



Establishing the direction

January, 2015



Big picture

- Board to establish clearly articulated, consolidated set of 'directions' that we are heading toward
- Positive conversation
- Guides our actions and decisions
- Timely after years of difficult conversations around facilities and budgets



Board's role

5.1 BOARD RESPONSIBILITIES

- The public business will be conducted according to the highest ethical standards. The Board is accountable for the operation of the school district and has direct responsibility for decisions of governance.
- Specifically:
 - The establishment of policies for all aspects of operations.
 - The adoption of a strategic plan (mission statement, beliefs, objectives, strategic directions).
 - The setting of the annual operating budget.
 - The employment and evaluation of the Superintendent of Schools.





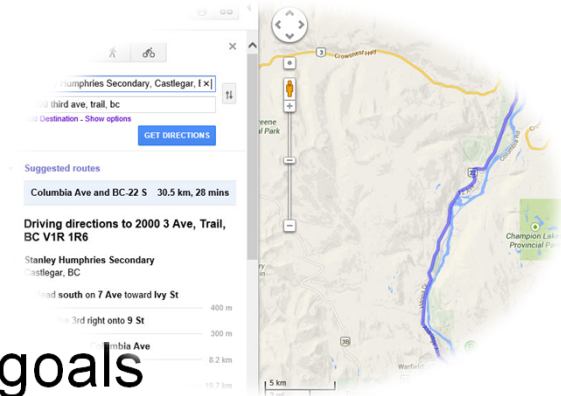
Board's role

- BCSTA – What do Trustees do?
 - Trustees engage their communities in building and maintaining a school system that reflects local priorities, values and expectations. School trustees listen to their communities; guide the work of their school district; and set plans, policies and the annual budget. Reflecting the strength of local representation, boards report back to their communities on how students are doing: boards are directly *accountable* to the people they serve.



Staff's role

- Help the Board in the establishment of district directions
- Take the directions established by the Board and bring them to life
- Build and implement action plans around the directions
 - Strategies & actions
 - Responsibilities
 - Resources
 - Measures
- Report to the Board on progress towards the goals
- Adjust implementation if required





Staff's role

- Superintendent's Roles & Responsibilities
- **Strategic Planning**
 - Works collaboratively to establish a District Strategic Plan, including sections focused on Education, Student Support Services, Technology, Facilities and Maintenance, and Finance. Recommends to the Board revisions and refinements to the District's Strategic Plan to ensure it continues to address the educational and administrative objectives of the District.
 - Ensures the strategies identified in the Strategic Plan are addressed in a timely and effective manner and is accountable to the Board for meeting the strategic and operating objectives established for the District.
 - Submits an annual report to the Board on the Strategic Plan, including an analysis of progress in achieving objectives, the rationale for any variances, and recommendations for modifications of the Plan for the following year.



Why Now?

- Focus efforts
 - newly into four year trustee term
 - what is important and where are we heading
 - prioritize our work, where we spend our money, time and efforts
- Facilities are behind us
 - Consolidation is complete – Rossland reconfiguration, consolidation of TR/CP, sale of Sunningdale, lease/sale of BBC, sale of former SBO, maximization of TMS/KCLC
- Consolidate
 - achievement plan, district learning and technology plan, HR committee action plan, ...



Possible Process

1. Getting started with the Board

- Getting up to speed re: MoE BC Ed Plan, Achievement plan, Learning and Technology plan, HR committee action plan
- What do we want the district/our schools/our staff to be? How does that look?
- What do our students “look” like when they leave us? Key skills, attributes, abilities?
- What is success? How do we know when we get there?
- Describe our current strengths, weaknesses, opportunities and threats

February – early May, 2015 *** heavy budget period March-April



Possible Process

2. Hearing from our staff

- Informing about MoE BC Ed Plan, Achievement plan, Learning and Technology plan, HR committee action plan
- What do we want the district/our schools/our staff to be? How does that look?
- What do our students “look” like when they leave us? Key skills, attributes, abilities?
- What is success? How do we know when we get there?
- Describe our current strengths, weaknesses, opportunities and threats

Late May, 2015 supper and working session



Possible Process

3. Draft 'directions'

- Board and sr. staff build draft statements of where we want to be
 - As a district
 - In our schools
 - For our students
 - For our staff
 - For our communities

August, 2015



Possible Process

4. Share draft directions with internal audiences

- Present draft directions to focus group of students, teachers, support staff, P/VPs, parents (PACs and DPAC)
- Separate student forum
- Gather feedback from focus groups and online

End of September, 2015



Possible Process

5. Board revises draft directions as needed

October, 2015

6. Share draft directions with communities as well as staff & parents & students

- Present draft directions to focus group of students, staff, P/VPs, parents (PACs and DPAC)
- Gather feedback

November, 2015



Possible Process

7. Board finalizes directions

- Review feedback
- Board finalizes directions

December, 2015

8. Leadership staff develop action plans and bring to Board

February, 2016



Possible Timeline

