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THE STRATEGIC PLAN

The Board of Education thanks community members, partner groups and management staff who have contributed insights into the ongoing work of the Strategic plan which is established on the fundamental principles of providing:

- Caring, safe and welcoming schools
- Educational opportunities to improve student success
- Proactive planning for maintaining healthy and sustainable schools
- Responsible stewardship of resources

DISTRICT CONTEXT

The Langley School District is situated on the traditional unceded territories of the Kwantlen, Katzie, Matsqui and Semiahmoo First Nations. It is comprised of the City of Langley and the Township of Langley and is located in the central Fraser Valley, 40 kilometers east of Vancouver. The 2016 census indicates that Langley has a population of just over 143,000 people and above average individual and family incomes. Bordered on the north by the Fraser River and by the Canada/US border to the south, the District serves 22,487 students in 43 schools. Langley neighbours Surrey and Abbotsford to the west and east respectively, and operates on an annual budget of \$240,670,754.

The Langley Board of Education, governing 43 school sites, consists of seven Trustees, five elected from the Township of Langley, two elected from the City of Langley. The Board is in its first year of its four-year term.

Trustee Megan Dykeman, Chair
Trustee Shelley Coburn, Vice-Chair
Trustee Suzanne Perreault
Trustee Rod Ross
Trustee David Tod
Trustee Tony Ward
Trustee Marnie Wilson

CORE VALUES

In partnership with students, parents, teachers, support staff and administrators, the District is committed to the following values:

- Integrity (Accepting, Respectful, Kind, Trustworthy)
- Excellence (Success, Effort, Engagement, Hope, Adaptability, Achievement)
- Courage (Creativity, Inspiration, Critical Thinking, Problem Solving)
- Community (Connection, Relationship, Caring, Collaboration, Inclusive, Teamwork, Belonging, Partnership)

MISSION

To inspire all learners to reach their full potential and create a positive legacy for the future.

VISION

The Vision is a long-term roadmap that sets the direction for what the District will become. The Vision will prepare all learners for the new educational realities and the rapidly changing world. Going forward, the Vision will strengthen and unify the District and create a compass for future decision-making. Langley School District's Vision:

“An innovative, inspiring and unified learning community.”

In serving first our students and each other in the partnership of students, teachers, support staff, administrators, trustees and parents, we are committed to these principles:

- Relevant, meaningful choices for students that ignite a lifelong passion for learning
 - Awakened sense of curiosity and wonder
 - Personalized, self-directed learning
 - Engaged learners
- Learners are knowledgeable, skilled and innovative
 - Student success and confidence
 - Empowered to create
- Learning takes place through flexible and connected environments
 - Anywhere, any time
 - Connected to local and global community
 - Networked and collaborative learning
- Our schools foster an inclusive and accepting culture
 - Every child belongs
 - Respect for learning differences
 - Socially responsible contributing citizens

SUCCESS FOR ABORIGINAL STUDENTS

Our children are our most precious resource
Our children are our medicine
Our children are our future leaders

EDUCATIONAL OPPORTUNITIES

Vision:
 An innovative, inspiring and unified learning community.

Goal:

- Accomplish the objectives of the Framework for Enhancing Student Learning in the areas of literacy, numeracy and transitions as well as address the specific needs of Aboriginal learners, Children in Care and learners with diverse abilities.

Established:

- Enhancement Agreement Success
 - Aboriginal Language classes offered in two schools
 - Reconciliation Ceremonies held in schools over the past two years
 - Focus on the first goal in the Enhancement Agreement
“to establish trusting, respectful partnerships between schools, the School District, and Aboriginal community, acknowledging shared responsibility to implement the Aboriginal Education Enhancement Agreement”
- Alignment of Plans
 - Alignment of the District Plan, School Action Plans and Administrative Growth Plans
- Curriculum and Classroom Structures
 - Implementation of the re-designed curriculum, e.g., resources sent out to the field
 - District Literacy Guide - meaningful instruction and assessment around the district. Best practices in literacy (significant impact on students K-12)
 - Modernization of learning environments
 - Instructional Coaches in schools
- Technology Plan
 - iPads for Resource Rooms
 - Provision of technology for classes, Grades K-5, wave I and II of III completed
 - All teacher devices have been refreshed
 - Update of computer labs at the secondary schools
 - Brookwood Secondary School recognized as an Apple Distinguished School
 - Office 365 accounts available to all staff and students in the District
- Inclusion and Diversity
 - District LGBTQ+ Committee established
 - Creating safer schools for more kids, e.g., Vanguard Secondary
 - Gay/Straight Alliances established in every secondary school
 - Celebrating Diversity District-wide (Diversity and Respect Week)
 - Gender-neutral washrooms established in all schools
 - Belonging for all students
 - Opportunities for students with diverse abilities to attend their catchment school
 - Opportunities for students with diverse abilities to develop life skills
- Summer Session
 - Increase in the number of students who have enrolled, and the move towards enrichment versus repeating courses
 - Road safety concerns addressed by City and Township of Langley

EDUCATIONAL OPPORTUNITIES (cont'd)

Actions:

- Ensure high quality Action Plans for Learning at each school
- Establishing effective Balanced Assessment Practices to support all students
- Implement, support, and monitor the District Framework for Enhancing Student Learning
- Implement the actions identified in the District's Technology Plan
- Using collaboration time to improve student achievement
- Continue to support and implement Safe Schools Initiatives
- Continue to support the implementation of the curriculum re-design and changes to communicating student learning
- Continue to explore innovative opportunities
- Create a shared belief that all students have gifts which can be nurtured, leading to a positive legacy for the future
- Ensure equitable Tier 2 and 3 support and equipment is available for all students who need them, leading to equality of opportunity for students with diverse abilities to transition with dignity and options
- Work with the local First Nations to implement the BC Tripartite Education Agreement
- Development of a new five-year Aboriginal Enhancement Agreement
- Support schools with school-wide social emotional learning models to create improved conditions for learning

COMMUNITY PARTNERSHIPS

Vision:

The Board will work with community partners to help each student reach their full potential.

Goal:

- To strengthen relationships and communication with community groups.

Established:

- Entrepreneurial opportunities
- Early Learning Hub in Willoughby
- Healthy Community Partnership Table, Public Partners Group, Langley Children’s Committee
- Partner in the Langley Youth Resource Centre (HUB)
- Outdoor Education - several partnerships established and outdoor school at Ft Langley Elementary School
- Positive working relationships with:
 - ya:yəstəl
 - Lower Fraser Valley Aboriginal Society
 - Establishing Aboriginal Headstart Program at Parkside
 - Little Feathers at Douglas Park, Shortreed and Willoughby
 - Community Agencies (Encompass Support Services Society, Inclusion Langley Society)
 - District Parent Advisory Council (DPAC)
 - Post-secondary: VCC/BCIT/Kwantlen/UFV/SFU (spring break camp)
 - RCMP School Liaison Officers
- Inclusive Education Masters’ Cohort
- Community Literacy Network
- Emergency Preparedness Networks
 - Refugee Support (PUCKS, Settlement Workers in Schools)
- Township and City Liaison
 - Trustee/Senior Staff meetings scheduled regularly throughout the year

Actions:

- Work with community partners to support early learning initiatives
- Continue to work with community partners to implement mental wellbeing initiatives
- Continue community consultations regarding programs and facilities
- Support DPAC and meaningful parent involvement
- Support the work of the Human Dignity Coalition
- Continue to enhance relationships with post-secondary institutions and establish early post-secondary experiences for students
- Maintain ongoing liaison meetings with the City and Township of Langley, and partner groups
- Involve non-profit and other community partners in Entrepreneurship opportunities for students
- Meet with elected officials on an as needed basis
- Connect and liaise with the Lower Fraser Valley Aboriginal Society
- Support the Youth and Early Years Hubs
- Enhance relationship with the Inclusion Langley Society

ORGANIZATIONAL INITIATIVES
Vision:

The Board will work to maintain an organizational structure which is responsive to student needs within a positive and dynamic educational climate.

Goals:

- Encourage innovation and creativity
- Encourage efficiencies in all areas of the School District

Established:

- Modernizing Systems:
 - Unified Communications – District and Maintenance sites
 - Overall increase in number and diversity of ISP students
 - Continuing Education – increased enrolment and number of course offerings (Aboriginal Cooking, Aviation, Entrepreneurship)
 - MyEdBC Implementation (lead in the province)
 - Wireless Networks

Actions:

- Enhance and maintain positive working relationships with all partner groups
- Create and implement a new Communications Plan
- Expand unified communications systems throughout the District
- Continue to strengthen the International Student Program (enrolment and diversity of the International Program)
- Continue with review and revise District policy
- Review middle school student success
- Continue to implement the Emergency Preparedness Plan

FINANCE & FACILITIES PLANNING
Vision:

The Board will utilize financial resources and School District facilities to support and improve student achievement.

Goals:

- Maintain facilities in support of student programs, through an effective and efficient allocation of resources
- Maximize facility usage
- Maintain and improve existing facilities and grounds
- Plan for future facility needs requirements to meet the changing enrolment of schools
- Minimize disruption while addressing facility challenges
- Work jointly with the Township and City of Langley on emergency preparedness initiatives
- Support healthy, safe, efficient and sustainable facilities and work places

Established:

- Established processes to ensure a positive financial position
- Accumulated surplus being used to support the district goals and initiatives
- New capital projects
 - Completion of RC Garnett Addition
 - LSS Right-size Project
 - Willoughby Area Secondary School (new REMSS)
 - Peter Ewart Middle School
- Land for future schools
 - SW Yorkson
 - NE Latimer (in January)
- BC Hydro initiatives

Actions:

- Continue to work with the Ministry, Township, and City with respect to land purchases to meet increased enrolment
- Continue to work with the Ministry of Education to acquire funding to build additional schools
- Maximize the utilization of the accumulated surplus to meet student needs
- Establish sustainable cost structures
- Update the Long Term Facilities Plan for capital projects
- Improve our existing facilities to align with the re-designed curriculum
- Continue to support BC Hydro initiatives on energy use
- Modernize the School Board Office
- Development of the annual Five-Year Capital Plan that aligns with the Long Term Facilities Plan
- Implement the recommendations of the Risk Assessment review

HUMAN RESOURCES
Vision:

The Board will continue to create a supportive and positive culture with employees to enhance both individual and collective influence on student achievement.

Goals:

- Remain competitive and proactive in attracting and retaining exemplary staff
- Effectively communicate with our staff and school communities
- Promote and maintain a respectful/safe working environment
- Promote and support ongoing professional development
- Equity and diversity in hiring
- To promote and support the physical, emotional and mental wellbeing of all school district staff

Established:

- Modernizing Systems
- Enhancing Recruitment and Retention of Staff
- Innovative and Creative Solutions for Implementation of the Restored Language:
 - Remedy solutions
 - Increased hiring (Resource Teachers) and resources
- Health and Safety Training
- APiL training for Admin
- Practicum Placements
- Mentorship Program is growing
 - Aligned with the BCTF Peer Mentorship Program
- Wellness and Attendance Initiatives
 - Focus Groups/Four evenings

Actions:

- Enhance Employee Development Programs:
 - Improve Evaluation Process/Coaching (teachers)
 - Enhance Mentorship Programs (teachers and admin)
 - Develop new APiL sessions focussed on supporting and enhancing the Learning Environment for admin who are new to the role
 - Enhance on-boarding process of new staff to the district
 - Developing hiring practices which are aligned with the District goals
- Establish a stronger social media presence
- Ensure the District remains proactive and competitive in attracting and retaining staff
 - Review the use of other recruitment strategies
 - Working with colleges and universities to enhance and promote employment opportunities in Langley
 - Explore new platforms for employment marketing
 - Removing any barriers impacting the application process
- Promote and support wellness and attendance initiatives
- Develop strategies to address violence in the workplace