

REPORT TO THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO.46 (SUNSHINE COAST)

STRATEGIC PLAN REPORT: PROFESSIONAL DEVELOPMENT/LEADERS

Submitted by Superintendent Kate Kerr
March 8th, 2023

Goal 2.b.: Our staff will be fully supported for the work that we ask of them and that they ask of themselves through research based **professional development**.

Goal 2.d.: Our staff will be **leaders** in their work.

Overview:

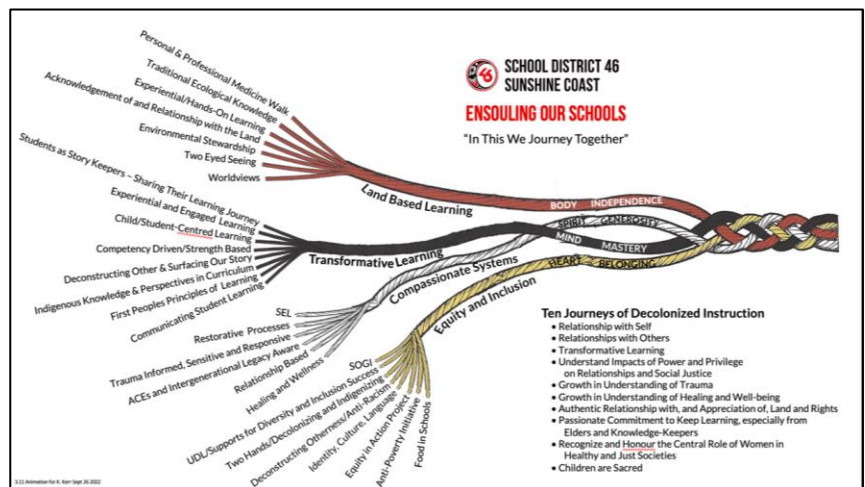
The Sunshine Coast School District is committed to providing professional learning opportunities for its staff to ensure that students receive the best education possible. We are proud to support the Strategic Plan and the commitment to professional development through our partnerships with CUPE 801 and the Sunshine Coast Teachers' Association. We believe that learning should be a life-long pursuit and recognize that our staff members can and should continue to expand their knowledge and skills to meet the changing needs of our students.

We also recognize the importance of leadership and strive to provide a variety of opportunities for staff to develop their capacity to lead and affect positive change in the district. We are dedicated to cultivating a learning culture that encourages and values professional growth, creativity, and innovation.

Synopsis of this Year's Initiatives:

Ensouling our Schools

- Education is a powerful tool for reconciliation, equity, inclusion, and well-being. In this we journey together.
- Our collective journey is captured in this visual of the braid strands. The image demonstrates how we become stronger as we work together.



Aspiring Leaders Series and Principal Pool

- Facilitator Caroline Picard is leading three sessions on Compassionate Systems Leadership to 31 aspiring leaders in the district this winter.
- Principal pool posting has gone out and interviews are set for the spring. This structure allows us to construct the direction of district leadership.

Lead EA's and Lead Teachers: Looking at structures to promote opportunities for leadership

- Lead EA Pilot
 - West Sechelt Elementary: Lead EA works alongside other EAs to help move logistics and learning forward.
 - Chatelech Secondary: Lead EA working to coordinate schedules and highlight learning for EAs at secondary level.
 - Increase in EA's hours to work outside of the school day.
- Lead Teacher Pilot: Curricular leadership
 - Gibsons Elementary: Opportunity to provide release time for a lead teacher to help support their colleagues through Communicating Student Learning and be a mentor to their fellow teachers.
 - Elphinstone Secondary: Taking on roles that are reflected in the braid strands.
 - Chatelech Secondary: Communicating Student Learning support.
- Roles of the Lead EA and Lead Teachers are unique to each school. This is done in partnership with CUPE and SCTA.

CUPE 801 Professional Learning Day (October)

- All CUPE 801 staff were treated to language lessons in shashíshálhem to start the day, and offerings in the afternoon for a learning walk through the shíshálh Nation community, and time in the longhouse.
- Keynote: Ensouling our Schools with Kevin Lamoureux
- A wonderful opportunity to learn, collaborate, and connect with one another.

SCTA Post Pandemic Pro D Initiatives Returning

- Post Pandemic Pro D Initiatives Returning:
 - Return to individual and group travel grants;
 - Return to LSA groups and individuals going to in person conferences, training, and in-person meetings;
 - Return to in-person keynotes and local workshops;
 - Return to in-person PD Committee and LSA meetings.
 - PD funds are being spent this school year.
- District Day (February):
 - Keynote: Reconnecting in a Disconnected World with Dr. Jody Carrington
 - A Mindful Movement: Body and Brain Connection, led by Jennifer MacInnes and Sylvain Brochu
 - Anti-Racism in SD46, facilitated by SD46 teacher Sharlene Prasad
 - Designing for Inclusion
 - Classroom Management with Positive Discipline, presented by SD46 Family Support Navigator, Sarah Joseph.
 - Autism--from an Autistic Teacher
 - Creating a Gender-Inclusive School Culture, BCTF Workshop Facilitated by Christina Billingham

- Quick Routines and Math Games to Strengthen Number Sense Presenters: Dee-Ann Andronyk and Megan Fraser
- Skills Building ASTD/IT for Careers
- Celebrate Earth Month with Let's Talk Science!
- New Teachers & TTOC's - BCTF Workshop
- Core French Workshop
- Building Bridges: Classroom Strategies
- LSA Groups:
 - Seeing a renewed interest and activity with LSA groups. Many new members are joining.
 - Many LSA groups are booking workshops and attending conferences as a group this school year.
- Mentorships:
 - Continues to be thriving with 32 mentorship groups actively collaborating this school year so far.
 - Mentorship applications have listed a variety of areas of interest for professional development.

Providing Options for Professional Development

SD46 Educators are provided a wide range of options for engaging in Professional Learning. The options provide choice so that educators can choose options that work best for them. The Learning has been truly inspirational!

- **Inclusion Support Services:**
 - Mental Health First Aid is offered to all staff annually.
 - Compassionate Systems Leadership training expanded into Counselling Team.
 - Offerings on Pro-D days such as Building Bridges: Classroom Strategies at February District Day.
 - We are excited to offer CUPE staff a variety of professional development opportunities during the second week of Spring Break. The offerings include Positive Discipline and Crisis Prevention Intervention (CPI) Certification and Refresher Training.
- **Learning and Innovation Opportunities:**
 - During School Day Sessions:
 - Daytime sessions to inspire teachers in team while their students learn together in the gym.
 - Facilitators visited every school to work with teaching staff on Communicating Student Learning in the fall and winter.
 - Students engaged in Literacy and learning opportunities.
 - Principals-on-call and theatre events support were provided to create these daytime sessions.
 - Teachers don't need to prepare for TTOCs.
 - After School Sessions: We continue to offer Primary, Intermediate, and Secondary teachers many after school opportunities to engage with provincial experts and teacher leads from our district.
 - Summer Sessions: August SPACES session (100 educators attended)
 - Options also include:
 - On-line sessions
 - Recordings on Engage!

- Books and resources provided
- **Indigenous Learning:**
 - Collaborative teaching support in all schools
 - Working sessions with Elders and Knowledge Keepers
 - Attending First Nations Education conference as a team
 - Options also include:
 - Indigenous Learning web pages full of educator Pro-D and resources;
 - Indigenous Peoples' Teachings and Learning site on Engage!
 - Books & resources provided to entire district.

Data Analysis and Review:

It is undeniably important to ensure that educators are receiving the professional learning they need in order to maximize student success. Research, such as that conducted by John Hattie, has found that collective teacher efficacy is one of the most influential factors in student achievement. This is why it is essential to provide professional learning that is research-based and relevant to the district and school vision. By doing so, educators can be empowered to make a positive impact on their students' success.

Resources/ Budget:

Professional Development is a priority for the district and is reflected in the budget to acquire expert training and provide time and support for our staff to continue on their learning journey.

District budgets and school-based budgets fund professional learning opportunities and collaborative learning time for staff.

Emerging Areas of Need:

- Continuing and deepening work with Compassionate Systems Leadership.
- Considering a leadership framework to support current and upcoming leaders.
- Continuing offering a variety of professional learning opportunities in many different ways: in-person, recordings, virtual, during or after-school, etc.

Adaptations/ Next Steps:

- Maintain the success of collaborative structures including mentorship.
- Continue to reach out to experts in all strategic directions including Indigenous Learning, mental health, nature and place-based learning, literacy, numeracy, and early learning.
- Learn from other jurisdictions of strategies that we can employ to support our staff in their growth.