

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

STRATEGIC PLAN REPORT: HEALTHY AND INSPIRED TEAM

Submitted by Superintendent Kerr
February 8, 2023

Goal 2.a.: Our staff will be a healthy and inspired team in which everyone feels respected for their individual gifts, skills, and contributions.

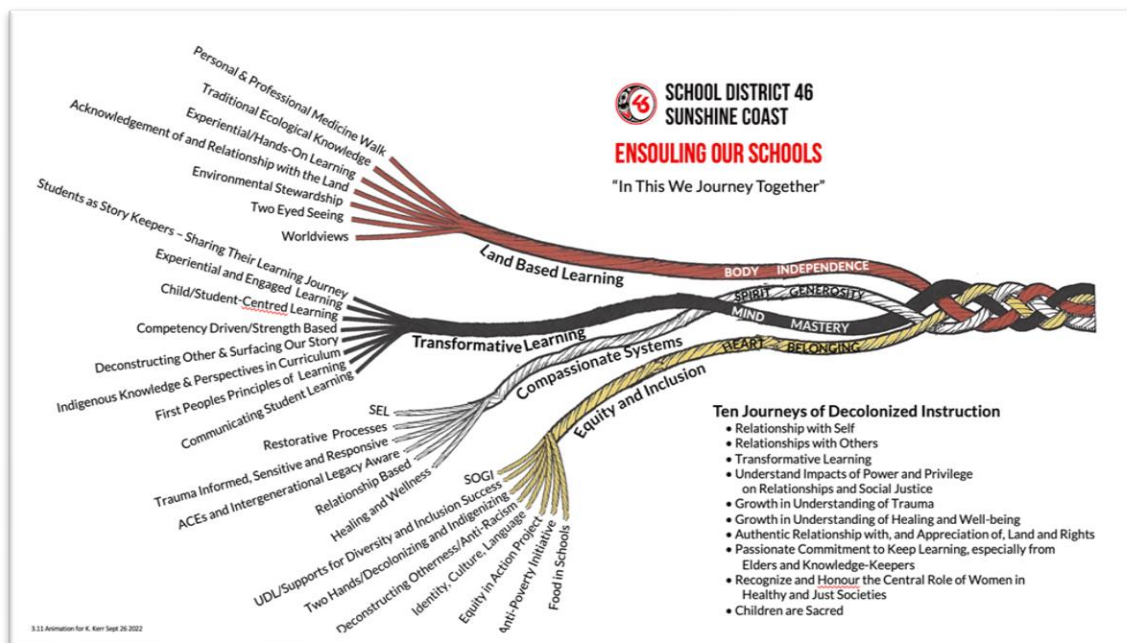
“Doing hard things in a human way.” – Compassionate Systems Leadership

Overview:

We are committed to supporting our staff with a culture that is based on the Board's Strategic Plan vision, mission, affirmation, and values. Our district has invested in creating a team of people who are dedicated to making a positive impact on students' lives, their colleagues, and the community. We understand the importance of staff wellness for the success of any organization and are committed to providing the resources and support necessary to ensure that our staff is thriving.

Synopsis of this Year’s Initiatives:

- Developing the district’s Ensouling Our Schools white thread in the Braid: Compassionate Systems



- Compassionate Systems Leadership training with Caroline Picard for the Ed Leadership Team, trustees, Inclusion Support Services Team, counsellors and inclusion support teachers.
- What is Compassionate Systems Leadership?
 - An integrated framework for the development of capabilities and knowledge that improves individuals' and collectives' ability to effectively advance system change initiatives.
 - A foundational part of BC's Mental Health in Schools Strategy that focuses on the well-being of adults, school and district teams, and the education system.
 - Builds capacity in three core domains, which are interwoven throughout the learning process: personal mastery, interpersonal capability, and system thinking.
 - Makes the basic assumption that everyone, no matter what their hierarchical position, is a leader:
 - Self Leadership – cultivating self-reflection, self-awareness and mindfulness practices
 - Relational Leadership – building authentic connections where space is created to be truly present
 - Systems work – understanding and fostering connections between self, others and the broader system
 - Compassionate Systems Leadership embeds the First Peoples Principles of Learning: Holistic, Reflective, Experiential, and Relational.
- Staff Wellness Special Event: The District Staff Wellness Committee hosted their first Staff Wellness event in November. Over 180 staff, from diverse roles across the district, attended the event which took place at Chatelech Secondary.
- Wellness Grants: SD46, SCTA, and CUPE continue to prioritize staff wellness. Wellness grants are offered to staff communities within our district. The grants are designed to help us support one another in a community of care.

Data Analysis and Review:

- Compassionate Systems is a foundational block of the Ministry's Mental Health in School Strategy which, based in research, recognizes that adult well-being is crucial to student learning outcomes and success.
- This year, approximately 80 staff in key leadership positions have participated in the Compassionate Systems Leadership training.

Resources/Budget:

- Compassionate Systems Leadership training with Caroline Picard
- Wellness Grants and Wellness Events

Emerging Areas of Need:

- Recognition that Compassionate Systems Leadership needs to be more than a one-year focus.

Adaptations/Next Steps:

- Compassionate Systems Leadership Training Expansion:
 - 3 sessions planned for 2023
 - Working with SBTs for the 2023-24 school year
- Applying the tools of Compassionate Systems Leadership to School Growth Plans: Reimagining and process
- Embedding and connecting Compassionate Systems Leadership to the work that we do for deeper lasting growth and change.