuneymuxw, Snaw Naw As and Stz'uminus First Nations. For countless generations, these Coast Salish Peoples have stewarded these lands and waters, enriching them with their deep-rooted cultural heritage, traditional knowledge, and spiritual connections. The teachings and ways of being come directly from the land and through the hul'q'umi'num language. We recognize and honour the enduring presence and contributions of the Coast Salish Peoples to our shared community.

NLPS PARTNERS WITH AND IS ADVISED BY FIVE INDIGENOUS PARTNER GROUPS: *Snuneymuxw First Nation, Snaw Naw As First Nation, Stz'uminus First Nation, Mid Island Métis Nation and the Tillicum Aboriginal Friendship Centre*. As we embark on our journey to fulfill the goals in this Strategic Plan, we commit ourselves to building meaningful relationships with these partner communities. We recognize the importance of reconciliation, respect, and collaboration in our efforts to provide equitable and inclusive education for all learners.

THE STRATEGIC PLAN INCLUDES voice from our educational community and aligns with the Ministry of Education and Child Care's Framework for Enhancing Student Learning. The Plan sets the direction for all departments and consists of three overarching goals: Student Success, Student and Employee Wellness, and Truth & Reconciliation. The Board of Education is dedicated to ensuring that all employees, regardless of their role within the organization, understand the significant impact they have on student success. Just as each student is valued, the contribution of every employee is crucial to achieving this success.

### Guiding Wisdom

The Syeyutsus Reconciliation Framework provides a local context to Indigenous ways of being. It offers profound insights into justice, equity, diversity, inclusion (JEDI), and environmental stewardship.

These traditions are rooted in deep respect for the interconnectedness of all life, emphasizing a holistic approach to justice that encompasses not just human communities, but also the natural world. By valuing diversity and inclusion, Syeyutsus recognizes the strength found in varied perspectives and experiences, fostering communities where equity is achieved through shared responsibility and mutual support. This worldview inherently supports environmental stewardship, as the health of the land and ecosystems is seen as integral to the well-being of all. It guides sustainable practices that honour both past, present and future generations.

## JUSTICE, EQUITY, DIVERSITY, INCLUSION (JEDI)

**JUSTICE** the right to be treated and the responsibility to treat others with fairness and a fair process that meaningfully addresses barriers.

**EQUITY** to identify, remove and prevent systemic barriers and discriminatory practices.

**DIVERSITY** a representation of people's identities and experiences, collectively and as individuals.

**INCLUSION** feeling welcomed, valued, safe and a sense of belonging to participate freely with respect, dignity and freedom from discrimination.

## SYEYUTSUS RECONCILIATION FRAMEWORK

Through the Syeyutsus Framework, themes, values and teachings of Indigenous Peoples include:

- The underpinnings of knowledge are the land, language and culture
- The land is our teacher
- We are all one family
- It is important to live with balance, honour, respect, courage and vulnerability
- It is vital that we establish a sense of belonging and connectedness to each other and the environment
- We are all connected
- We use holistic approaches that include mental, physical, emotional and spiritual lenses

## ENVIRONMENTAL STEWARDSHIP

The goals of this Strategic Plan reflect our commitment to engaging in environmentally sustainable practices within our schools and classrooms, as well as across the broader system. We are committed to responding to the climate crisis with actions informed by Indigenous knowledge and western science. This will maximize positive outcomes over generations, integrating our Environmental Stewardship Action Plan (ESAP) to ensure every aspect of our operations contributes to a greener and more sustainable future.

### Vision & Mission

#### VISION STATEMENT

Guided by our commitment to Justice, Equity, Diversity, and Inclusion (JEDI) principles and the Syeyutsus Reconciliation Framework for Truth and Reconciliation, our vision in Nanaimo Ladysmith Public Schools (NLPS) is to create an inclusive and equitable learning community where every individual thrives.

#### MISSION STATEMENT

NLPS is committed to multiple approaches and pathways to success for all students. Students will imagine, reflect, and innovate within a safe, equitable, and responsive learning environment that develops their academic, social and emotional growth and holistic well-being.

### Board Goals

#### Student Success

- OBJECTIVES**
- Increase literacy success rates for all students
  - Increase numeracy success rates for all students
  - Increase graduation rates for students: who identify as Indigenous, who have disabilities and diverse abilities, and/or are Children and Youth in Care

- METRICS**
- Literacy**
- Report Cards K-12
  - FSA (Grades 4 & 7)
  - Grade 10 Literacy Assessment
  - Grade 12 Literacy Assessment

- Numeracy**
- Report Cards K-12
  - FSA (Grades 4 & 7)
  - Grade 10 Numeracy Assessment
- Graduation Rates**
- Completion Rates
  - Disaggregate by demographics
  - Disaggregate by types

#### Student and Employee Wellness

- OBJECTIVES**
- Increase the number of students who feel welcome, safe and have a sense of belonging in their school
  - Increase the number of employees who feel valued and/or engaged

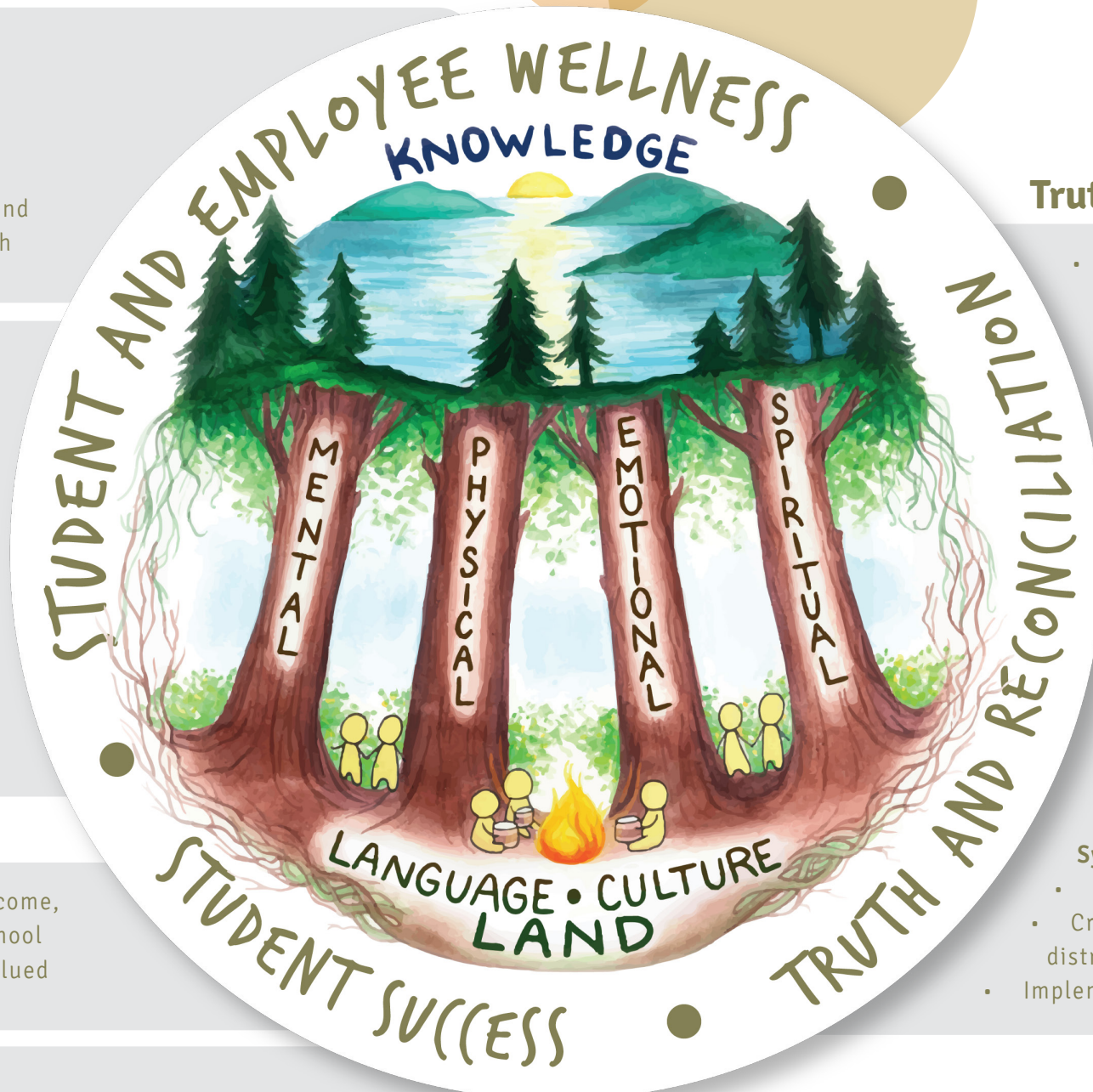
- METRICS**
- Students**
- Student Learning Survey (Grades 4, 7, 10, 12)
- Employees**
- Annual employee engagement survey (TBD)

#### Truth & Reconciliation

- OBJECTIVES**
- Increase awareness of and access to resources available to support hul'q'umi'num language learning
  - Create and share district-wide, Syeyutsus Principles of Teaching & Learning

- METRICS**
- hul'q'umi'num**
- The number of educators who are aware of the resources available
  - The frequency of access

- Syeyutsus Principles**
- Completion and presentation
  - Create support resources and district-wide sharing plan
  - Implement district-wide sharing plan



STRATEGIC PLAN WEBPAGE

