

DIRECTOR'S WORK PLAN OVERVIEW

GOALS FOR 2024-2025



STUDENT CULTURE

Enhance student mental & physical health, and sense of belonging.

- Engage students in Mental Health & Wellness and Equity & Safe Schools via the Amplify survey and accompanying action plans.
- Deliver Mental Health Literacy lessons to students from K-12, school leaders and staff to improve knowledge and understanding and provide families with resources.
- Provide suicide prevention, intervention and postvention programming in schools.
- Expand the reach of the I³DEA³S³ initiative.
- Build out additional supports for Multilingual Learners.
- Continue the support of pre-school programming in the Science of Reading.
- Expand restorative practices in fostering a culture of care.



REAL-WORLD LEARNING (RWL)

Engage students, staff, and community in RWL and enhanced pathways.

- Provide professional development on a process for creating Real-World Learning.
- Continue to grow UCDSB Grows (growing, planting & feeding our communities) and Trading Up (skilled trades, apprenticeships and partnerships).
- Continue to expand UCDSB participation in skills competitions and implement the Grade 7-12 skills continuum.
- Engage in district-wide research into RWL in partnership with the University of Ottawa.
- Collaborate with teachers & administrators to develop new courses with an RWL focus.
- Provide guidance regarding the use and implications of AI in the student learning experience.



READING, WRITING & MATH

90% of students will read, write, and perform math at grade level.

- Implement the use of high-impact practices & model the use of effective resources in Reading, Writing and Math for all learners.
- Use the professional learning plan to build teacher capacity in all three subject areas.
- Expand the Writing Revolution pilot, including handwriting skills.
- Continue to develop & release EQAO resources for Math.
- Support all teachers involved with EQAO with resources, classroom visits & collaboration.
- Collect and analyze data to track progress and evaluate effective strategies for all students.



GRADUATION RATE/STUDENT SUCCESS

Improve student success to attain, & maintain, a 90% graduation rate.

- Analysis of school data to further refine early interventions & proactive strategies to enhance credit attainment.
- Focus on interventions & programming to ensure that year-5 students graduate through early identification & active engagement.
- Continue to expand and modernize course offerings & delivery for students at TR Leger.
- Work with schools to develop curricular enhancements for essential/workplace courses with a Real-World Learning focus.
- Engage in district-wide collaboration & capacity building in Secondary Special Education, Guidance and Student Success.



STAFF CULTURE

Ensure that staff feel supported by the district in their work and have the resources to be successful.

- Enhance strategic recruitment, retention, and succession planning.
- Continue to enhance practices to ensure accurate, timely & effective responses by system staff to the needs in the district.
- Expand leadership opportunities for staff through a distributed leadership model.
- Support staff and admin with PD that builds confidence, purpose and meaning.
- Use data from staff climate survey to inform decisions that enhance staff mental health and well-being.
- Pilot the distribution of electronic report cards to reduce staff workload, the board's environmental footprint and to increase ease of access for parents/guardians.
- Streamline the staff replacement process.

