

— LLOYDMINSTER PUBLIC SCHOOL DIVISION

STRATEGIC PLAN 2019-2020

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MESSAGE FROM THE BOARD CHAIR

The Board is very proud of the work our staff has done to create the Strategic Plan for Lloydminster Public School Division, which aims to continually improve the learning opportunities for all students. The plan recognizes that success depends upon the efforts of all stakeholders. We appreciate the cooperation and support provided by parents, School Community Council members and the many and varied community partners. Through these combined efforts students have the opportunity to achieve academically while pursuing personal wellbeing and a dream for a bright future.

A handwritten signature in black ink that reads "David Thompson". The signature is fluid and cursive.

**David Thompson,
Chair Board of Education**



MESSAGE FROM THE DIRECTOR

I am pleased to present the 2019-2020 Strategic Plan for Lloydminster Public School Division.

This year's priority areas include:

- Reading, Writing and Math
- Improving Graduation Rates
- FNMI Student Achievement and Engagement
- Early Learning
- Student and Staff Wellness

The 2018-2019 school year was a year of great success for Lloydminster Public School Division highlighted by grade three reading scores that continue to trend above provincial average and the graduation of more than 350 students from Lloydminster Public School Division.

2019-2020 provides LPSD with the opportunity to continue to build on our past success. Staff and students will be focused on improving our academic results while not losing sight of the importance of student and staff wellness and its impact on achievement.

Todd Robinson,
Director of Education

SCHOOL DIVISION PROFILE

The Lloydminster Public School Division is a very complex organization, in that it is both a Saskatchewan and Alberta school division. The Lloydminster Public School Division (LPSD) follows the Saskatchewan curriculum and reports primarily to the Saskatchewan Ministry of Education. It also receives funding from Alberta Education to support a number of student learning and facility initiatives. This complex environment creates an opportunity for the division to simultaneously glean the best from two provinces. However, at the same time, the situation presents challenges by requiring LPSD to be accountable to two provincial authorities and operating procedures.

LPSD has five elementary schools, one kindergarten to grade 9 school, two middle schools, one high school and one outreach school. All of our schools offer students a well-rounded education based on curricula provided by the Saskatchewan Ministry of Education. Students who attend our schools not only receive excellent curricular instruction, but also benefit from extensive co-curricular and extracurricular opportunities!



DIVISION PHILOSOPHICAL FOUNDATION

OUR MISSION

"Ensuring Personal Excellence for All Students"

OUR VISION

Lloydminster Public School Division has a shared commitment with parents and community to create a safe and caring learning environment in order to prepare students to be inspired learners and productive citizens.

OUR VALUES

- Respect for diversity
- Care for themselves and others
- Respect for authority, property, and the environment
- Continuous improvement
- Excellence in all they do
- Leadership in making positive choices
- Accountability for their choices and actions
- Collaborative relationships

OUR BELIEFS

- We believe all students can achieve personal excellence given sufficient time and the right supports;
- We believe high expectations and early and ongoing interventions are essential;
- We believe all staff can perform to high standards given the right assistance;
- We believe all staff can articulate what they do and why they perform the way they do.



PROGRAM OVERVIEW

The students in Lloydminster Public School Division are diverse. They vary in age, personal circumstances, learning styles, interests, and individual strengths and needs. In order to provide the best education possible for all our students, Lloydminster Public School Division offers a wide range of programs in the 10 schools of the division.

Central to the program in every school is the provincially-mandated core curricula, broad areas of learning, and cross-curricular competencies. Classroom instruction is designed to incorporate differentiated instruction; First Nations, Métis and Inuit (FNMI) content, perspectives and ways of knowing; and the adaptive dimension.

In addition, each school in LPSD offers specialized programming that responds to the needs of its students. The following list identifies programs in operation at one or more of the division's schools:

- Alternative programming for vulnerable students
- Community school programming
- Core French instruction
- Distance education
- English as an Additional Language programming
- Technical/Vocational programs
- Hockey Academy
- Music/band programming
- Junior kindergarten program
- Technology-enhanced learning
- Nutrition programs
- Pre-kindergarten programs
- Land Based Learning
- ECO 9 program

Additional services and supports are offered by specialized LPSD staff to students and teachers:

- Literacy Leads, Math Leads and Technology Consultants
- Educational psychologist services
- English as an Additional Language supports
- Occupational Therapist
- Speech and Language Pathologists
- Student Counsellors
- FNMI Lead Teachers
- Home School Liaison Worker
- Tech Lead Teacher
- Mental Health Worker

The Lloydminster Public School Division has undertaken a number of ongoing initiatives which include the following:

- Early Reading Intervention
 - Skills Canada
 - Student Leadership
 - Job Safety
 - Hockey Academy
 - Technology Plan
 - Avery Outreach School
 - FNMI Cultural Activities and Events
 - Embedded Music Lessons (FOPA)
 - Student and Staff Wellness
 - Staff Engagement
 - Strengths Training
-

SCHOOL DIVISION IN THE COMMUNITY

COMMUNITY INVOLVEMENT

Lloydminster Public School Division is an integral part of community life in west central Saskatchewan. The division, as a whole, and individual schools are linked to the broader community in a multitude of ways. The Board of Education places strong emphasis on community and parent involvement, and on community partnerships.

COMMUNITY AND PARENT INVOLVEMENT

Research has shown that students achieve at higher levels in school when their families and other community members are involved in education. The schools of Lloydminster Public School Division all have programs and initiatives to encourage community and parent involvement. These programs vary from school to school and are unique to each school community.

LPSPD had over 1000 parent volunteers throughout the past school year!

COMMUNITY PARTNERSHIPS

Lloydminster Public School Division and individual schools within the division have established a range of formal and informal community partnerships in order to promote student learning and ensure that our students' school experience is positive and successful. Some examples of these partners include Lakeland College, City of Lloydminster, Vic Juba Theatre, Native Friendship Center, Lloydminster Region Health Foundation, FOPA (Friends of the Performing Arts) and the Junior A Bobcats Hockey.

LPSD uses an integrated services model in which they partner with social service agencies to ensure that students' physical, social, and psychological needs are met. This approach recognizes that students who are healthy and happy have greater capacity to learn and succeed in school and life.

LPSD has established partnerships with partner organizations that focus on improving the mental health and wellness of our students. Strong Healthy Individuals Navigating Emotions (SHINE) is a partnership with Alberta Health Services and Lloydminster Catholic School Division (LCSD) that will place SHINE workers in each LPSD elementary school. These workers will deliver whole classroom programming to focus on building mental health capacity with Kindergarten to Grade 6 students. LPSD has also partnered with Sask Health and LCSD to create a Mental Health Worker role. This position works within our schools and acts as a support and liaison with Mental Health and Addictions in Lloydminster

Several schools in LPSD have partnered with local businesses. The purpose of these partnerships is to enrich students' educational experiences and to help them connect what they learn at school to the world of work. Typically, the partner business provides job shadowing opportunities for students and sends representatives to the schools to talk about their business or industry.

Lloydminster Public School Division provided leadership in establishing the School Resource Officer position within both Lloydminster school divisions. This position was created in partnership with the Lloydminster Region Health Foundation, Lloydminster RCMP, and the City of Lloydminster in an effort to provide supports to all students. We look forward to enhancing this position and continuing to allocate resources to students inside our division.

STRATEGIC PRIORITY READING, WRITING & MATH

LPSD is committed to improving student achievement and teacher practice in the areas of Reading, Writing, and Math.

STRATEGIC ACTIONS

Designate literacy leads at each middle school and math leads in every elementary school.

Develop a resource bank for all LPSD teachers.

Provide training, in-service, and education locally for our teaching staff.

Ensure we are continuously improving student achievement by monitoring reading, writing, and math achievement results in our schools.

PERFORMANCE MEASURES

LPSD will strive to improve student achievement to these standards:

- 85% of students at or above grade level in reading for Grades 1-3
- 85% of students at or above grade level in math (number strand) for Grades 2, 5, and 8
- 75% of students at or above grade level in writing for Grades 4, 7, and 9



STRATEGIC PRIORITY GRADUATION RATES

Increasing the number of graduating students is a major focus for LPSD. Through the implementation of innovative pathways, increasing student engagement, and sense of belonging, we anticipate a significant improvement in our graduation rates.

STRATEGIC ACTIONS

Provide increased teacher and program support via our Learning and Instruction Coordinators.

Continue to utilize the Aboriginal Lead Teacher role to provide support and direction for FNMI students.

Development of a strategy to ensure all Grades 9 – 11 students have a graduation and post-graduation plan, and a process to maintain those plans through Grade 12.

Commit to sending delegates to attend Saskatchewan Graduation Symposium.

Conduct school survey for students and parents to determine level of engagement, and develop action plans.

Provide training, in-service and education for our teaching staff to support the My Student First Classroom document.

PERFORMANCE MEASURES

LPSD has set an achievement target of an 85% graduation rate and a 95% five year graduation rate.



STRATEGIC PRIORITY EARLY LEARNING

LPSD is focused on ensuring students exit kindergarten ready to learn. We will implement strategies to improve attendance in the early years, along with examining and improving teacher practice.

We will encourage and endeavor to increase family engagement in kindergarten to help and support our students.

STRATEGIC ACTIONS

Administer and respond to Early Years assessments.

Provide Early Learning training, in-service and education for our Prekindergarten and Kindergarten staff.

Continue with a division wide Community of Practice.

PERFORMANCE MEASURES

Children aged 0 – 6 will be supported in their development to ensure that 90% of LPSD students exiting Kindergarten are ready for learning in the primary grades.



STRATEGIC PRIORITY FIRST NATIONS, MÉTIS AND INUIT ACHIEVEMENT

First Nations, Metis and Inuit (FNMI) students are not achieving or graduating at the same rate as their non-Aboriginal peers. It is our goal to work toward increasing the success of our FNMI students through ensuring that their languages and culture are valued and supported. We are committed to providing equitable opportunities and outcomes for our FNMI learners.

STRATEGIC ACTIONS

Increase student engagement and awareness through cultural programming: LPSD Drumming Group; SOAR mentorship, and the development of Cree Language curriculum on our journey of Truth and Reconciliation.

Actively recruit an Elder in Residence to aid in partnership development and curriculum.

Create an FNMI Coordinator position to support LPSD teachers in advancing reconciliation.

Provide training, in-service and education for staff.

PERFORMANCE MEASURES

LPSD is committed to work towards increasing our three year FNMI graduation rates to at least 65% and our five-year graduation rate to at least 75%.



STRATEGIC PRIORITY

STUDENT & STAFF WELLNESS

LPSD will create an environment that promotes and develops wellness within staff and students. We will sponsor and promote division wide, community based activities that support physical activity and access to resources for mental wellness.

STRATEGIC ACTIONS

Strong Healthy Individuals Navigating Emotions (SHINE) workers will deliver whole classroom programming to focus mental health capacity building with Kindergarten to Grade 6 students.

Provision of Mental Health supports for all schools.

Promote best practice in school based nutrition.

Enhance working environments to improve staff wellness.

Provide personal and professional development in wellness, resilience and mental health.

Continue to deliver the Q12 surveys to assess the level of staff engagement.

Continue to implement Clifton Strengths for middle and high school students.

PERFORMANCE MEASURES

Improve the overall Q12 mean score for LPSD by 4%.

Improve OurSchool student survey results by 2% in the Inclusion Composite.





LLOYDMINSTER PUBLIC SCHOOL DIVISION

“Ensuring Personal Excellence for All Students”

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