



## 1.2 – Strategic Plan

### Strategic Plan

#### Purpose

The Board of Education of School District No. 68 (Nanaimo-Ladysmith) (the “Board”) believes that long-range strategic planning is an integral component of governance and leadership. Through the strategic plan (the “Strategic Plan”) the Board will establish the Mission, Vision, Values, and Goals and set overall direction for NLPS.

In alignment with the requirements of the Ministry of Education and feedback from the community, the Strategic Plan will guide the Board’s governance and resourcing decisions in an effort to meet the strategic goals and improve student learning. Successful implementation of the Strategic Plan requires the Superintendent to operationalize the goals and objectives of the Strategic Plan which will be monitored and evaluated by the Board.

#### Objective

To guide the creation, monitoring, evaluation and implementation of the Strategic Plan including its revision and renewal.

#### Process

##### 1. Creating the Strategic Plan

- a. The Chair of the Board with the assistance of the Superintendent shall provide a report (the “Report”) to the Board at least 6 (six) months prior to the expiry of the Strategic Plan that outlines the process to renew, extend and/or revise the Strategic Plan.
- b. The Report and Action Sheet shall include:
  - i. The proposed term of the Strategic Plan which shall be between 3 (three) and 5 (five) years;
  - ii. Any requirements of the Ministry of Education to be included in the Strategic Plan;
  - iii. A general framework for consultation with the community, including Rights Holders;

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- iv. A copy of the most recent District Review Story that highlights the progress of the current Strategic Plan; and
- v. A proposed motion for the Board to initiate the process.

### 2. Content

- a. The Strategic Plan shall contain the following headings:
  - i. The Board’s Mission;
  - ii. The Board’s Vision and Values;
  - iii. The Board’s Goals; and
  - iv. The Board’s Objectives.
- b. The Strategic Plan shall recognize priorities identified by the Ministry of Education and the Board;

### 3. Implementation

The actions and endeavors of the District and its schools must be guided by sound planning processes. The Strategic Plan shall be operationalized by the Superintendent. The following processes will result directly from the Strategic Plan:

- a. Operational Plan
  - i. The Superintendent will develop an operational plan outlining the key strategies and actions to be undertaken during the school year or over multiple years;
  - ii. The Superintendent will report to the Board on the progress of the operational plan as required, at minimum on a yearly basis at the January Board meeting; and
  - iii. The Superintendent will also present any revisions to the Board at the January Board meeting.
- b. Budget Planning and Implementation
  - i. The Superintendent will ensure that each year the proposed annual budget is aligned with the Strategic Plan and highlight areas of investment or reallocation required; and
  - ii. The Superintendent will ensure that each year any unspent funds from the proposed budget are recommended to the Board to be allocated to priorities of the Strategic Plan.
- c. School and Department Plans shall be aligned with the Strategic Plan.

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- d. The Board and the Superintendent shall ensure that the Strategic Plan is widely communicated to schools, departments and the broader community using available communication channels.
- e. Following an election, the Superintendent shall ensure that trustee orientation shall include information associated with the Strategic Plan.

### 4. Monitoring and Evaluation by the Board

The Strategic Plan shall be kept current to ensure focused, efficient and effective progress and improvement. The following processes shall be in place to meet this aim:

- a. The District Review Story shall be presented to the Board for review in June. The District Review Story shall provide a critical analysis of the goals identified in the Strategic Plan including achievements and areas for further development using the following data (if applicable):
  - i. FSA Results;
  - ii. Student Surveys;
  - iii. Graduation Rates;
  - iv. Post Secondary Transition Data;
  - v. Anecdotal Evidence of Student Success; and
  - vi. Other Applicable Data.
- b. On a yearly basis, based on the District Review Story, the Board shall update the Strategic Plan if required. If updates are required, appropriate consultation shall occur.

Other related Board Policy and Administrative Procedures related to this Policy may include: *Public Participation Policy 2.17, Syeyutsus Policy Framework, Ministerial Order M302.*

#### **Legal References:**

<b>Monitoring Method:</b>	<i>Board of Education / Superintendent</i>
<b>Monitoring Frequency:</b>	<i>Triennial</i>
<b>Adopted:</b>	<i>2021.xx.xx</i>