



**WEST
VANCOUVER
SCHOOLS**

A world of opportunity

2019-2022 STRATEGIC PLAN





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SCHOOLS

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We want to ensure that all of our students have found their voice, are engaged and empowered to learn.

THE WEST VANCOUVER
BOARD OF EDUCATION



“ *We have a reputation as the highest-achieving school district in the province.* ”

MESSAGE FROM THE BOARD CHAIR

Excellence in education is a shared community value that transcends political boundaries and has the power to shape the future health of our communities, families, economy and institutions for generations.

In West Vancouver, we have an established reputation as the highest achieving education district in the province. We are equally proud of our leadership role in innovation, widely recognized for creating conditions that foster creativity, confidence, compassion, collaboration, resilience, peak health and engaged citizenship – all hallmarks of excellence in education.

It is in this context that we have developed our strategic direction for 2019-2022, which begins with the vision statement that we aspire to provide the finest educational experience in the country. To continue moving steadily in that direction, we have embraced the values that make it possible: excellence, inclusiveness, accountability, authenticity, innovation, community engagement and happiness.

Our three goals are simple, yet the actions they prescribe encompass a wide range of initiatives designed to enrich the learning experience and prepare students to thrive in the world in which they will live, work and play. The evolution of education has already begun; this plan will leverage our strengths to continue building on our tradition of excellence for the future.

The Board has adopted the goal of Educational Excellence, to provide a richly-woven learning experience in academics, arts, athletics, and business that builds on natural curiosity. We have also identified the need for Visionary Leadership, to build community connections and pave the way for strong advocacy in education. Successful Transitions in technology, learning spaces, supporting the student journey and more, to ensure that every child has the means to succeed. In West Vancouver, the emblem of the Lighthouse is more than a symbol; it represents the beacon that we know each child needs on their path towards a bright future.

Carolyn Broady
BOARD CHAIR





WEST
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VISION

We aspire to provide the finest educational experience in the country for the benefit of our children, our employees, our community and the world.

VALUES

EXCELLENCE

We pursue excellence in everything we do.

INCLUSIVENESS

We treat everyone fairly. We respect, reflect and appreciate the diversity in our community.

ACCOUNTABILITY

We strive to be approachable and to make our processes and decisions as open and transparent as possible.

AUTHENTICITY

We provide meaningful and relevant learning experiences.

INNOVATION

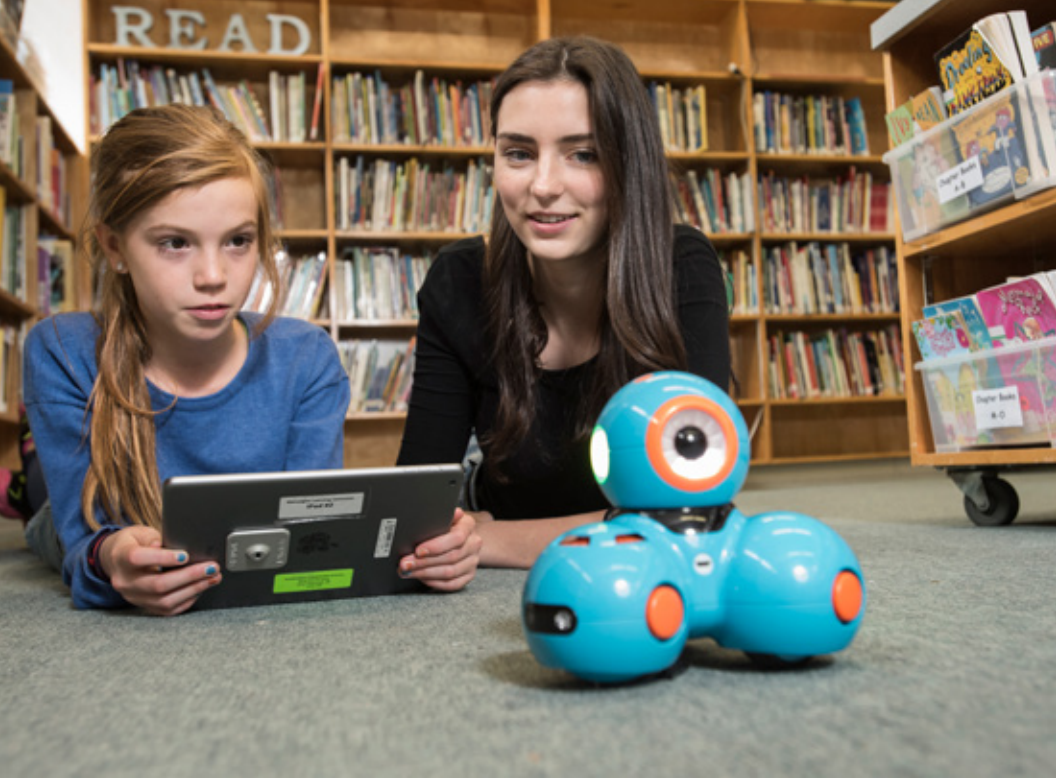
We pursue innovation by encouraging curiosity and a spirit of inquiry.

COMMUNITY ENGAGEMENT

We forge connections with our community and welcome their input.

HAPPINESS

We seek happiness in the way we learn and work.



STRATEGIC GOALS

1

STRATEGIC GOAL #1 EDUCATIONAL EXCELLENCE

Education is our core business. And once again our plan makes excellence in education our top priority. We have a well-deserved reputation for academic strength, and we are determined to do what it takes to maintain and continually improve it.

GOALS AND OBJECTIVES

1.1 Maintain core academic excellence

- Continue to improve our top standings in local, provincial and international assessments, graduation rates and post-secondary transitions
- Continue to focus on the foundational skills of literacy and numeracy
- Guide the implementation of the Graduation Program (e.g. Career Education, Applied Design Skills, Technology and new course offerings)
- Promote full integration and realization of BC's Core Competencies of Communication, Thinking and Personal and Social Responsibility
- Support the ongoing development of new courses and programs that will meet the needs of our modern learners
- Develop and implement common district assessment principles and understandings to ensure alignment in our schools
- Ensure high quality inclusive educational experiences are available for all learners

1.2 Develop and implement exemplary processes to recruit, retain and develop staff

- Promote West Vancouver Schools as a great place to work, learn and grow
- Use targeted Board funding towards innovative recruitment and retention strategies
- Provide increased support, onboarding, and mentorship encouraging community among new staff
- Enhance active provincial and national engagement to recruit exceptional teachers
- Support ongoing structures and opportunities for professional learning ensuring capacity building and professional growth for all employees
- Value, celebrate and support all of our staff

STRATEGIC GOAL #1 EDUCATIONAL EXCELLENCE

1.3 Celebrate and tell our stories of everyday innovation

- Enhance communication strategies at all levels to share our innovations and successes throughout the organization
- Create and maintain opportunities that celebrate and showcase our accomplishments
- Use the Framework for Enhanced Student Learning and other Provincial accountability measures as a way for schools to connect the learning journeys of student success to their community
- Highlight successes of traditionally marginalized students







STRATEGIC GOALS

2

STRATEGIC GOAL #2 VISIONARY LEADERSHIP

School boards are responsible to both their local communities and to the provincial government. The West Vancouver Board of Education takes its responsibility to grow and maintain a vibrant public education system seriously. We are committed to continually strengthening our connections with the communities we serve.

GOALS AND OBJECTIVES

2.1 Demonstrate responsible and responsive governance

- Ensure opportunities are available for public engagement in decisions of the Board
- Prioritize strong working relationships with our internal partners - West Vancouver Administrators' Association, West Vancouver Teachers' Association, West Vancouver Municipal Employees' Association and the West Vancouver District Parent Advisory Council
- Continually update policies and procedures of the Board to ensure they are current and relevant

2.2 Future-proof our organization

- Upgrade and maintain network infrastructure and improve cybersecurity
- Continue with the thoughtful integration of emerging technologies in our schools (Virtual Reality, Data Analytics, Mobile Computing, Robotics, Cyber and Artificial Intelligence)
- Support the overall wellness of staff through school and District led health initiatives

2.3 Maintain strong community and government relationships

- Continue with regular liaison meetings and informal dialogue with various government and community partners around areas of shared interest (District of WV, Bowen Island, Lions Bay, VCH, Kay Meek, West Vancouver Police Department, West Vancouver Memorial Library)
- Foster our ongoing supportive relationships with key community groups, colleges and universities and non-profit organizations
- Work closely with the provincial government in our co-governance role in education

STRATEGIC GOAL #2

VISIONARY LEADERSHIP

2.4 Continue to build our relationship with the Squamish Nation

- Work towards the development of a Government to Government Protocol Agreement
- Collaborate to further enhance student success and focus on strong graduation rates
- Build upon our inclusive practices and First Peoples worldviews

2.5 Continue to adopt practices to address climate change and sustainability

- Engage our students as leaders in changing practices that promote sustainability across the District
- Continue to incorporate green practices into our facilities and operations
- Lead our community in environmentally responsible practices
- Support and expand teaching and learning practices that address climate change and sustainability
- Enhance connections with community partners (Department of Fisheries and Oceans (DFO), Pacific Science Enterprise Centre (PSEC), Ocean Ambassadors, Ocean Wise, Academia, Lighthouse Park Preservation Society, Streamkeepers, Coho Society, etc.) to enhance knowledge and understanding





Stream of Drains



Drains Lead to Fish

STRATEGIC GOAL #2 VISIONARY LEADERSHIP

2.6 Find effective ways to tell the story of our successes to our community and the larger BC audience

- Ensure Strategic Plan grounds all management growth plans
- Intentionally align Board Highlights to the Strategic Plan
- Continue active representation at Metro Vancouver and Provincial organizations
- Be actively involved with community organizations telling our story
- Use a variety of traditional and social media strategies to share the story of the Board's Strategic Plan broadly beyond the school district and into our community
- Create metrics to ensure we are working towards our goals that are aligned to provincial expectations

2.7 Maintain business practices that promote a stable and sustainable organization

- Ensure financial practices that maintain our targeted reserves
- Maintain currency of Risk Management Plan
- Review adequacy of management structures





STRATEGIC GOALS

3

STRATEGIC GOAL #3 SUCCESSFUL TRANSITIONS

The next four years will see many transitions, including new technologies, curricula, learning spaces, learning methods and reporting systems. We will support students and parents, teachers, staff and administrators through these challenges.

GOALS AND OBJECTIVES

3.1 Support the student journey

- Continue to establish and facilitate a seamless entry into West Vancouver Schools for children and families (e.g. StrongStart, Welcome to Kindergarten, Pre-K Connections, Ready-Set-Learn)
- Continue to support a thoughtful, supported and successful transition from elementary to secondary school
- Develop a world class career-life program designed to assist students in reflecting on where their personal interests and strengths overlap with emerging career-life opportunities in the world.
- Enhance guidance for post secondary options and transitions including information on various options including university, college and trades

3.2 Ensure that transition processes enhance student resilience and durability

- Implementation of the mental health framework
- Focus on the mental wellness of our students
- Continue to create structures and alignment with community resources and partners

3.3 Support new West Vancouver families

- Work closely with the North Shore Multicultural partnership with SWIS (Settlement Workers in Schools) to support our new families
- Advocate for ongoing school-based cultural events that reflect the diversity of our community
- Streamline District registration process
- Highlight for our new families their importance to our community, and as leaders in our schools





**WEST
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1075 21st Street
West Vancouver, BC, Canada V7V 4A9
westvancouver.schools.ca

Phone: 604-981-1000 | info@wvschools.ca