



**SUPERIOR NORTH CATHOLIC**  
DISTRICT SCHOOL BOARD

## Strategic Plan 2020-2024



**FAITH  
AND  
JUSTICE**



**TEACHING  
EXCELLENCE**



**INDIGENOUS  
EDUCATION**



**FOCUS  
ON THE  
FUTURE**



OUR  
**MISSION**

Together We Educate Heart, Mind *and* Soul.



OUR  
**VISION**

To inspire spiritual growth within an inclusive *and* respectful environment.



OUR  
**VALUES**

To graduate students who have the knowledge, skills *and* confidence to affect change.

## Ethical Leadership

### ACTIONS

- Ongoing Mentorship of Superintendents and Managers by the Director through Professional Development, courses, etc.
- Ongoing Mentorship of Principals by Superintendents, including regular school visits, Professional Development at principal meetings, qualification courses, etc.
- Ongoing mentorship of school staff by Principals through regular classroom visits and professional development.

## Adult Faith Formation

### ACTIONS

- Faith Ambassadors will meet on a regular basis for Professional Learning.
- Faith Ambassadors will share this professional learning with educators in their schools.
- Faith resources will support educator capacity and respond to student learning needs.
- Continuing to support students in meeting our Catholic Graduate Expectations.

## Social Justice

### ACTIONS

- Grades K-8 review, understand and apply Catholic Social Teachings (CST) and Beatitudes.
- Teaching resources are found on the *Catholic Association of Religious and Family Life Educators of Ontario*.



“Together We Educate Heart, Mind *and* Soul.”

## Academic Excellence

### ACTIONS

- Continue commitment of one-to-one devices for every student and staff member.
- Commitment to developing students personal and academic success and staff knowledge and skills.
- Implement programs and supports that address the learning needs of all students and families.

## Experiential Learning

### ACTIONS

- Inquiry- based student led investigations STEAM (science, technology, engineering, arts, math).
- Explicit connections between curricular areas and careers/trades/technology and land based activities.
- Enhance community partnerships and parent engagement.

## Student Digital Pathways Portfolios

### ACTIONS

- Student pathway exploration and maintenance of their individualized digital pathways portfolio.

## Mental Health, Well Being and Inclusive Education

### ACTIONS

- Use of the following resources will support student/staff Mental Health and Well-being (e.g Third Path, Fourth R, Second Step, Zones of Regulation, etc.)
- Student programming will continue to be strength-based, Inquiry-based and differentiated.
- Safe, healthy, inclusive learning environments will be further developed in all schools.
- Students well being data collected every two years through a School Climate Survey.

## Relationships/Partnerships

### ACTIONS

- Ongoing conversations to map a good path forward.
- Continue to foster and enhance relationships/partnership between the senior team, schools and neighbouring Indigenous communities and organizations.
- Create more welcoming spaces in and outside of our schools.

## Truth and Reconciliation

### ACTIONS

- Purposeful and sustained integration of Indigenous history and culture - perspectives and/or language across the curriculum in order to support [#62 and #63 Calls to Action](#).
- Supporting Native Language programming.
- School staff with communities/partners to plan celebrations of Indigenous culture that reflect their region.

## Cultural Awareness & Appreciation

### ACTIONS

- Bring Knowledge Keepers, Elders, and/or Senators in to develop stronger cultural understanding.
- Board-wide Indigenous Professional Development Day.
- Land acknowledgments at all meetings.
- Continued training for Senior Team and Principals.
- Attendance by Senior Team, Indigenous Education Lead and school staff at events or professional learning offered by neighbouring First Nations Communities (Pow Wows, professional learning days, etc.)

## Blended Learning

### ACTIONS

- Using innovation and technology as an effective tool for teaching and learning.

## Global Competencies

### ACTIONS

Continue to enhance:

- Digital fluency
- Deep Learning/complex, intricate, and multifaceted instructional approach
- Meaningful engagement
- New Model for PD/ Learning & Meetings

## Innovation

### ACTIONS

Continue to:

- continue to promote high standards for teaching and learning.
- enhance brand & improve student enrolment.
- promote a positive, safe and inclusive environment
- continue to nurture student innovation through enhanced physical and digital learning spaces
- continue the promotion of a modern, creative and leading edge culture

## Communication

### ACTIONS

- Continue maintaining and enhancing strong communication with parents, guardians, and school communities through various means of communication platforms eg: Board and school websites, social media sites and school messenger system.



## Improve Monthly Financial Forecasting

### ACTIONS

- Ensure real time data that ensures targets are met.

## Software Upgrades

### ACTIONS

- More automation and efficient processes.

## Department Synergy

### ACTIONS

- Mentoring of new hire and cross training to ensure continuity of all operations.

## Continue to Practice Ethical and Responsible Financial Decision Making

### ACTIONS

- To utilize all available resources to best suit the unique needs of our local school communities and adjust to changing needs in a timely fashion.

## Cybersecurity

### ACTIONS

- Hiring of new Network Analyst to assist with monitoring Network intrusion attempts.
- Ensure Anti Malware and Antivirus is up to industry standards.
- To educate other Technicians through training and train end users, staff and stakeholders about certain types of attempts and what to look for.

## Enhance Digital Learning

### ACTIONS

- Setup and install the audio and video cameras and microphones in each classroom.

## New Student Information System

### ACTIONS

- Board moving to a modern program to store student information that responds to the needs of all stakeholders.

*"Education is not about knowing things or taking lessons but about being able to use three lingo's: those of the head, the heart, and the hands... learning so that you can think about what you feel and do, can feel what you think and do, and can do what you feel and think. Unity within a person."*

— Pope Francis





## Formalize and Streamline Attendance and Disability Management Process

### ACTIONS

- Consistent and efficient board-wide processes.
- Enhanced communication between all stakeholders.
- Promote Health and wellbeing.
- Reduce staff absenteeism.

## Formalize and Streamline First Aid and Occupational Health and Safety Training Records through the use of eBASE

### ACTIONS

- Maintain accurate records and certificate expiry/renewal dates in one database..
- Safe Schools and OH&S compliance board-wide.

## Job Description maintenance and Job Manuals for CEC Staff

### ACTIONS

- Ongoing maintenance and review of job descriptions to ensure they are current and accurate.
- Creation and ongoing maintenance of Job Manuals for CEC Staff to ensure they are always relevant.
- Document and maintain processes.

*"We all have the duty to do good."*  
- Pope Francis

## HR Handbook for Principals

### ACTIONS

- Examine, compare and document HR resources and processes.
- Data collection on HR Processes throughout the board by school.
- Determine consistencies and inconsistencies.
- Provide training to principals.

## HR Supply Staffing Plan

### ACTIONS

- Examine and assess existing approach to hiring staff to determine needs.
- Collect data internally and externally (ex: delivery, reporting, oversight, forecasting, qualified supply staff).
- Develop new approaches as part of annual strategic plan.
- Expand qualified applicant demographic.



## Physical Environment

### ACTIONS

- Modernization of all school buildings and facilities and ensuring we are maximizing energy efficiency.
- Update and enhancement of the interior and exterior of all buildings.
- Ensure all cleaning products are environmentally safe and effective.
- Continuing the reduction of utility costs.

## Student Spaces

### ACTIONS

- Improve facilities and classroom learning environments eg. new lighting, ventilation.
- New furniture and technology in all classrooms to modernize and support flexible seating, creativity and 21st Century Learning.
- Development of outdoor spaces to ensure focus on learning and/or play environments.

## Facility Safety

### ACTIONS

- Ensure all safety issues brought forward are completed in a timely manner.
- Ensuring all facilities and spaces are accessible to all.



**Superior North Catholic  
District School Board**  
Catholic Education Centre  
17 Cartier Drive,  
P.O. Box 610  
Terrace Bay, ON  
P0T 2W0

807-825-3209

[www.sncdsb.on.ca](http://www.sncdsb.on.ca)

@sncdsb

