

# TOGETHER

we inspire every student to



LEARN



GROW



SUCCEED

## VISION

Every student will explore and enhance their potential, passions, and strengths to thrive as contributing global citizens.

Accountability

## VALUES

As a learning organization our actions will be guided by our values...

Collaboration

Creativity

Equity

Empathy

Integrity

# Engagement & Achievement



## Staff

**Goal: All staff will contribute to collaborative and inclusive learning environments to enhance innovative practices and build a strong learning organization.**

**By 2020:**

- system leaders who report being “proficient” in the areas of performance management, progressive discipline and equitable recruitment practices will increase by 10%
- 100% of central HDSB departments (academic and corporate) will create cross-departmental teams that result in enhanced service to the system



## Students

**Goal: Every student will be intellectually engaged in their learning and socially engaged in their school.**

**By 2020:**

- Senior Kindergarten students reaching reading level 5 will increase by 8%
- students achieving provincial standard on the Grade 3 EQAO Reading assessment will increase by 5%
- students achieving provincial standard on the Grade 6 EQAO Mathematics assessment will increase by 14%
- final grades in Applied courses that meet the provincial standard (70%) will increase by 5%
- secondary students reporting “being intellectually engaged” will increase by 10%
- elementary students reporting “being intellectually engaged” will increase by 5%

## System

**Goal: We will engage stakeholders using strategies to build relationships and enhance confidence in our public education system.**

**By 2020:**

- 100% of stakeholders will have the opportunity to provide feedback to the HDSB using a new community engagement process/tool







## Stewardship & Resources

### Students

**Goal: Every student will be supported by evidence-based instructional strategies, resources and interventions differentiated to their strengths and needs.**

**By 2020:**

- the gap in achievement will be narrowed by 25% for students with special education needs in all EQAO assessments
- students reporting “the teacher knows me as a learner” will increase by 10%
- students reporting “knowing themselves as learners” will increase by 10%

### Staff

**Goal: All staff will use data to inform actions, validate decision-making and allocate resources.**

**By 2020:**

- HDSB staff reporting human resources practices to be effective and responsive to their needs will increase by 10%
- 100% of HDSB teachers will use Individual Education Plans and/or Student Profile tools to individualize assessment and instruction of students
- 90% of all funds received through schools will be collected through a Board approved online system

### System

**Goal: We will provide and maintain facilities that are safe, accessible and engaging learning environments.**

**By 2020:**

- the accessibility of HDSB schools will increase by 15%
- the HDSB will achieve a minimum overall average utilization rate of 90% of the total capacity for schools by panel in each municipality

**Goal: We will optimize resources and technology through innovative and creative opportunities and partnerships.**

**By 2020:**

- 100% of learning environments will be “technology enabled”
- the HDSB will review the condition of all schools and upgrade facilities to provide equity of opportunity for students
- the HDSB will experience a 5% increase in its formal community partnerships



# Equity & Well-Being



## Students

**Goal: Every student will learn in an inclusive and caring environment that promotes their well-being.**

**By 2020:**

- students reporting a sense of belonging will increase by 10%
- students reporting "a sense of personal well-being" will increase by 10%

**Goal: Every student will learn in a respectful culture of high expectations that values diversity, and will see themselves reflected in their learning.**

**By 2020:**

- students reporting they "feel safe at school" will increase by 5%

## Staff

**Goal: All staff will engage in learning, and model a culture of equity and inclusion in support of student well-being.**

**By 2020:**

- 100% of staff will be provided with learning opportunities and resources to build awareness to sustain a culture of equity and inclusion
- positive learning climate in elementary schools will increase by 8% as reported by students

## System

**Goal: We will advance a culture of respect for all students, staff, families and community.**

**By 2020:**

- staff reporting HDSB as an inclusive, caring and respectful organization will increase by 10%

**Goal: We will use innovative approaches to student accommodation that reflect the changing needs within our communities.**

**By 2020:**

- the HDSB will develop and implement a collaborative process for designing innovative learning environments
- the HDSB will review partnership opportunities to provide alternative student accommodation opportunities



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