

# North East School Division - Board Policy

## BP 101

## Foundations and Direction

**References:**  
Sections 85, The Education Act, 1995

**Related:**

**Tracking:**

**Status:** DRAFT September 2023

### FOUNDATIONS AND DIRECTION

The North East School Division Board of Education establishes multiyear strategic plans in consultation with its staff and within the framework of established vision, mission, strategic imperative and values. It is intended that this plan provides guidance to Trustees in their mandate as an elected Board of Education.

#### Vision

The NESD creates safe, inclusive, and academically excellent learning experiences for all.

#### Mission

The NESD fosters growth, achievement, and wellbeing for our students through responsive learning in partnership with families and communities.

#### Values

Achieving success within the North East School Division relies on the common values we uphold, which establish the atmosphere and characterize our organizational culture.

##### Connect

We are stronger together. We build trust: openly communicating and engaging with each other, our students, and stakeholders.

##### Include

We value diversity. We take purposeful actions to establish a sense of belonging, so everyone is engaged.

##### Innovate

We transform ideas into realities. We continuously learn and adapt as we provide exceptional learning experiences.

##### Empower

We each have voice. We shape safe environments: respecting and supporting one another while embracing accountability.

## Strategic Imperative

The vital and action-oriented aspect of the strategy that goes beyond just being a measure of success. It represents a clear, non-negotiable priority that is intrinsically tied to the NESD’s long-term vision and requires dedicated resources and efforts to achieve. It is both a strategic compass and a call to action for the organization as a whole.

Our students and staff have a positive sense of wellbeing and are engaged.

## Goals and Objectives

The NESD ensures that all endeavors are in accordance with the provincial education plan, aligning division goals to school-level objectives and corresponding actions when it is contextually appropriate to do so.

### Provincial Education Plan Priorities (Level 1)

- Learning Assessment
- Inspiring Success
- Mental Health & Well-Being
- Student Transitions

### 2023-2024 Division Priorities – Detailed Implementation Plans (Level 2)

Three-Year Impact Goals and Objectives	<b>1.0 We meet our mission by accomplishing the following for those we serve:</b>		
	<b>1.1 Learning Experiences:</b> 1.1.1 Enhance student engagement through a coordinated and proactive approach. 1.1.2 Enhance parent and family engagement with a family-centric approach. 1.1.3 Increase community engagement with a focus on School Community Councils.	<b>1.2 Growth &amp; Achievement:</b> 1.2.1 Enhance learning opportunities through responsive instruction. 1.2.2 Advance effective student assessment practices. 1.2.3 Enhance culturally appropriate instruction and assessment that foster improved educational opportunities and outcomes	<b>1.3 Wellbeing:</b> 1.3.1 Cultivate a culture of personal growth and resiliency. 1.3.2 Advance relationships with Provincial Agencies, Community Based Organizations and First Nations, Metis communities 1.3.3 Advance opportunities to improve wrap around services through partnerships.
Financial Goals and Objectives	<b>2.0 We ensure accountability and sustainability by:</b>		
	<b>2.1 Sustain:</b> 2.1.1 Develop a long-term financial plan.	<b>2.2 Growth:</b> 2.2.1 Position NESD for the future in a fiscally responsible way. 2.2.2 Define funding strategies to advance priorities.	
Operational Goals and Objectives	<b>3.0 We strive for operational excellence with specific emphasis in:</b>		
	<b>3.1 Indigenous Knowledge Systems, Cultures &amp;</b> 3.1.1 All staff have the opportunity to gain knowledge and understanding of the worldviews and historical impacts of First Nations and the Metis Nation.	<b>3.2 Communication:</b> 3.2.1 Promote the NESD, aligning messaging with our value statements. 3.2.2 Strengthen communication methods and practices within and outside the NESD.	<b>3.3 Process Improvement:</b> 3.3.1 Improve strategic and operational planning. 3.3.2 Ensure decision making is consistent and transparent, mindful of the impact of stakeholders. 3.3.3 Prioritize and improve high impact, internal processes.
Organizational Goals and Objectives	<b>4.0 We strive for organizational excellence with specific emphasis in:</b>		
	<b>4.1 Leadership:</b> 4.1.1 Grow leaders across the workforce. 4.1.2 Create leadership capacity for collaboration and innovation. 4.1.3 Establish accountability frameworks across the workforce. 4.1.4 Continue to cultivate and support a talented workforce that represents the students, staff, and community we serve.	<b>4.2 Human Resource Practices:</b> 4.2.1 Professional growth and learning across the workforce is intentionally planned, aligned with our values and focus on personal growth. 4.2.2 Focused orientation processes. 4.2.3 Focus recruitment and retention on hard to recruit positions. 4.2.4 Improve internal efficiencies and processes for absent management and HR/payroll	<b>4.3 Governance:</b> 4.3.1 Develop understanding of Board roles. 4.3.2 Commitment to regular, ongoing professional development for Board members. 4.3.3 Enhance communication and relationship building with the community.

### 2023-2024 School Improvement Plans (Level 3)

- Locally determined goals aligned with Board and Provincial objectives, based upon local data analysis.