2019-2022 | Three-Year Education Plan

Mission | Each student, in keeping with their individual abilities and gifts, will complete high school with a foundation of learning necessary to thrive in life, work and continued learning.

Values | Students come first • Learning is our central purpose • Public education serves the common good

Public education is a shared responsibility. Together we commit to success for each student, every day, no exceptions.
### Achievement & Well-Being

- Improve student achievement through the design of inclusive, engaging and rigorous learning tasks.
  - Further consistency of assessment and reporting by calibrating to a system standard.
  - Use high-impact instructional strategies.
  - Incorporate culturally responsive instructional design and assessment by honouring Indigenous knowledge systems, languages and histories.
  - Enhance student voice in learning, assessment and decision-making.

- Advance literacy, numeracy and learning competencies that incorporate critical thinking, communication, creativity, collaboration, citizenship and character.
  - Build capacity to support concept-based curriculum and instruction.
  - Leverage the use of technology in learning environments to meet the needs of diverse learners.

- Create conditions for success for each student in a welcoming, caring, respectful and safe learning environment.
  - Continue to develop environments where each student is known and develops a sense of competence, confidence and belonging as a learner.
  - Further develop school environments that foster resiliency in students.
  - Work with partners to provide access to well-being and mental health supports for students.

### Organizational Effectiveness & Service Transformation

- Employ a strategic approach to align resources, supports and services with the Three-Year Education Plan and system priorities.
  - Make decisions based on evidence, data, input and guiding documents.
  - Use the School Support Model to further collaboration, shared decision-making, transparency and accountability.
  - Eliminate duplication of services and reduce inefficiencies.
  - Enhance coordination between schools and service units.
  - Leverage technology to improve operational efficiency.

- Communicate and engage with our students, staff, families and communities to support effective decision-making.
  - Use the Dialogue Framework to support community engagement activities.
  - Communicate decisions effectively.

- Support effective system and Board governance.
  - Mitigate risk to the organization.
  - Review and update our Administrative Regulations to ensure compliance with provincial regulations and/or Board policies.

### Strategic Allocation of Resources to Support Student Needs

- Allocate human and financial resources based on student needs.
  - Align resource allocation with the provincial funding framework and with system priorities and equity goals.
  - Allocate resources based on need to support students with equitable access to programs and services across the system.

- Develop a sustainable system-wide plan to optimize, commission, modernize and maintain school facilities to foster enriching learning environments.
  - Develop a sustainable system-wide plan for high schools that continues to offer students access, flexibility and choice in programming given available space and resources.
  - Promote system-wide approaches to environmental sustainability.

### Developing Our Employees

- Build the capacity of our employees
  - Advance succession planning through mentoring, coaching and on-the-job training.
  - Provide opportunities for professional learning for our employees.

- Build coherence and continuous improvement in program provision, service delivery and professional learning through a collaborative and evidence-informed culture.
  - Continue to build skill in generating and interpreting data across CBE leadership teams.

- Foster a welcoming, caring, respectful, inclusive and safe work environment.
  - Continue to build employee awareness of mental health and well-being supports.