

GOAL #1 WE WILL: ENSURE INCREASED INDIVIDUAL STUDENT ACHIEVEMENT

EVIDENCE OF ACHIEVEMENT

- KPDSB students will show improvement in achievement in the following areas:
 - ✓ Literacy assessments as contained in annual Literacy Report
 - ✓ Oral language assessments
 - ✓ Ministry of Education Nine indicators of Student Success
- All participating KPDSB students will achieve level 2 or higher on EQAO provincial assessments
- 75% of KPDSB students will achieve at a level 3 or 4 on EQAO provincial assessments
- The percentage of students who are successful on the OSSLT increases annually
- The percentage of students earning a high school diploma will reach 90%
- Safe Schools indicators show an improvement in student behaviour
- Evidence of the use of character attributes within the school culture
- School climate surveys show annual improvement
- Ongoing monitoring at the system and classroom level indicates alignment in focus and implementation of Ministry and Board initiatives

PRINCIPLES OF OPERATION

- | | |
|------------------------|------------------------------------|
| 1. Students come first | 9. Innovation |
| 2. Equity | 10. Partnerships |
| 3. Excellence | 11. Teamwork |
| 4. Leadership | 12. Integrity (take the high road) |
| 5. High Standards | 13. Take a Stand |
| 6. Communication | 14. Respectful Treatment of People |
| 7. Efficiency | 15. Inclusiveness |
| 8. Effectiveness | |
- *The term Aboriginal is used to identify students of First Nation, Métis or Inuit Ancestry.*
 - *The principles are embedded in every strategic action of the board.*

ABA – Applied Behavior Analysis
 ACAFS – Aboriginal Child & Family Services
 CFS – Child & Family Services
 COMSOC – Community & Social Services
 CPI – Crisis Prevention Intervention
 DI – Differentiated Instruction
 DRT – District Review Team
 IEP – Individual Education Plan
 IPRC – Identification Placement & Review Committee
 FBA – Functional Behaviour Assessment
 FSL – French Second Language

ISA – Intensive Support Amount
 ISNC – Integrated Services for Northern Children
 ISN - Integrated Services North
 KACL – Kenora Association for Community Living
 LDAO – Learning Disabilities Association of Ontario
 LMS – Leading Math Success
 LNS – Literacy / Numeracy Secretariat
 MCYS – Ministry of Children & Youth Services
 MISA – Managing Information for Student Achievement
 NEAC – Native Education Advisory Council
 NSL – Native Second Language

NTIP – New Teacher Induction Program
 OFIP – Ontario Focused Intervention Program
 PLC’s – Professional Learning Communities
 PLT – Professional Learning Team
 PSABS – Public Sector Accounting Board Stands
 SAT – Special Assignment Teacher
 SEAC-Special Education Advisory Committee
 SEF – School Effectiveness Framework
 SERT - Special Education Resource Teachers
 SMART–Specific measurable attainable relevant timely
 SSA – School Self Assessment

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

Strategy	Specific Actions	Indicators	Time-lines	Resp.	Status	Resources
1. The Board's priorities will ensure that resources are focused on student achievement.						
	a) Begin planning for implementation of " <i>Early Years: without Best Future in mind</i> " recommendations	Implementation plan developed	Sept to June	Sr Admin	50%	
	b) Implement the 2009 Reserve Fund Management Plan	Initiatives implemented	Sept to June	Sr Admin Managers	40%	Reserve Funds
	c) Deliver and implement the Six Curriculum Priorities <ul style="list-style-type: none"> • August 31 - Design Down Planning & Clustering Expectations • October 8 - Effective Instructional Practices • January 7 – Effective Instructional Practices • Feb 18 – Effective Instructional Practices • May 5 – Data Driven Instruction • May 5 - Assessment & Evaluation Tools 	PD sessions on the Six Curriculum Priorities held Monitoring by SO's and DRT Board Improvement Plan & Curriculum Action Plan developed, communicated and implemented Plan & Implement PD days: October 19 January 29 May 19 Report to Sr Admin & Trustees	Sept to June	Sr Admin SATs Principals	50%	NTIP

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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	<p>d) Provide release time to schools to support PLC's in order to:</p> <p>i) Develop & implement short term SMART goals that address recommendations provided by the DRT and align with the KPDSB improvement plan;</p> <p>ii) Collaboratively examine classroom achievement data to identify next steps;</p> <p>iii) Establish a consistent 6-8 week Planning, Implementation & Monitoring (PIM) Cycle for each school.</p>	<p>PLC's established SMART goals set Summary Report to Sr Admin</p>	<p>Sept to June</p>	<p>Caryl Sean Scott U. Susanne</p>	<p>50%</p>	<p>OFIP \$ Student Success \$</p>
	<p>e) Hire a central math SAT to facilitate professional development for teachers in effective mathematics instruction</p>	<p>SAT hired Training provided</p>	<p>Sept to June</p>	<p>Scott U. S. Carter</p>	<p>60%</p>	
	<p>f) Implement MOE Homework Help initiative to support student achievement in mathematics in grades 7-10</p>	<p>SAT hired Support/training provided to teachers Report to Sr Admin</p>	<p>Sept to June</p>	<p>Scott U. S. Carter</p>	<p>75%</p>	<p>MOE \$ 100,000</p>
	<p>g) Implement KPDSB multi-skills trades curriculum in all secondary schools</p>	<p>Grade 10 curriculum implemented (Grade 11 curriculum 10- 11)</p>	<p>2009 - 2010</p>	<p>Scott U. Principals</p>	<p>75%</p>	
	<p>h) Explore feasibility of Digital Media (communications technology) SHSM for 2010-2011</p>	<p>Report to Sr. Admin</p>	<p>Sept. to June</p>	<p>Scott U. Cindy C. Principals</p>	<p>70%</p>	
	<p>i) Develop an Environmental Science Curriculum guideline to support the MOE Environmental Education Policy Framework.</p>	<p>Guideline Developed Training Provided</p>	<p>Sept to June</p>	<p>Caryl Kathy B.</p>	<p>50%</p>	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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	j) Develop a formal PD plan for all school staff pertaining to the implementation of Learning for All – K-12	Plan developed Report Sr. Admin in January & June	Sept to June	Sean SATs	70%	
	k) Promote the use of the Ontario Educational Resource Bank (OERB)	Training provided OERB used	Sept to June	Scott U. S. Carter S. Sparkman	50%	
2. Integrate the School Effectiveness Framework and processes into ongoing system and school based self assessment and improvement planning.						
	a) Implement the revised K-12 SEF	Full implementation	Sept to June	Susanne DRT	100%	
	b) Conduct DRT visits in all schools which will consist of: i) SSA ii) DRT visit and report iii) Follow up by Sr. Admin iv) Development & implementation of SMART goals v) Ongoing monitoring of progress by Sr Admin	SSAs completed prior to DRT visit Written report completed and distributed to P/SO within 3 weeks of DRT visit; Schools develop short term SMART goals to address needs identified in DRT report SO DRT follow up cycle as outlined in "Sr Admin Focus Visits"	Sept to June	Susanne DRT	40%	

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	c) Develop Board & School Improvement Plan based on needs identified through the DRT process and board achievement data	Plans developed Monitoring of progress Reports to Sr. Admin & Trustees	Sept to June	Sr. Admin	80%	
3. Develop the leadership capacity of employees so that each individual contributes to student achievement goals.						
	a) Develop new managers performance appraisal process based in part on establishment of departmental plans	Performance appraisal process documented and initiated	August	Dean	20%	\$5,000
	b) Develop and implement a professional development plan for EA's that focuses on supporting the achievement of students with special needs	Plan in place Training provided Report to Sr Admin	Sept to June	Sean K. Maclver C. Moore	70%	
	c) Provide continued support to all schools to deepen implementation of DI linked to KP6 Curriculum Priorities	Proposals received Projects implemented Report to Sr. Admin	Sept to June	Scott U. Caryl Sean Susanne	50%	Student Success funding
	d) Support participation of Beaver Brae & Evergreen schools in provincial DI project	Training provided Outcomes shared Report to Sr. Admin Report to Trustees	Sept to June	Scott U. T. Flynn K. Maclver	60%	MOE \$ 30,000
	e) Develop a Leadership Succession Plan	Plan developed	November	Leadership Cttee	100%	MOE \$600 per school

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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	f) Provide a Mentorship Program for newly appointed school leaders	Program provided Mentors in place	Sept to June	Leadership Cttee	50%	MOE funding \$ 20,000 +
	h) Revise Manager's Performance Appraisal & Development Process	Performance Appraisal process revised and Implemented	Sept to June	Dean Larry	20%	\$5,000
	i) Revise the KPDSB Principal Performance Appraisal based on the MOE Leadership Development Framework	Revised format in place; Appraisals conducted	Sept to June	Sean Caryl Sr Admin	0%	MOE Leadership \$ 20,000 +
	j) Develop and implement a two-year Leadership Internship Program	Program developed 1 st cohort chosen Training provided Report to Sr. Admin	Sept to June	Leadership Cttee	25%	MOE Leadership funds
	k) Enhance & monitor walk-throughs at all grade levels by providing & collecting: i) Training in walk-through practice to new administrators ii) Ongoing feedback from principals regarding practice in schools iii) Senior Administration walk-through process	Training completed Walk through data collected	Sept to June	Larry Susanne Caryl Sean Principals	50%	MOE Leadership \$'s
4. Base achievement decisions upon best practice and research.						
	a) Participate in Regional FASD Research & Training Initiative with partner agencies	Research conducted Training provided to school staff Report to Sr Admin	Sept 2009 to June 2011	Sean SATs	50%	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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	b) Examine & review EDI results to identify trends & required supports in elementary schools	Review conducted Trends analyzed	Sept to Dec	Sr Admin	75%	
	c) Expand research on oral language assessment with Carmel Crevola to include JK, SK, grade one & grade two students	Training provided Report complete	Sept to June	Larry S. Roffe	50%	LNS \$ dependent
	d) Participate in LNS Collaborative Inquiry in Learning in Mathematics in Kenora elementary schools	Training provided Report to Sr Admin Report to LNS	Sept to June	Sean S. Carter G. Sparks	40%	LNS funding
	e) Participate in LNS project small and northern boards: Building Capacity in Mathematics	Math SAT hired Training provided Report to Sr Admin Report to LNS	Sept to June	Caryl S. Carter G. Sparks	50%	LNS funding \$ 135,000
	f) Establish community-based cross panel math PLC's that investigate and share best instructional and assessment strategies	Minimum three cross panel community based PD and sharing opportunities Report to Sr Admin	Sept to June	Scott U. S. Carter Principals G. Sparks	33%	
	g) Expand Life Skills & Special Education Programming to improve transition planning from secondary schools	Life Skills curriculum in use; Transition planning & monitoring occurs Formal transition planning process established & followed Report to SEAC	Sept to June	Sean SATs SERTs Principals	50%	
	h) Maintain formal in-school support teams to support students with IEP's	Team meetings held three times a year in all schools	Sept to June	Sean Principals SERTs SATs	50%	

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	i) Respond to MOE recommendations from Spec Ed Review	Recommendations implemented Report to Sr Admin Report to Board	June	Sean Spec Ed SATs	80%	
	j) Continue to use graduation and Nine indicator data to focus on instructional practice at secondary schools	Report to Board	December	Scott U. Sean	100%	
	k) Expand our research regarding the KPDSB's ability to meet the technological needs of the 21 st century learner	Report to Sr Admin	May	Larry Scott U. Del	25%	
5. Finance, Facilities, Information Systems, Pupil Transportation, & Human Resources will be managed to support optimum learning conditions and progress.						
General	a) Review recommendations from Ministry operational review and develop implementation plan	Implementation plan complete	June	Dean Jocelyn Kathleen Kim	50%	
	b) Transition 3 District School Authority schools onto KPDSB policies, procedures, practices	Schools operating under KPDSB policies and procedures	December	Dean Managers	80%	
	c) Create records management committee and develop records management plan (multi-year initiative)	Committee established and records management framework developed	Sept to June	Dean Managers	0%	

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	d) Implement new work order system within SchoolDude software application	Work order system operational	January	Kim Del	90%	
Facilities	e) Implement new school use permit system within SchoolDude software application	Permit system operational	January	Kim Del	50%	
	f) Work with Ministry of Education to award contract for construction of new Dryden elementary school	Contract to construct school Awarded	June	Dean Kim	100%	
	g) Work with Town of Sioux Lookout to develop sports and recreation site improvement plan for Sioux Mountain PS	Improvement plan complete and contract awarded	August	Kim	50%	Reserve Mgmt Plan \$100,000
	h) Complete new electricity purchase through York CDSB consortium	Purchasing contracts signed and in force	February	Kim Kathleen	100%	
	i) Develop procedures concerning use of green products in custodial operations	Green products procedures distributed	March	Kim	50%	
	j) Update long-term capital plan	Capital plan approved by the Board	April	Dean Kim	0%	
	k) Conduct financial & operational review of facilities department to reduce dependence on declining enrolment grant	Review complete and recommendations made to Sr. Administration	February	Dean Kim	80%	
Finance	l) Implement upgrade to Epicor financial management software	Upgrade installed and functional	June	Kathleen	50%	

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Strategy	Specific Actions	Indicators	Time-lines	Resp.	Status	Resources
	m) Implement Ministry Supply Chain Guidelines for purchasing	Year 1 requirements in place per Ministry guidelines	June	Kathleen	25%	
	n) Implement distributed entry of timesheet data, absences, etc. into iSYS human resources system	Staff in schools and departments entering data direct to iSYS	June	Kathleen Jocelyn	50%	
	o) Implement iSYS on*board direct access to sick leave and vacation data for employees	Employees able to access data on self-serve basis	June	Kathleen Jocelyn	50%	
	p) Increase number of vendors being paid with EFT payments rather than cheques	Increase in % of vendors receiving EFT payments	August	Kathleen	On-going (40%)	
	q) Increase number of employees receiving electronic pay stubs via ePost	Increase in % of employees receiving ePost pay stubs	August	Kathleen	40%	
	r) Implement new capital asset reporting requirements in Board financial statements	2008-09 Financial Statements compliant with PSAB requirements	December	Kathleen	100%	
Human Resources	s) Continue pandemic planning and awareness initiative with monitoring and action as circumstances warrant	Updates to pandemic plan and actions taken	Sept to June	Jocelyn	90%	
	t) Review and develop programs to meet requirements of new standards under accessibility legislation	Programs implemented	Sept to June	Sean Jocelyn	75%	
	u) Complete non-union job descriptions	Job descriptions issued	August	Jocelyn	50%	

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	v) Implement on-line WHMIS training for employees	Software implemented and on-line training completed	June	Jocelyn Del	60%	
Information Systems	w) Install Voice Over IP (VOIP) phone systems in all remaining schools (subject to implementation of WAN to DSA schools)	VOIP phone systems operational	August	Del	50%	
	x) Document disaster recovery/business continuity plan for I.S. infrastructure	Disaster plan document prepared	June	Dean Del	20%	
	y) Extend Board's Wide-Area Network (WAN) to DSA schools	WAN operational to DSA schools	August	Del	30%	
	z) Explore alternative WAN services to reduce costs and redirect staff resources	New WAN services in place (if feasible)	August	Del	50%	
Transportation	aa) Review recommendations of Ministry's Efficiency & Effectiveness review and develop action plan	Action plan developed	January	Judi	50%	
	bb) Evaluate alternative organizational forms for transportation cooperative	Evaluation complete and organizational change initiated (if determined)	August	Dean Judi	33%	
	cc) Complete the integration of Kenora Catholic DSB busing into consortium operations	KCDSB students integrated and Kenora route plan complete	August	Judi	100%	
	dd) Enhance functionality of website for transportation cooperative	Website enhancements implemented	June	Judi Del	20%	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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6. Embed character development activities based on the KPDSB attributes.						
	a) Investigate the feasibility of publishing a compilation of KPDSB Character Development Success Stories	Report to Sr. Admin	Feb	Sean Sheena	40%	
	b) Create and deliver Character Development workshops in all schools	Workshops delivered	Sept to June	Sean D. Lyle Eleanor	50%	
	c) Organize & participate in the NOEL Character Development Symposium for students in grades 7-12 in Thunder Bay	Symposium planned/conducted	May	Larry Sean	50%	
	d) Implement Provincial One Life Many Gifts initiative in all secondary schools	Training delivered Initiative in place	Sept	Scott U. Key teachers	100%	
	e) As part of school visits, monitor Character Development activities within schools	Evidence of Character Development activities	Sept to June	Sr Admin DRT	50%	
	f) Continue analysis of suspension data with a focus on trend analysis	Analysis complete Potential supports identified	November	Sean S. Roffe AI	100%	
	g) Participate in and host a series of secondary youth forums to target specific student groups in order to empower student voice	At-risk youth forums held	April	Sean Scott U.	0%	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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	h) Link Environmental Stewardship and Character Development initiatives to instill a sense of pride and responsibility in maintaining high quality learning and working environments	Programs linked	Sept to June	Sr Admin K. Boone	33%	
7. Maintain safe and supportive environments in which students can succeed.						
	a) Deliver Restorative Practice Training to all staff in all schools (two year time-line)	50% of all KPDSB schools (staff) travel by June 2010 100% by June 2011.	Sept to June 2009 - 2011	Sean AI J. Olsen	50%	
	b) Continue to implement alternatives to suspension, and monitor suspension data	Alternatives provided Data analyzed	Sept to June (ongoing)	AI Sean Principals	50%	
	c) Begin to explore avenues to assist school staff to recognize and support students with mental health needs	Plan presented to Sr. Admin	Sept to June	Sean Sr Admin SATs	40%	
	d) Expand training for school staff & community partners in FBA	Training provided	Sept	Sean AI SATs	100%	
	e) Implement the Learning Bar School Climate surveys in all schools	Surveys completed Results reported Action plans created	Nov to May	Sean AI	60%	\$ 5,000 \$10,000 (LNS- Character Development)

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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	f) Expand the behaviour support model in all schools	All schools have a behaviour support model in place Decreased suspensions Increased use of Restorative Practice	June	Sean Al Principals	50%	
	g) Update emergency plans by working with police services	Plans updated	Sept to June	Sean Al Kim	75%	
8. Ensure school facilities support current instructional practices.						
	a) Implement wireless technology in all secondary schools	Plan Developed Wireless implemented	Sept to June	Del I.S. staff	30%	
	b) Expand SMART Board Technology to enhance instruction	Identify key teachers in each school Provide SMART boards in schools which do not currently have one Report to Board	Sept to June	Caryl Sean Del Principals	30%	\$ 40,000
9. Ensure communication is a part of all the initiatives of the Board.						
	a) Review energy audits and develop project plan to utilize Ministry funding for energy efficient schools	Project plan developed and 2009-10 projects complete	August	Dean Kim	90%	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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	b) Work with Ministry of Education to develop QEDHS renovation/addition project plan using GPL4 funding and reserves	Project plan developed and Ministry authorization for reserves obtained	June	Dean Kim	25%	
	c) Present <i>Seeds for the Future: Celebrating our Stars</i> of best practices at board meetings	Presentations received	Sept to June	Sheena Sr Admin	50%	
	d) Produce support material for the KPDSB Character Development initiative	Resources developed	Dec	Sean Sheena	40%	
	e) Receive & consider the recommendations provided through the visual identity review project	Recommendations received Report to Board Recommendations considered	Sept to Dec	Sheena Sr Admin Trustees	75%	
	f) Develop & distribute a kindergarten program informational brochure to all parents of JK/SK students	Brochure created and distributed	Sept	Caryl Sheena	100%	
	g) Establish websites with schools that currently do not have one	All schools have active & up to date websites	Sept to June	Sheena Del	25%	
	h) Review with principals & managers public relations about the Board, their school and departments	Training occurs	Sept to June	Sr Admin Sheena	33%	
	i) Designate a trustee of the Board as a mentor to the student trustee	Trustee designated	Sept	D. Penney Larry C. Marcino G.Erickson	100%	
	j) Finalize & communicate KPDSB Environmental Stewardship Action Plan	Action Plan developed and implemented	January	Caryl K. Boone Sheena	50%	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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	k) Monitor KPDSB website to ensure all information posted is timely and relevant	Website is maintained	Sept to June	Sheena	33%	
	l) Implement common standards for KPDSB school websites	Common standards developed	Set to June	Principals	25%	
	m) Celebrate success stories & focus on schools & children in the KP Journal	KP Journal published	Sept to June	Sheena	50%	
	n) Director to visit all schools at least once in school year with a focus on supporting principals & staff with the student achievement agenda	Visits complete	June	Larry	40%	
	o) Academic Superintendents to visit on average a minimum of one school per week with a focus on supporting principals & staff with the student achievement agenda	Visits complete Visits recorded	June	Caryl Sean	50%	
	p) Develop the Director's annual Report as a communication tool	Report complete and sent to stakeholders	Sept to June	Larry Sheena	100%	
10. Enhance existing and seek new partnerships that contribute to student success.						
	a) Continue the work of the Environmental Stewardship Council	Environmental Stewardship Council is established Meetings held	Sept to June	Caryl Kathy B.	50%	
	b) Secure tuition agreements with First Nation partners	Agreements signed	June	Dean Larry	80%	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #1

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	c) Implement and monitor an Adult Education program partnership with Lakehead DSB and other agencies	Program operational Report to Sr Admin	May	Dean Cyndi	50%	
	d) Enhance partnerships with community agencies/ministries to provide mental health supports in KPDSB schools	Partnerships identified Report to Sr Admin	Sept to June	Sean	60%	
	e) Increase community agency partnerships that support students and their parenting needs in each community	Enhanced program opportunities for parents at secondary school in all communities	Sept to June	Sean Scott U. Secondary Principals	75%	
11. Explore and adopt innovative practices to mitigate the effects of distance.						
	a) Expand opportunities for summer cooperative education programs for at-risk students	Additional opportunities implemented in summer 2010 in Kenora, Red Lake, Ignace	June	Scott U. Secondary Principals	20%	
	b) Expand E-learning opportunities for KPDSB students to increase access too difficult to offer secondary courses	Opportunities implemented Teacher support provided E-Learning courses offered	Sept to June	Scott U. Sean Principals	50%	
	c) Enhance communication at Board meetings through videoconferencing technology	Quality and frequency of VC meetings are increased	Sept to June	Sr Admin Trustees	40%	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #2 **February 9, 2010**

GOAL #2 WE WILL: ENSURE PROGRAMS AND RESOURCES MEET THE NEEDS OF ABORIGINAL STUDENTS.

EVIDENCE OF ACHIEVEMENT

- The gap between achievement of Aboriginal and non-Aboriginal students is reduced annually in the following areas:
 - ✓ EQAO assessments
 - ✓ Oral language assessments
 - ✓ Ministry of Education Nine Indicators of Student Success
 - ✓ Graduation rates
- All participating Aboriginal students will achieve level 2 or higher on EQAO provincial assessments
- Aboriginal students achieving at a level of 3 or 4 on EQAO provincial assessments is increased annually
- Professional Development opportunities for all staff are designed to assist in meeting the needs of Aboriginal students
- Professional Development opportunities are provided for teachers of Aboriginal programs

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- | | |
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STRATEGIC ACTION PLAN 2009-2010 – GOAL #2 **February 9, 2010**

Strategy	Specific Actions	Indicators	Time-lines	Resp.	Status	Resources
1. Make our decisions for Aboriginal programming based on data-analysis practices.						
	a) Through NEAC and Youth forums consult with Aboriginal students & communities & agencies to create a join vision of “successful Aboriginal education”	Vision developed, articulated	Sept to June	NEAC Sr Admin Eleanor	25%	
	b) Conduct and analyze and enrolment and student achievement study report on Alternative Aboriginal Secondary programs	Report received	March	Scott U.	40%	
	c) Analyze current achievement data with respect to self-identified Aboriginal student’s assessments	Reports completed	Sept to June	Sr Admin	75%	Brochures
	d) Review KPDSB progress in relation to the Aboriginal Policy Framework and isolate recommendations to be addressed	Framework implemented Report to MOE and Board	February	NEAC Sr Admin Aboriginal Advisor	20%	Brochures
	e) Host Aboriginal Youth Forums for secondary school students in order to enhance student voice	Forums held	March	Scott U. Sean Caryl Eleanor Secondary Principals	30%	
	f) Participate in NOEL/NAEC to continue dialogue	Full participation	Sept to June	Larry	On hold	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #2

February 9, 2010

Strategy	Specific Actions	Indicators	Time-lines	Resp.	Status	Resources
	g) Continue to advocate for Aboriginal Education through DCAE	Meetings held	Sept to June	Larry	50% 1 mtg held	
	h) Pursue partnerships with Aboriginal office of the MOE to enhance support for Aboriginal students	Evidence of effective partnerships	Sept to June	Sr Admin	33%	
	i) Establish an Aboriginal student mentoring program for incoming students at all secondary schools	Mentoring program established	Sept to June	Sean Aboriginal Advisor Secondary Principals	30%	
2. Support curriculum that reflects the Aboriginal experience						
	a) Implement the KPDSB Ogimaakaanag Peer Role Model/Mentor Program in Kenora schools.	Mentors/Role models identified Program offered Report to Sr Admin – May	Sept to June	Sean Eleanor Scott U. Kenora Principals	30%	Aboriginal Office funding / \$10,000 KP
	b) Pursue opportunities with the Aboriginal office of the MOE to develop appropriate NSL curriculum	Curriculum input provided	Sept to June	Sean SATs	33%	
	c) Promote & expand experiential learning opportunities for Aboriginal students in each secondary school	Increased participation of Aboriginal students in experiential learning Report to Sr Admin	March	Scott U. Secondary Principals	50%	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #2 **February 9, 2010**

Strategy	Specific Actions	Indicators	Time-lines	Resp.	Status	Resources
	d) Continue to analyze curriculum material that respects Aboriginal culture.	Resource Materials purchased – reflect/respect Aboriginal culture	Sept to June	Aboriginal Advisor NSL SAT's	60%	
	e) Promote and sustain Native course offerings at secondary schools	Course offerings are sustained & subscribed to	Sept to June	Sr Admin Principals	50%	
3. Strengthen communication practices with Aboriginal partners.						
	a) Develop a Self Identification information and brochure to communicate progress being made by KPDSB in Aboriginal Education	Brochure created & distributed	November	Sr Admin NEAC Sheena Eleanor	100%	\$ 5,000
	b) Actively pursue full participation for NEAC	Increased participation Minimum four meetings held Recommendations received and responded to	May	Caryl Sean Trustees	66%	
	c) Continue to communicate data to NEAC	Meetings held Data shared	Sept to June	Sr Admin Trustees	75%	
	d) Promote community outreach by providing literacy workshops and kindergarten bags to Aboriginal children and their families	Workshops held Bags distributed	Sept to Oct	Caryl Mardi P.	100%	MOE \$ Aboriginal Office KP - \$10,000

STRATEGIC ACTION PLAN 2009-2010 – GOAL #2

February 9, 2010

Strategy	Specific Actions	Indicators	Time-lines	Resp.	Status	Resources
4. Support recruitment strategies to increase the number of Aboriginal employees within the board						
	a) Develop a presentation kit for Aboriginal teacher recruitment	Kit developed	Sept to Dec	Eleanor Jocelyn Sean Sheena	0%	
5. Staff development will include training in Aboriginal culture and learning styles.						
	a) Incorporate Aboriginal culture training info Restorative Practice training for all staff	Training provided	Sept 2009 to June 2011	Sean Al Eleanor J. Olsen	0% ?	
	b) Incorporate Aboriginal learning strategies into KP6 Curriculum Priorities Training	Strategies incorporated into training	Sept to June	Sr Admin Bernice Curric. SAT's	50%	
	c) Participate in regional Aboriginal Education forum hosted by NOEL	Participants attended Presentations made	February 2010	Sr Admin NSL SATs	On hold	

STRATEGIC ACTION PLAN 2009-2010 – GOAL #2 **February 9, 2010**

Strategy	Specific Actions	Indicators	Time-lines	Resp.	Status	Resources
	d) Expand curriculum support for NSL/NS teachers through steering committee with links to oral language and NSL/SATs	Steering Cttee established Training provided to teachers Report to Sr Admin	March	Sean NSL SATs CurrSATs S. Roffe	50%	
	e) Implement newly acquired resources to support NSL classroom delivery	Training provided to NSL teachers Resources implemented	Sept to June	Sean L. Beardy Bernice Curric. SATs	50%	
	f) Establish elementary & secondary PLC's for NSL/NS teachers with an emphasis on KP6 Curriculum Priorities	PLC's in place	Sept to June	Sean Caryl NSL SATs	50%	