

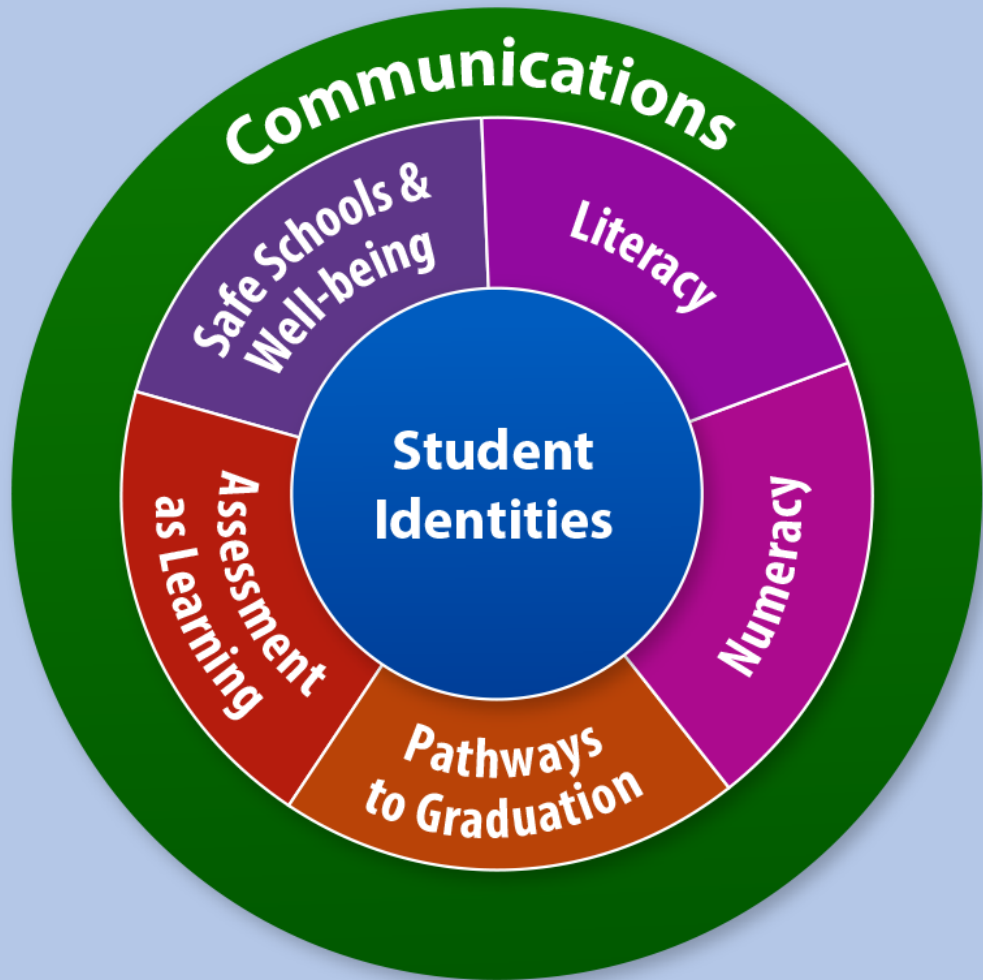


# Operational Plan

**2023 - 2024**

Thames Valley District School Board

# Operational Plan Overview (Goals 1 to 4)



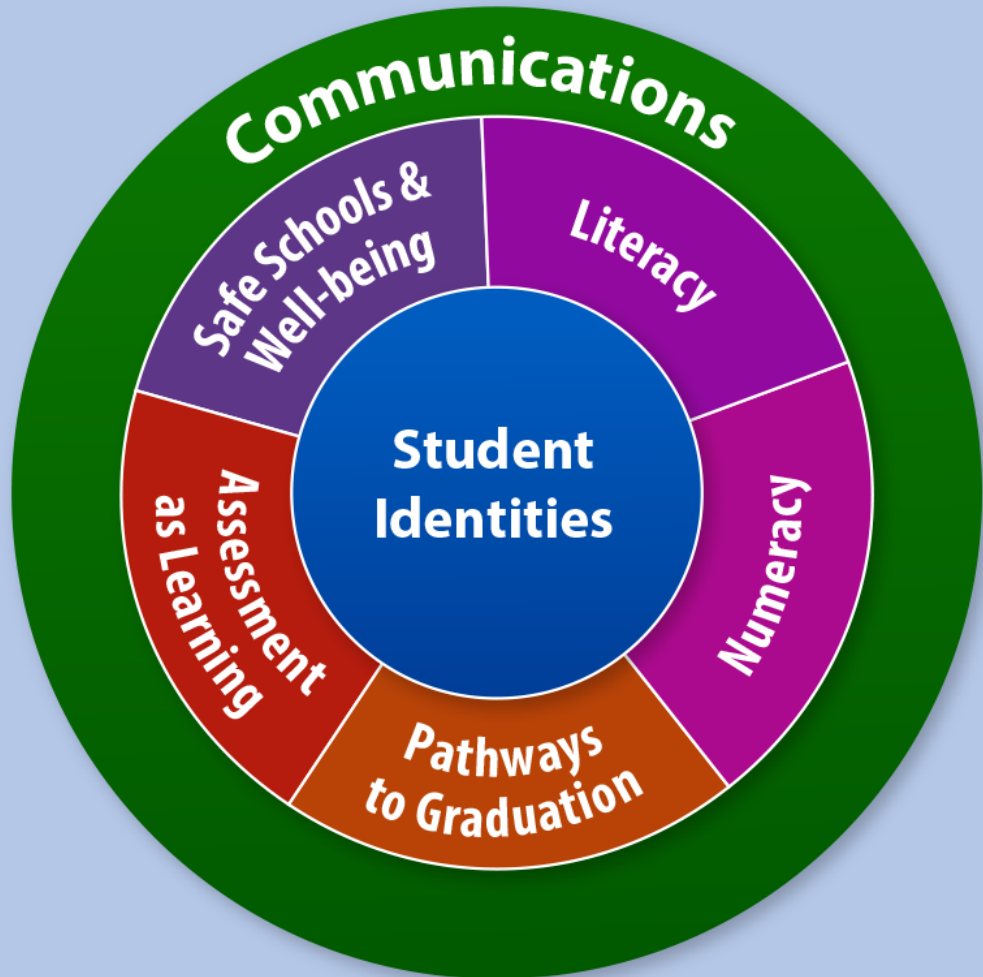
▶ **Goal 1:** Student identities and abilities are affirmed

▶ **Goal 2:** Students, staff, and families will experience a greater sense of connection, safety and well-being in their school

▶ **Goal 3:** Reading skills of early years and primary students will be improved

▶ **Goal 4:** Numeracy skills of junior students (Grades 4-6) will be improved

# Operational Plan Overview (Goals 5 to 7)



- ▶ **Goal 5:** Educators will implement feedback strategies to improve student learning
- ▶ **Goal 6:** Identify and support individual pathway plans with each student so that they are on track to graduate
- ▶ **Goal 7:** Engage and communicate with staff, students and the community to build relationships and inform our work at Thames Valley

# Glossary of Terms

- **Culturally Relevant and Response Pedagogy (CRRP)**
- **Culturally Safe Learning Environments**
- **Culture**
- **De-streamed**
- **Disaggregated data**
- **Discrimination**
- **Equity**
- **Human Rights**
- **Leveled Literacy Intervention (LLI)**
- **Marginalized**
- **Minoritized**
- **Oppression/Anti-oppression**
- **Ontario Human Rights Code**
- **Pathways**
- **Racialized**
- **Restorative Practices**
- **Safe and Inclusive Schools Plan (SISP)**
- **School Improvement Plans (SIPs)**
- **Systemic Racism**
- **Trauma-Sensitive Practice/Approach**

1.

# Student Identities **OBJECTIVE:**



# Goal: Student identities and abilities are affirmed

- ▶ **Utilize** *Every Student Belongs Survey* and other student identity data to inform anti-racism and anti-oppressive practices in all schools and throughout the district.
- ▶ **Learn** with and from students, staff, caregivers, and community to support equitable and culturally responsive decision-making.
- ▶ **Provide** professional learning to support staff in actioning, modeling, and securing accountability for equitable practices in all school and work environments.
- ▶ **Build** capacity of educators to provide culturally relevant and responsive assessment and instruction.

2.

# Safe Schools and Well-being **OBJECTIVE:**



# **Goal:** Students, staff, and families will experience a greater sense of safety and well being in their school communities.

- ▶ **Implement** strategies that help establish safety, connection, and regulation through a focus on developing and sustaining healthy relationships in every school and classroom across the district.
- ▶ **Support** administrators and school staff with implementing culturally responsive, identity affirming, trauma sensitive, and restorative practices when responding to safe schools' incidents with a specific focus on reducing disproportionate outcomes.
- ▶ **Utilize** *School Climate Survey* results and other key information to inform Safe and Inclusive School Plans.

3.

# Literacy OBJECTIVE:



# **Goal:** Reading skills of early years and primary students will be improved

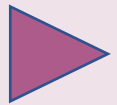
- ▶ **Support** early years and primary educators to determine the phonological awareness and reading skills of students.
- ▶ **Support** educators to provide evidence-based instructional practices.
- ▶ **Ensure** personalized programming includes access to evidence-based reading interventions.

4.

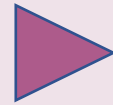
# Numeracy OBJECTIVE:



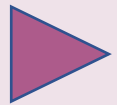
# **Goal:** Numeracy skills of junior students (Grades 4-6) will be improved



**Support** educators to determine the numeracy skills of students.



**Develop** and support personalized programming for all students.



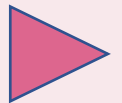
**Support** educators to provide evidence-based instructional practices in math classrooms.

5.

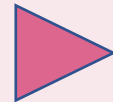
Assessment  
as Learning  
**OBJECTIVE:**



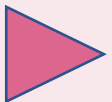
# **Goal:** Educators will implement feedback strategies to improve student learning



**Support** educators to align curricular expectations with instructional practices that uphold culturally responsive and relevant pedagogy.



**Support** educators to provide students with multiple and varied opportunities to demonstrate learning, based on feedback.



**Support** classroom educators to implement ongoing, personalized and timely feedback to improve student learning.

6.

**Pathways to  
Graduation  
OBJECTIVE:**



# **Goal:** Identify and support individual pathway plans with each student so that they are on track to graduate

- ▶ **Support** school teams with gathering and utilizing data to inform and monitor individualized pathway plans for students.
- ▶ **Support** school teams to provide evidence-based strategies and programming to promote success for students to achieve their *graduation* goals.
- ▶ **Provide** supports and strategies for students and staff from *grades 7 to 10 specifically* to promote success in de-streamed courses.
- ▶ **Continue** to build strong relationships with community members to provide a range of pathway opportunities *with special emphasis on the skilled trades* for students in high school and post-secondary.

7.

# Communications **OBJECTIVE:**



# **Goal:** Engage and communicate with staff, students and the community to build relationships and inform our work at Thames Valley

- ▶ **Develop** a Communications Plan which includes processes that ensure information is being shared effectively, consistently and transparently.
- ▶ **Share** information using enhanced accessibility and inclusion best practices.
- ▶ **Increase** intentional outreach to engage staff, students and communities.

# Organizational Support Services

- “MyName” initiative
- Training in Equity, Diversity, and Inclusion
- Capital projects, Annual Accommodation Plan, and Attendance Area Reviews
- Active recruitment outreach
- In person IT support
- Community Collaboration Meetings and consultations
- Municipal partnerships



# Operational Plan

2023 - 2024

Evidence-based.  
Equity-centered.  
Connected.

