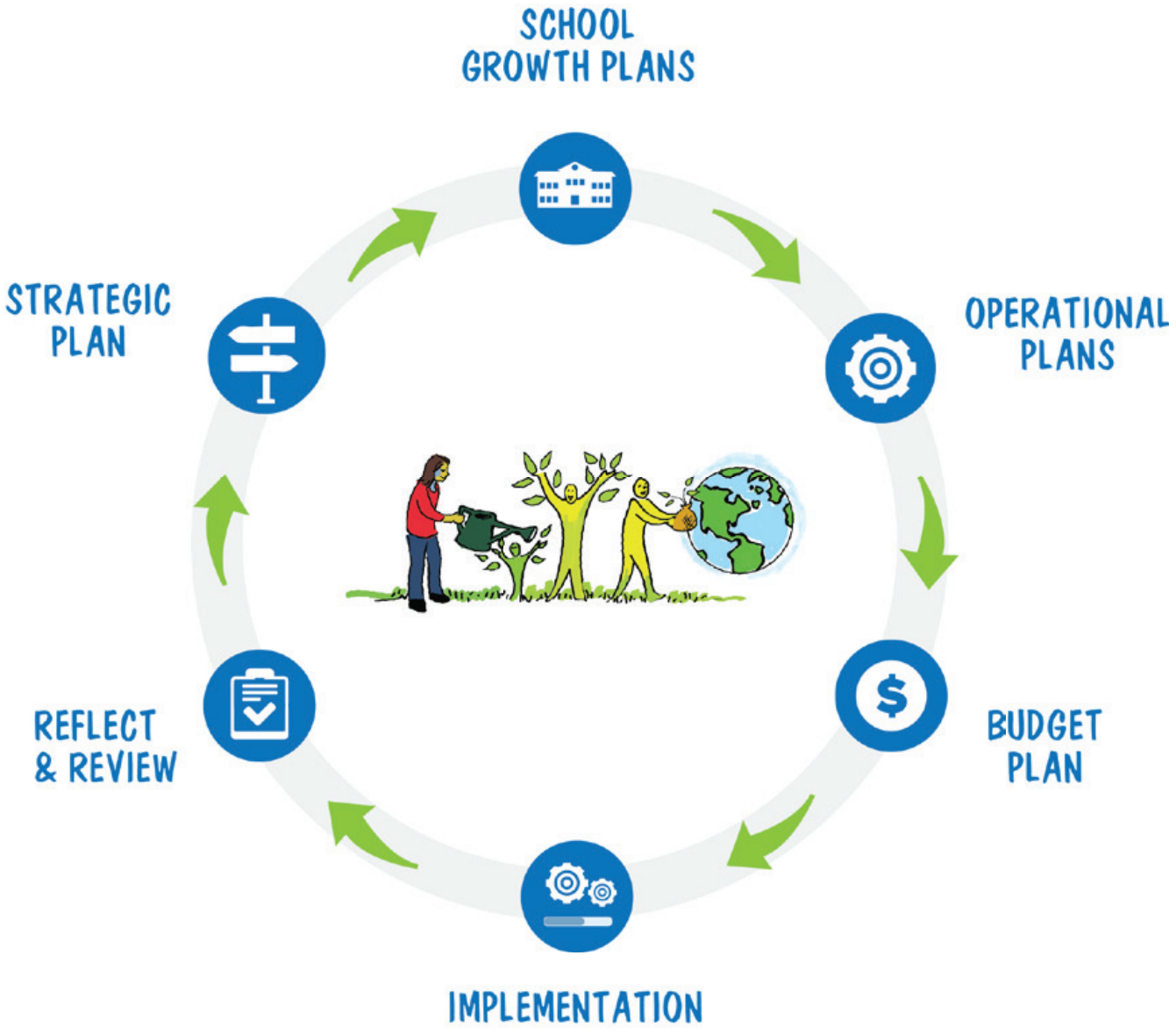
School District 42
Maple Ridge & Pitt Meadows
Learning Today, Leading Tomorrow

STRATEGIC PLAN

MAPLE RIDGE - PITT MEADOWS SCHOOL DISTRICT NO. 42

STRATEGIC **PLANNING CYCLE**



VISION

Our vision is for every individual to feel valued and for all learners to reach their potential.

MISSION

Our mission is to support all individuals in their development as successful learners, and as respectful, caring and responsible members of society.

OUR VALUES

Responsibility to all learners

We believe that all individuals in our school district community have the capacity to learn and that we are responsible for supporting their learning.

Uniqueness of each individual

We value the uniqueness of each learner and embrace diverse ways of learning. We foster a variety of instructional methods and provide support to all learners so that they can realize their potential.

Diverse learning opportunities

We value choices for all learners, equity of access to all programs, and a holistic approach to learning. We encourage learning opportunities beyond the classroom. We support life-long learning.

Culture and community

We celebrate our many cultures and seek ways to appreciate and embrace diversity. We encourage interdependence and collaboration within the school district community. We value community partnerships.

Personal and social responsibility

We believe that a sense of belonging is at the heart of our school district community and is fundamental to the success of all learners. We are committed to acting as responsible stewards within our community. We cultivate a culture of care within our school district community, and seek to develop the leadership and citizenship capacity of all learners.

High expectations for success

We value the ability of all learners to set high expectations for themselves and to describe personal success. We believe success is measured through credible evidence of learning and rigorous self-assessment. We are committed to supporting all learners in achieving personal success.

STRATEGIC **DIRECTIONS**

In achieving our mission, our vision and living our values, we are guided by three strategic directions. These strategic directions are developed out of school growth plans, departmental operational plans, the strategic facilities plan, student forum, and feedback collected from partner groups, through round tables, and through broader consultation.

1. INCLUSIVE CULTURE OF CARE AND BELONGING WHERE THE WELL-BEING AND SUCCESS OF ALL LEARNERS IS SUPPORTED AND CELEBRATED.

2. INTENTIONAL SUPPORT FOR A GROWTH MINDSET, COLLABORATION, INTERDEPENDENCE, AND STAFF DEVELOPMENT.

3. FORWARD-THINKING, RESEARCH-INFORMED, EFFECTIVE, EFFICIENT, SUSTAINABLE, VALUE-BASED AND CONNECTED SCHOOL DISTRICT.

OUR STRUCTURE

Effective and efficient support structures are a key component of maintaining our learning focus. With core values as our foundation, and a clear mandate to support teaching and learning, Maple Ridge - Pitt meadows aims to build capacity in all areas

ADMINISTRATION

- Implement the board's policies and operational decisions through the education and business services of the district
- Provide educational and business leadership
- Implement the board's strategic plan
- Design, implement and monitor administrative policies and procedures

GOVERNANCE

- Engage the community to build and maintain a school system that reflects local priorities, values and expectations
- Set direction for achievement in the district, allocate available resources and monitor performance
- Develop policies and assess the district's compliance with the policies

FINANCE

- Design, implement and monitor financial policies, procedures, systems and internal controls
- Prepare financial statements, budgets and forecasts
- Monitor and report on financial performance

INFORMATION TECHNOLOGY

- Technology as a tool to support instruction
- Design and manage IT infrastructure
- Develop enabling IT policies and procedures

HUMAN RESOURCES

- Provide employment related services to support employees
- Build and strengthen relationships to promote positive employee and labour relations
- Implement and deliver HR practices that support the district's goals and objectives.

FACILITIES

- Provide support services needed to deliver the safe, secure and effective operational environment required for the effective delivery of educational services.
- Maintain and care for schools, administrative buildings and grounds
- Plan, design and manage construction projects

MAPLE RIDGE - PITT MEADOWS SCHOOL DISTRICT
BOARD OF EDUCATION OPERATIONAL PLAN

Student Learning is Our Central Purpose

Background

The Maple Ridge – Pitt Meadows Board of Education is comprised of seven trustees representing the communities of Maple Ridge and Pitt Meadows. Trustees are elected every four years at the same time as the mayor and city council for the two municipalities.

The Board is committed to working together to achieve excellence for all learners in the Maple Ridge - Pitt Meadows School District by building open, trusting relationships as Board and senior management; defining roles and responsibilities; solidifying trustee knowledge base through board management information sharing; using data/evidence to make decisions; and establishing strategic directions.

Operational Plan

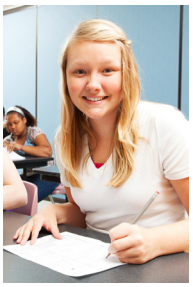
Our vision is to ensure every individual feels valued and all learners reach their full potential.

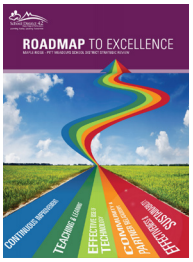
Key Strategies

- Enhance learning for all by providing quality programming and initiatives that improve engagement and success
- Improve results by working together effectively with partner groups, staff and the public

Operational Plan

- ❒ Continue to support and strengthen innovative programs and learning options that enhance teaching and learning
- ❒ Improve relationships and communication with partner groups and the communities we serve
- ❒ Provide strong advocacy for adequate funding for education
- ❒ Provide strong advocacy for improved community support services for students
- ❒ Collaborate with other boards through BCSTA and advocate for the creation, implementation, and evaluation of a meaningful co-governance model with the provincial government
- ❒ Review Board operations to ensure the needs of the community are met
- ❒ Review, create and update Board policies
- ❒ Continue to improve the Board's communication plan to ensure increased Board work awareness
- ❒ Support youth engagement in school district governance
- ❒ Continue to celebrate success, recognize accomplishments and service of staff and volunteers
- ❒ Lead the development and implementation of SD42's Framework for Enhancing Student Learning including monitoring student achievement
- ❒ Monitor performance against the strategic plan and facilitate annual review of operational plans
- ❒ Monitor performance against the strategic facilities plan and lead the renewal of a new strategic facilities plan





Mike Murray
Board Chair

Susan Carr
Vice Chair

Lisa Beare
Trustee
2014-2017

Korleen Carreras
Trustee

Ken Clarkson
Trustee

Eleanor Palis
Trustee

Dr. Dave Rempel
Trustee

Board of Education 2014 - 2018

MISSION

To support all individuals in their development as successful learners and as respectful, caring and responsible members of society.

VISION

Every individual feels valued and all learners reach their potential.

"Working together to achieve excellence."

Operational Plan 2014-2018

INITIATIVE	CURRENT STATUS	NEXT STEPS

Continue to support and strengthen innovative programs and learning options that enhance teaching and learning	• Board Authorized Approved Courses:
	  • Masonry Program – Level 1
	  • Community Service Learning 12
	  • Fitness and Conditioning 12
	  • Peer Social Support
	  • Conversation Francaise 11/12
	  • Chess 11
	  • Athletic Leadership 11
	  • Athletic Leadership 12
	  • Outdoor Education Fly Fishing 10
	  • Outdoor Education Advanced Fishing 11
	  • Food Studies - Baking 10 - 12
	  • Bicycle Maintenance and Repairs 11/12
	  • Advanced Basketball 10
	  • Astronomy 11
	  • Languages for Travel 11
	  • Golf 10
	  • Strength Training (Musculation)
	• Elementary Summer Learning Program K-7
	• Strategic Facilities Plan Recommendations implemented:
	  • Horticulture Program
	  • Maple Ridge Elementary French Immersion
	• Youth Learning Community Pilot Program
	• Grades K to 9 Distributed Learning Program
	• IB Career-Related Programme at Garibaldi Secondary School
	• IB Middle Years Programme - trial implementation 2017/18
	• Reviewed staff recommendations related to the Strategic Facilities Plan directions
	• Grade 8 Place-Based Learning Pod Program
	• Specialty Academies:
	  • Hockey Academy at SRT
	  • Dance Academy at THSS
	  • Basketball Academy at WSS
	  • Golf Academy at MRSS
	  • Baseball Academy at GSS
	  • Softball Academy at GSS
		• Participate on the Education Committee
		• Participate on the Aboriginal Education Committee
		• Monitor the outcomes of new initiatives, programs and courses

Improve relationships and communication with partner groups and the communities we serve	• Meetings with partner groups on the impact of the budget • Roundtable meetings with partner groups • "An Open Letter to the Community" (Re: Labour Dispute and Binding Arbitration) • Meetings with local government • Your Voice Your Neighbourhood public engagement	• Maintain a forum (round table) in which partner groups can express their thoughts regularly • Meetings with local government • Public consultation on specific governance items • Seize opportunities to present to community groups, PAC's and city councils • Participate in meetings with partner groups as appropriate

Continued on next page...

MAPLE RIDGE - PITT MEADOWS SCHOOL DISTRICT
BOARD OF EDUCATION OPERATIONAL PLAN
Student Learning is Our Central Purpose

INITIATIVE	CURRENT STATUS	NEXT STEPS
Provide strong advocacy for adequate funding for education	• Letter to Premier Clark and Minister Fassbender (Re: Use of Teacher Strike Savings) • Letter to Select Standing committee on Finance and Government Services (Re: Budget 2015 Consultations) • Letter to Minister Fassbender (Re: 2015/16 Budget) • Letter to Select Standing committee on Finance and Government Services (Re: Budget 2016 Consultations) • Letter to Minister Fassbender (Re: Policy Change for Adult Education) • Letter to Select Standing committee on Finance and Government Services (Re: Budget 2017 Consultations) • Meeting with Minister of Education • Motion to BCSTA AGM Re: Education Finance • Motion to BCSTA AGM Re: School Site Acquisition Charge • Motion to BCSTA AGM Re: Adult Graduated Student Upgrading Grant • Motion to BCSTA AGM Re: Funding for Portable Classrooms • Motion to BCSTA AGM Re: Multi Year Capital Plan Approval • Motion to BCSTA AGM Re: Newly Created Employer Health Tax • Approval of new South Albion Elementary School	• Meetings with Minister of Education, MLAs, and Education Critic • Participate in funding formula review • Support strategic facilities plan implementation • Advocate for capital funding • Advocate for appropriate operational funding

Provide strong advocacy for improved community support services for students	• Wellness Centre
	• New childcare spaces on school grounds
	• Participated on community liaison committees:
	  • Municipal Advisory and Accessibility
	  • Maple Ridge-Pitt Meadows Arts Council
	  • Ridge Meadows Education Foundation
	  • Social Planning Advisory
	  • City of Maple Ridge Active Transportation
		• Participate on community liaison committees:
		  • Municipal Advisory and Accessibility
		  • Maple Ridge-Pitt Meadows Arts Council
		  • Ridge Meadows Education Foundation
		  • Social Planning Advisory
		  • City of Maple Ridge Active Transportation

Collaborate with other boards through BCSTA and advocate for the creation, implementation, and evaluation of meaningful co-governance model with the provincial government	• Trustee Clarkson, Director BCSTA (2015) • Motion to BCSTA AGM Re: Co-Governance Annual Review of Effectiveness • Motion to BCSTA AGM Re: Bill 11, Education Statutes Amendment Act, 2015 • Motion to BCSTA AGM Re: Maternity/Paternity Committee • Motion to BCSTA AGM Re: Foundation Skills Assessment • Motion to BCSTA AGM Re: Incident of Overdose Strategy • Letter to Minister Fassbender re: Bill 11 • Letter to Minister Bernier (Re: Follow up regarding FSA Reporting) • Letter to Minister Bernier (Re: Election date when a Board of Education is fired) • Trustee representation on BCSTA committees • Trustee Murray, BCSTA Finance committee • Trustee Carreras, BCSTA Professional Learning Communities committee	• Create and submit motions on current and emerging issues • Participate in BCSTA branch meetings • Participate on BCSTA committees and board as opportunities are available • Provide feedback to BCSTA on specific issues
Review Board operations to ensure the needs of the community are met	• New 2015/16 Regular Public Board Meeting Schedule adopted to enhance the Board's community outreach through public engagement events on specific topics • Strategic Facilities Plan Open House • Your Voice, Your Neighbourhood Open House • Your Voice, Your Neighbourhood Visioning Workshop • Investigated day time Board meetings in Secondary Schools	• Public engagement on specific issues

MAPLE RIDGE - PITT MEADOWS SCHOOL DISTRICT

BOARD OF EDUCATION OPERATIONAL PLAN

Student Learning is Our Central Purpose

INITIATIVE	CURRENT STATUS	NEXT STEPS
Review, create and update Board policies	• Policy 2400: School Board Meeting Proceedings • Policy 2915: Trustee Elections (Procedure 2915.1: Trustee Elections) • Policy 3901: Maintenance of Order in Schools (Procedure 3901.1 Maintenance of Order in Schools) • Policy 4101: General Banking • Policy 4105: Investments • Policy 4110: Revenue Generation • Policy 4203: Budget Planning and Reporting (Procedure 4203.1 Budget Process) • Policy 4410: Travel Expenses • Procedure 4435.1: Scholarships, Bursaries and Student Awards • Policy 4600: Purchasing Goods and Services (Procedure 4600.1: Purchasing - Methods to Obtain Goods and Services, Procedure 4600.2: Purchasing - Product Standards, Procedure 4600.3: Purchasing - Obtain Vendor Pricing, Procedure 4600.4: Purchasing - Competitive Bidding Process, Procedure 4600.5: Purchasing - Selection of Vendor Bids and Proposals) • Policy 4910: Financial Reporting and Administration - School Based Funds • Policy 5400: Transportation of Students with Special Needs (Procedure 5400.2: Transportation Registration and Fees) • Policy 5705: Surveillance (Procedure 5705.1: Video Surveillance) • Policy 5780: Information Technology and Communication Systems Appropriate Use Policy (Procedure 5780.2: Protection of School District Records When Working Away from the Workplace) • Policy 6425: School Size • Policy 6530: Environmental Sustainability • Policy 6801: School Closures • Procedure 7201.1: Recruitment and Selection of Senior Team Positions, Principals and Vice Prinicipals and Excluded Staff • Policy 7210: Workplace Discrimination or Bullying and Harassment • Policy 7230: Leave of Absence • Policy 7710: Professional Development • Policy 8330: Board Authority/Authorized Courses (Procedure 8330.1: Board Authority/Authorized Courses) • Policy 8801: Course Challenge (Procedure 8801.1: Course Challenge) • Policy 8901: Field Trips (Including Extra Curricular Activities) (Procedure 8901.1: Level 1 Field Trips (Including Extra-Curricular Activities, Procedure 8901.2: Level 2 Field Trips (Including Extra-Curricular Activities) • Policy 8912: Independent Directed Studies (Procedure 8912.1: Independent Directed Studies) • Policy 9200: School Catchment Areas & Student Placement (Procedure: 9200.1 Student Placement) • Policy 9325: Education Programs for Non-Residents (Procedure 9325.1: Education Programs for Non-Residents, Procedure 9325.2: Education Programs for Non-Residents - Homestay Families) • Policy 9430: Physical Restraint or Seclusion in School Settings (Procedure 9430.1: Physical Restraint or Seclusion in School Settings) • Policy 9500: Suspension and Exclusion of Students from School • Policy 9601: Anaphylaxis (Procedure 9601.1 Anaphylaxis) • Procedure 9610.1: Medical Intervention • Procedure 9610.2: Seizures • Procedure 9610.3: Type 1 Diabetes • Policy 9705: Student Records (Procedure 9705.1: Student Records) • Policy 9801: Fees - Hardship (Procedure 9801.1: Fees - Hardship Low Income Waiver) • 10200: Communications • 10310: Volunteers (Procedure: 10310.1 Volunteers, Procedure: 10310.2 Volunteer Drivers, Procedure: 10310.3 Volunteer Community Coaches) • Procedure 10400.1: Rental Fees • Universal washroom sign	• Board Policy Development Committee Annual Work Plan

MAPLE RIDGE - PITT MEADOWS SCHOOL DISTRICT

BOARD OF EDUCATION OPERATIONAL PLAN

Student Learning is Our Central Purpose

INITIATIVE	CURRENT STATUS	NEXT STEPS
Continue to improve the Board's communication plan to ensure increased Board work awareness	• Board Highlights • Improved school district website with Trustees Advocacy page • News Release "Our schools can take no more" • News Release "School board concerned about impact of provincial budget" • News Release "Your Voice, Your Neighbourhood Centre" • Reviewed communication policy	• Individual trustee social media presence • Create social media guidelines for trustees
Support youth engagement in school district governance	• Student Voice participation in roundtable with partner group meetings, budget discussions and Strategic Facilities Review • Student Forum 2016 and 2018 • Investigated youth trustee possibility • Investigated day time Board meetings in Secondary Schools • Student engagement review/Student Voice • Organized meetings of the Board and secondary students at GSS, PMSS and WSS	• Continue to organize meetings of students with the Board in schools • Participate in Student Forum
Continue to celebrate success, recognize accomplishments and service of staff and volunteers	• Trustee participation at staff recognition events, school tours, retirement tea, aboriginal awards and graduation ceremonies • Staff and student presentations at public board meetings	• Trustee participation in recognition events • School visits
Lead the development and implementation of SD42's Framework for Enhancing Student Learning including monitoring student achievement	• Lead the development of an updated Strategic Plan • Adopted a new Strategic Plan	• Update Operational Plans • Monitor student achievement through regular reports from Superintendent
Monitor performance against the strategic plan and facilitate annual review of operational plans	• Board of Education Operational Plan • Business Division Operational Plan • Education Operational Plan • Human Resources Operational Plan • Information Technology Operational Plan • Reviewed operational plans November 2015 and November 2016 • Board self evaluation 2015, 2016 and 2017 • Superintendent evaluation 2015, 2016 and 2017	• Board self evaluation • Review of Operational Plans • Superintendent evaluation • Review and implement periodic student achievement reporting

Monitor performance against the strategic facilities plan and lead the renewal of a new strategic facilities plan	• Approved:
	  • 5 Year Capital Plan
	  • IB Middle Years
	  • Catchment Review
		• Monitor performance
		• Lead the renewal of a new strategic faciliities plan

MAPLE RIDGE - PITT MEADOWS SCHOOL DISTRICT
EDUCATION OPERATIONAL PLAN
Student Learning is Our Central Purpose

Background

The District Education Leadership Team is committed to effectively and strategically supporting success for all learners by providing strong instructional leadership that aligns district vision, mission and values, and Ministry of Education policies and procedures.

As a team, our purpose is to improve learning by engaging in staff development that helps to foster student achievement, embrace diversity, facilitate innovative practices, and support required changes within the system.

Operational Plan

Our vision is to collaborate with educators to strategically plan and promote safe, caring, engaging and responsive learning environments to enable our students to become contributing citizens, competent learners, and creative thinkers.

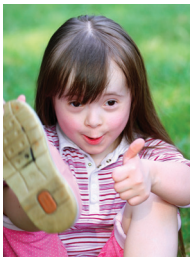
Key Strategies

- Inclusive culture of care and belonging where the well-being and success of all learners is supported and celebrated
- Intentional support for a growth mindset, collaboration, interdependence, and staff development
- Forward-thinking, research-informed, effective, efficient, sustainable, value-based and connected school district

Operational Plan 2017-2020

In this three-year planning cycle, the Education Leadership Team will continue to:

- ❒ Create opportunities that support mentoring and succession planning across the organization
- ❒ Provide educational perspective during the bargaining process
- ❒ Continue to expand the use of the student information system to support teaching and learning
- ❒ Continue to support the professional development of all staff
- ❒ Engage and support staff and students in sustainability projects
- ❒ Promote and enhance student learning by aligning our practices, resources, staffing, supports and initiatives
- ❒ Implement revised *Strategic Facilities Plan* recommendations balancing enrolment management and educational programming
- ❒ Support and maximize the innovative design and development of new schools
- ❒ Implement and extend the district-wide literacy plan - year 4, 5, 6
- ❒ Adapt the innovative and effective district-wide assessment and reporting model to the secondary school context. Continue to develop the K - 7 model - year 7
- ❒ Identify and increase opportunities for students to engage in innovative, purposeful and personalized educational programs/ activities that align with their passion
- ❒ Facilitate the success of all Aboriginal learners as outlined in our *Aboriginal Enhancement Agreement - Jul 1, 2015 to Jun 30, 2020*
- ❒ Support the implementation of the redesigned provincial curriculum (K - 9), Graduation Program, and other initiatives
- ❒ Promote cultures of care and belonging in our schools and district by developing a district-wide approach to social emotional learning aligned with both the core competencies and with the mission, vision and values of the school district
- ❒ Support the 2018 trustee election and organize the new trustee orientation
- ❒ Annual report on student achievement



Education Leadership Team

Sylvia Russell
Superintendent

Lena Frend
Office Manager, Office of the Superintendent
604 466 4228

Jovo Bikic
Assistant Superintendent
604 466 6211

Shannon Derinzy
Assistant Superintendent
604 466 6218

David Vandergugten
Assistant Superintendent
604 466 6218

Harry Dhillon
Assistant Superintendent
604 466 1302

Irena Pochop
Senior Manager, Communications
604 466 4285

Supporting all learners by:

- Promoting risk-taking by staying current with best and next practices and emerging trends to inform decision-making
- Facilitating leadership development and capacity building
- Fostering collaboration and communication

"Lots of people making little steps equals big change."

MAPLE RIDGE - PITT MEADOWS SCHOOL DISTRICT

BUSINESS DIVISION OPERATIONAL PLAN

Student Learning is Our Central Purpose

Background

The Business Division of the Maple Ridge - Pitt Meadows School District is focused on providing excellent services related to facilities management, financial and risk management, payroll and benefits administration, procurement, and policy development and implementation.

The education sector as a whole is transforming to meet the needs of today's student. The Business Division is transforming in order to support our school district along its journey to excellence.

Operational Plan

Our vision is to effectively support the school district by providing a safe, healthy, financially sustainable learning environment.

Key Strategies

- Continuously review and improve business processes and business systems to drive value
- Support our community of learners through effective communication that enables good decision making
- Ensure business continuity through effective risk management, succession planning, strategic recruitment, retention and professional development

Operational Plan 2017-2020

In this three-year planning cycle, the Business Division will:

- ❒ Update and implement the Strategic Facilities Plan
- ❒ Manage the design and construction of new schools
- ❒ Conduct annual space utilization reviews and create new classroom spaces where required
- ❒ Implement a district wide energy management and environmental sustainability plan
- ❒ Implement new and upgrade existing business systems
- ❒ Ensure through budget reviews and the annual budget process the allocation of sufficient resources (people, time and budget) to support strategic initiatives
- ❒ Clearly identify risks to plans and operations and develop contingency plans
- ❒ Create, roll-out and maintain training and procedure manuals for all departments
- ❒ Develop and implement succession plans for all critical positions
- ❒ Build capacity through targeted professional development and cross-training
- ❒ Create opportunities for positive interactions with other groups and within our division
- ❒ Improve communication with all internal and external stakeholders
- ❒ Support the 2018 trustee election and organize the new trustee orientation
- ❒ Support 2019 bargaining
- ❒ Create, review and update policies and procedures
- ❒ Continue to effectively represent the district perspective to provincial government on business related initiatives

Business Leadership Contacts

Flavia Coughlan
Secretary Treasurer
604 466 6225

Monica Schulte
Assistant Secretary Treasurer
604 466 6281

Rick Delorme
Director of Facilities
604 466 6154

Karen Yoxall
Executive Coordinator to Secretary Treasurer & Board of Education
604 466 6232

Nora Wintermute
Manager Energy and Environmental Sustainability
604 466 6157

Anna John
Manager Payroll & Benefits
604 466 6227

Iris Mo
Accounting Manager
604 466 6272

Kim Hall
Budget Manager
604 466 6212

Paul Harrison
Manager Purchasing and Transportation
604 466 6236

John Hayer
Manager Custodial and Community Rentals
604 466 6158

Sunny Saggu
Manager Maintenance
604 466 6155

James Clarke
Manager, Facilities Planning
604 466 6163

Getting to excellence through:

- Communication that is efficient, effective, personalized and complete
- Effective risk management and optimization of processes and service levels
- Building capacity, fostering collaboration and supporting the personal and professional development of all staff

"It's not about running faster. It's really about changing how you run."

MAPLE RIDGE - PITT MEADOWS SCHOOL DISTRICT

HUMAN RESOURCES DEPARTMENT OPERATIONAL PLAN

Student Learning is Our Central Purpose

Background

The Human Resources Department of the Maple Ridge - Pitt Meadows School District is focused on attracting, retaining and supporting outstanding employees through the implementation of leading HR practices. We believe that these practices will foster engaging and rewarding working relationships and work environments. This is our contribution to overall student success.

Operational Plan

Our vision is to support all employees in reaching their potential in order to provide for the best educational experiences in our school district. Outstanding staff are and will always be at the heart of our success.

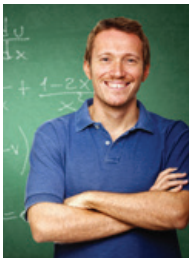
Key Strategies

- Implement an HR strategy, programs and practices that are aimed at promoting a spirit of excellence within a continuous improvement mindset
- Provide quality and innovative HR services to attract, develop, engage and retain diverse talent
- Facilitate workplace relations that favour a culture of collaboration and leadership
- Promote a positive, respectful, safe and healthy work environment

Operational Plan 2017-2020

In this three-year planning cycle, the Human Resources Department will:

- ❒ Develop and implement leading practices in recruitment and engagement strategies to meet the needs of our growth
- ❒ Develop and implement succession planning model to support key positions within the organization (Fall 2017/Spring 2018)
- ❒ Prepare for and facilitate the school district's bargaining initiatives with MRTA and CUPE. Influence provincial tables with District perspective
- ❒ Promote joint initiatives, agreements and collaborative problem-solving with our partner groups
- ❒ Apply a continuous improvement culture within the HR Department and maximize the power of technology to deliver HR services
- ❒ Review HR metrics to measure operational efficiency and effectiveness, in order to plan for and support our District's operational needs
- ❒ Continue to grow our HR expertise within our Human Resources department and within our school district staff
- ❒ Continue to promote the safety and well-being of our employees by:
  - preventing and/or reducing staff injuries
  - reducing the frequency and impacts of illness
  - enhancing overall well-being of staff
- ❒ Foster leadership development, training and mentorship throughout the school district



Human Resources Leadership Contacts

Dana Sirsiris
Director, Human Resources
604 466 6202

Gwyneth Dixon-Warren
District Principal, Human Resources
604 466 6230

Angela Chung
Manager, Human Resources
604 466 6234

Karen Lanz
Manager, Health, Safety & Wellness
604 466 6229

Roxane Carwell
Employment & Recruitment Specialist
604 466 6215

Getting to excellence by:

- Attracting, developing, engaging and retaining diverse talent
- Engaging in collaborative problem solving with partner groups
- Growing our HR expertise within HR and within our leaders

"We are in the people business....With the hearts and minds of the people we work with, our potential as a district is limitless."

MAPLE RIDGE - PITT MEADOWS SCHOOL DISTRICT
INFORMATION TECHNOLOGY DIVISION OPERATIONAL PLAN

Student Learning is Our Central Purpose

Background

The Information Technology department of the Maple Ridge - Pitt Meadows School District is focused on providing students, teachers, and staff with technology resources that support the district's vision, which is for every individual to feel valued and for all learners to reach their potential.

Operational Plan

Our vision is to effectively support the school district by maintaining stable technology resources and services; continually exploring and effectively implementing new technologies and online services that will enhance teaching and learning; and improving the effectiveness of support services.

Key Strategies

- Coordinate the implementation of effective and efficient information management practices within the district
- Identify the needs of district IT service users, and translate those into priority IT initiatives
- Fully leverage current information technology investments

Operational Plan 2017-2020

In this three-year planning cycle, the IT Department will:

- ❒ Educate district staff on existing IT initiatives and processes by offering learning sessions and promoting the IT website and knowledge base
- ❒ Increase system stability, enhance staff experience with mobile devices, and effectively integrate telephony with our infrastructure
- ❒ Upgrade IT infrastructure in order to maintain a stable wired and wireless network, VOIP telephony, server infrastructure
- ❒ Deploy projects that enhance the efficiency of district support services
- ❒ Assist school district IT service users in adopting new systems to increase system efficiency
- ❒ Facilitate and help deploy cloud-based applications and the latest technologies in the classroom to support teaching and learning
- ❒ Further develop and maintain the Parent Portal to better serve our schools and parents/student population
- ❒ Continue the development and support of MyPortfolio as a tool to enhance teaching and collaboration between staff/students and parents
- ❒ Work with all education stakeholders to continue to support innovative instructional practices
- ❒ Maintain data integrity within the school district
- ❒ Ensure that IT policies and investments are aligned with educational and business priorities across the school district

Information Technology Leadership Team Contacts

David Vandergugten
Assistant Superintendent
604 466 6218

Richard Eskandar
Manager, Information Technology
604 466 6279

Matthew Williams
Manager, Information Systems
604 466 6288

Keith Kiraly
Project Manager
604 466 6223

Trevor Oborne
Systems Analyst
604 466 4235

Russ Reid
Systems Analyst
604 466 6244

Getting to excellence by:

- Working with our teaching community to effectively leverage technology to support teaching and learning.
- Efficiently using our IT resources and expertise
- Improving communication between IT and our school district communities

"Technology is just a tool. In terms of getting the kids working together and motivating them, the teacher is the most important." - Bill Gates