

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

STRATEGIC PLAN REPORT: LEADERS

Submitted by Director of Instruction Paul Bishop
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Goal 2.d.: Our staff will be **leaders** in their work.

“Effective people are not problem-minded; they’re opportunity-minded. They feed opportunities and starve problems.”

- Stephen Covey

OVERVIEW:

Leadership takes many forms: standing out front of a group of people, having a good idea and communicating it well, or taking a chance to manifest something new that improves opportunities for people. Our goal is to provide and nourish a variety of leadership opportunities for staff to improve their own capacity, or to affect change within the district for the benefit of staff, students, families and the community.

THREE OF THIS YEAR'S INITIATIVES THAT EMBODY THIS PHILOSOPHY:

1. Powerschool updates:
 - a. New initiatives include electronic timesheets, leave requests and invoicing
 - b. The Finance and HR managers worked with Powerschool to implement the new modules and created staff training opportunities
 - c. They had to anticipate where challenges might come up how to adjust the system and support staff
 - d. The result is a more efficient and environmentally sensitive system

2. Inclusion Support Services:
 - a. Pilot for district team approach impacts all schools
 - b. District Inclusion Coordinators lead Inclusion Support Teachers at monthly meetings
 - c. District Inclusion Technology Teachers leading in the area of Communicating Student Learning
 - d. District Counselors and Therapy Coordinators: focused activities with teachers around programming such as: SOGI, VTRA, CPI and “Ready, Set Regulate”, etc.

3. Fire Fighter Academy

- a. New option for students this year; It provide to be a great opportunity for our District Careers Coordinator to work with Sechelt Fire Chief Trevor Pike to implement a new program supporting training secondary school students to work with fire departments across the coast.

DATA ANALYSIS AND REVIEW:

- **Powerschool:** Anecdotally, the savings would be tangible in the reduction of manual intervention for workflows and data entry and improved accountability for users. The efficiencies the modules create include time savings, reduction of data entry error, improved internal control, and of course the reduction of paper. The Accounts Payable storage files have gone from 75+ Atco binders annually to zero!
- **Inclusion Support Services:** Currently there are 2 Inclusion Support Team coordinators who provide leadership for the 8 members of the District Inclusion Support Services team and the 25 Inclusion Support Teachers across the district. We are currently in year 2 of a 3-year pilot for this team.
- **Fire Fighter Academy:** 12 male students participated in the program this year. The district is considering how to increase interest with female students for future offerings.

RESOURCES/BUDGET:

- **Powerschool** modules' implementation is covered through internal budgets.
- **Inclusion Support Services:** This year the budget was increased to include 1 Child Care worker and one additional District IST.
- **Fire Fighter Academy:** Existing budgets were used to support this pilot program. Training staff were provided by the Fire Departments.

EMERGING AREAS OF NEED:

- **Powerschool:** Review of Staff Request process and Dispatch;
- **Inclusion Support Services:** Work continues to be focused on how to best provide support for staff and students in the area of regulation

ADAPTATIONS/NEXT STEPS:

- **Powerschool:** Staff are considering a possible review of how Powerschool is used with a view to how to make the system more efficient and user-friendly.
- **Inclusion Support Services:** A further review of the school supports will continue to happen along with a view to increase connection between home and school.
- **Fire Fighter Academy:** The Careers department is promoting "Camp Ignite", a firefighting academy for female students which takes place over the summer.