



2022-2023

STRATEGIC PLAN UPDATE

November 2022



**12,896
Students**

**32
Schools**

662 Teachers

678 Support Staff

**7th
largest
school
division
in Alberta**

**OUR CORE
PURPOSE
IS TO
INSPIRE
SUCCESS**

Proudly serving:

- **Beaumont**
- **Calmar**
- **Devon**
- **Leduc**
- **New Sarepta**
- **Thorsby**
- **Warburg**

OUR CORE VALUES

- 1. Student-Centred Learning**
- 2. Relationships**
- 3. Safe, Supportive Environments**
- 4. Passion**
- 5. Responsible Resource Management**

DIVISION EXECUTIVE TEAM

- **Superintendent of Schools/
CEO - William Romanchuk**
- **Associate Superintendent,
Business & Finance - Chelsey Volkman**
- **Associate Superintendent,
HR & Administration - Calvin Monty**
- **Associate Superintendent,
Learning Services - Norm Dargis**

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OUR CORE VALUES

Student-Centred Learning

Learning begins with, and is focused on, the student. In support of this, every member of the School Division engages in active learning, with the purpose of creating the best experience for our students and staff. We work and learn in healthy school communities. We celebrate the light bulb moments with students and staff alike. We work hard and we have fun too.

Relationships

We foster positive relationships based on respect and trust. We make meaningful connections with each other that strengthen over time. We don't give up on students or each other. We are proud of the relationships that we build within our schools, within our communities and the world that we call home.

Safe, Supportive Environment

We create an inclusive environment that values diversity and is supportive and safe for all. We value the health and wellness of every member of our school community and commit ourselves to sustain this in a welcoming and positive culture every day.

Passion

We inspire our students to be engaged learners. We love what we do. We go the extra mile to create memorable moments. We seek to light a spark of curiosity in our students and our colleagues to enable them to set goals and achieve their dreams. We dedicate our time and creativity to help each other succeed along their journey in life.

Responsible Resource Management

We honour and acknowledge that we are active and welcoming members of a larger community and share resources with them. We ensure that students and staff have the tools they need to succeed. We manage our financial, capital and human resources responsibly. We have a reputation for being innovative and for applying technology wisely. We value each person who chooses to work with us and commit to helping them to develop their skills and talents. Time is a precious resource and we use it wisely.

Description of the Future

Black Gold sees a future where every member of our community succeeds. With an eye to academic, artistic and athletic achievement and the development of life skills, we support all of our students. We work to provide opportunities and guidance for students and staff alike to chart their course for the future.

In the future, we better understand the whole person, and all that they offer to our learning environment. We will work to understand the social-emotional development of all individuals and how to support them in the learning environment. We continue to use trauma-informed and research-based approaches to wellness that help us to support students and staff. We continue to be nimble and responsive to the changing social, economic and political landscape. We understand that all the work we do begins with developing strong, lasting, positive relationships. We work to enhance the communities in which we live and work.

DIVISION PRIORITIES

1. Success

Promote growth that leads to success for every student from pre-Kindergarten through to post-secondary, providing multiple pathways and a focus for all learners.

Goal 1- A higher number of children begin Grade 1 with key milestones in emotional, social, intellectual, and physical developmental met.

Goal 2- High learning expectations and achievement for the foundational skills in literacy and numeracy are promoted, with particular attention to students in need of additional support.

Goal 3- A greater number of students achieve learning outcomes and have the knowledge and skills they need to make informed education and career/life choices.

2. Wellness

Build safe, positive, healthy environments for learning and working to nurture student and staff wellbeing. (supportive).

Goal 1- Students, staff and parents contribute to a safe, welcoming, healthy and inclusive learning and working environment that welcomes diversity and promotes personal and professional growth and wellness.

Goal 2- Students and staff learn and work in environments that are clean, safe, sustainable and well maintained.

Goal 3- Data is used to inform decisions that optimize the distribution of resources.

3. Engagement and Partnerships

Engage our educational partners to enhance public education and respect the diversity of our communities.

Goal 1- Families and school communities are engaged in their childrens' education.

Goal 2- Partnerships with community organizations are cultivated to support the growth, development, wellbeing and success of students of all abilities.

Goal 3- The school experience is enhanced by providing high quality curricular, co-curricular and extracurricular opportunities for students within the Division through the use of available resources.

GOVERNANCE

Board of Trustees & Superintendent of Schools

PROUD ACCOMPLISHMENTS

1. Recognizing the importance of our relationships with our School Councils by hosting Alberta School Councils' Association.
2. Established a Staff Wellness lead position.
3. Revised calendar structure to include new model for PD and staff meetings.

Now Trending

- Engaged in meaningful wellness activities to strengthen Board relationships.
- Implementation of the mandated new curriculum.

IMMEDIATE FOCUS AREAS:

- Building relationships with MLAs in advance of the upcoming elections.
- Increasing family awareness of Student Services offerings.
- Expanding the understanding of diversity and Indigenous history and culture.



DIVISION PRINCIPAL

PROUD ACCOMPLISHMENTS

1. Successful year one with Wellness Instructional Support Teachers and schools. Increase in 9 of 10 measurable rubric categories (Board Priority: Wellness).
2. Establishing a partnership with EdCan to further staff wellness (Board Priority: Wellness).
3. Repository of wellness action plans created for inter-school use.

Now Trending

- BGSD Division Wellness Initiative.
- Supporting Black Gold Administrators.
- myBlueprint.
- Aspiring Leadership Team (ALT) training.

IMMEDIATE FOCUS AREAS:

- Celebration of the Arts - April 14, 2023.
- Completion of ALT cohort 2022.
- Creation of ALT cohort of 2023.
- Grades 7-12 Implementation of myBlueprint.
- Off-campus partnerships and recruitment.



HR & ADMINISTRATION

PROUD ACCOMPLISHMENTS

1. Transferred employee files from paper to digital.
2. Hired a Division Wellness Lead.
3. Reduced our WCB Experience Rating from 71% above the industry average to 15% below the industry average.

Now Trending

- Staff wellness and support.

IMMEDIATE FOCUS AREAS:

- Workforce health and wellness.
- Building effective relationships.
- Developing leadership capacity.



COMMUNICATIONS

PROUD ACCOMPLISHMENTS

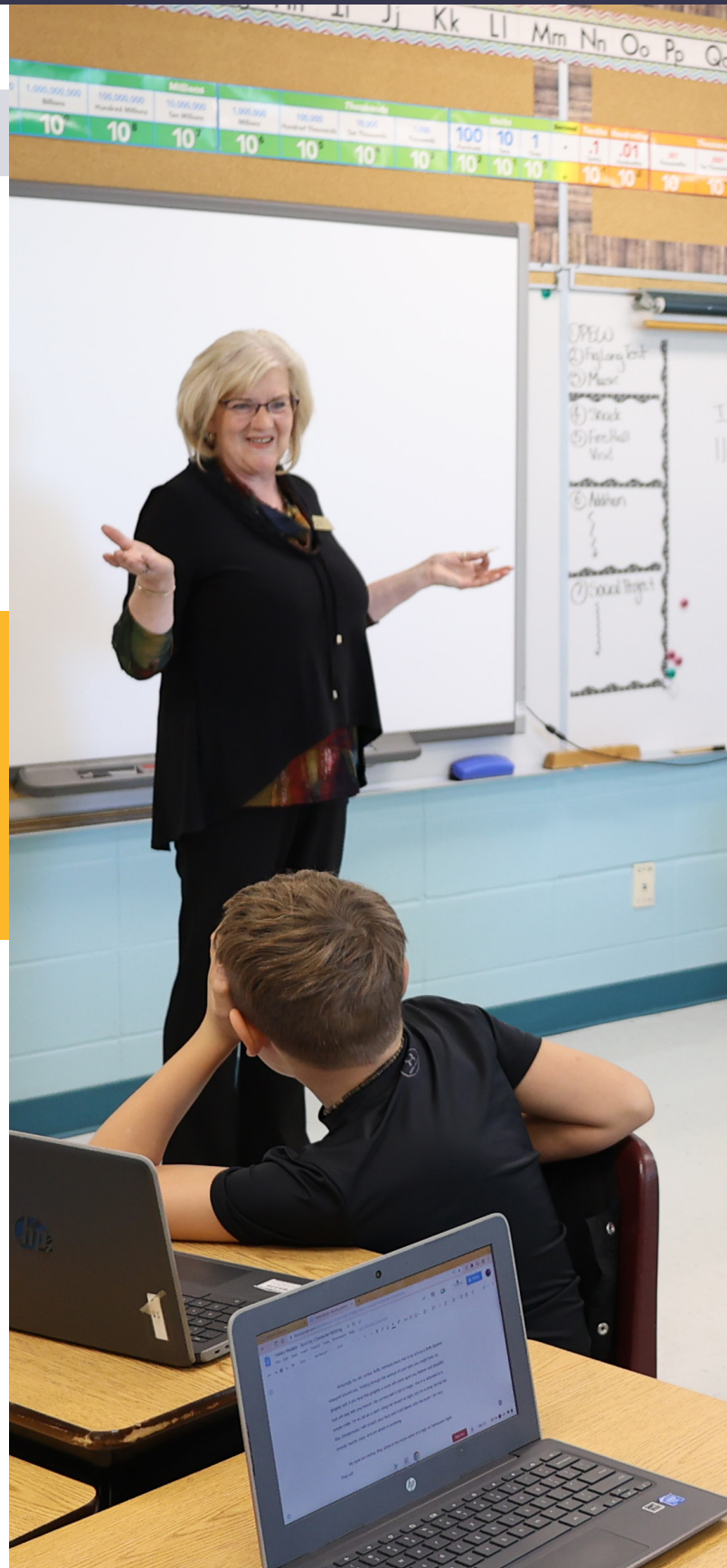
1. Successful production of the virtual 2022-2023 Welcome Back ceremony.
2. Worked with Student Services to develop and implement a successful Pre-K registration campaign.
3. Organized the successful groundbreaking ceremony for Ohpaho Secondary School.
4. Created the 'Our Black Gold Family!' webpage to share good news stories about staff and schools.

Now Trending

- Developing and strengthening relationships between the Division, schools, provincial and municipal governments, area businesses and community organizations.

IMMEDIATE FOCUS AREAS:

- Continuing to support Board advocacy and stakeholder engagement efforts.
- Developing communications surveys to determine key stakeholder satisfaction and preferences around Division communications efforts.
- Continuing to promote good-news stories to build/promote the BGSD brand.



ADMINISTRATOR'S ASSOCIATION

PROUD ACCOMPLISHMENTS

1. Made it a priority for assistant principals to join superintendent's meetings virtually; promoted information and knowledge sharing; building capacity and increasing inclusivity (Board Priority: Success and Wellness).
2. Focused on the roles of Instructional Support Teachers in assisting teachers to meet the needs of their students (Board Priority: Success and Wellness).
3. Prioritized development of teachers' knowledge and skills with implementation of the new curriculum; provided teachers with opportunities to meet and learn together (Board Priority: Success and Wellness).

Now Trending

- New Curriculum implementation in K-6 in the areas of ELAL, FILAL, Mathematics, Physical Education & Wellness.
- Implementing a new PD day format, giving teachers an opportunity to focus on Division initiatives as well as school-based professional development.

IMMEDIATE FOCUS AREAS:

- K-3 new curriculum and 4-6 optional implementation; some teachers piloting as well (Board Priority: Success).
- Promoting and sustaining a positive school culture (Board Priority: Success and Wellness).



LEARNING SERVICES

PROUD ACCOMPLISHMENTS

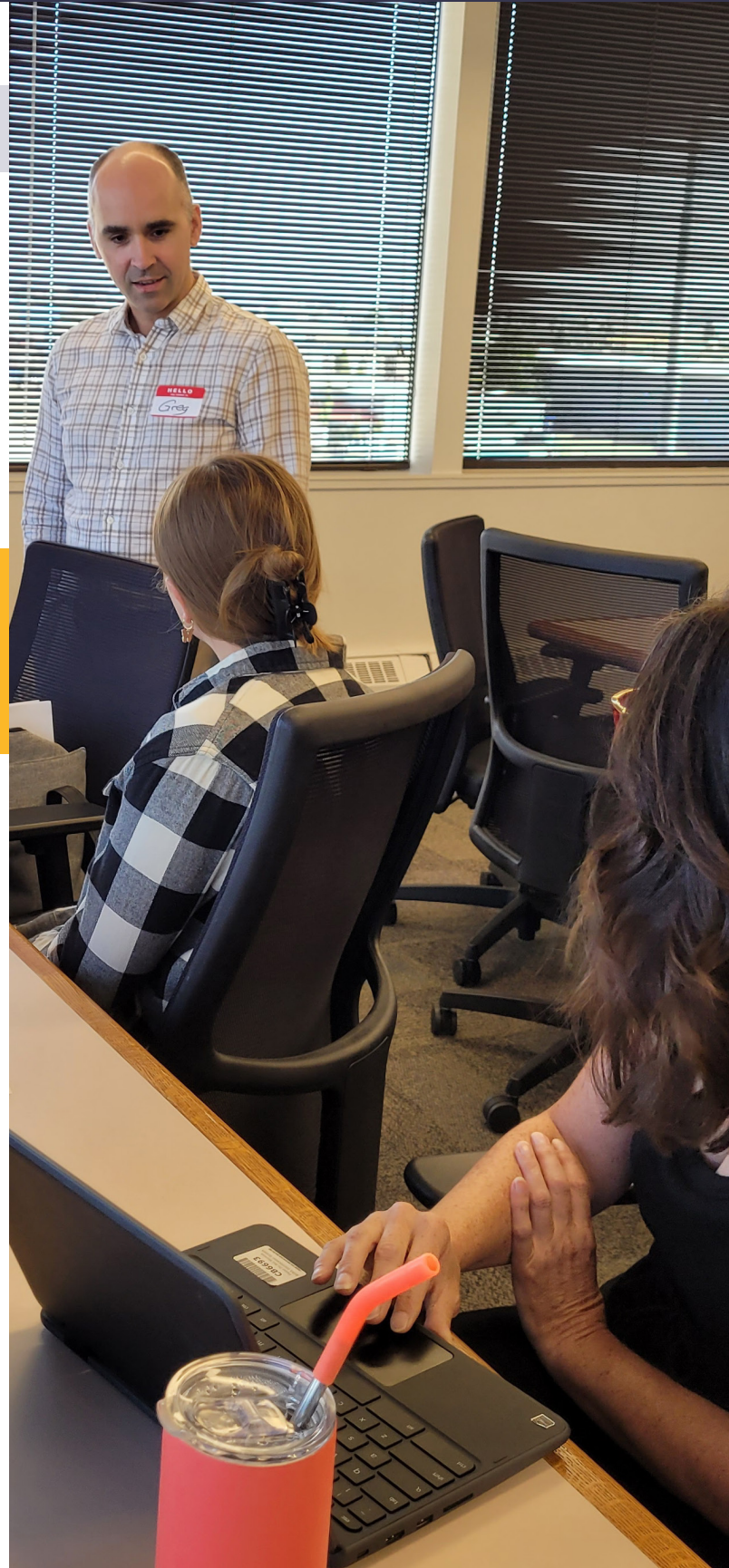
1. Transition to an Assurance Education Plan.
2. Readiness for new Curriculum.
3. Implementation of the Instructional Support Teacher model to support Literacy, Numeracy, and French Immersion in schools.
4. City of Beaumont Boundary Review.

Now Trending

- New Curriculum and teacher professional development model.

IMMEDIATE FOCUS AREAS:

- Implementation of the new Curriculum; working with teachers and administrators.
- Implementing new PD/Collaboration Days.
- Developing collaborative learning communities to support new Curriculum.
- Boundary and grade configuration review within the city of Leduc.
- Explore strategies that can lead to increased enrollment of international students.
- Finalize the Indigenous Protocols AP.
- Support continuity of French immersion opportunities
- Responding to the impact of learning disruptions due to the COVID pandemic.



STUDENT SERVICES

PROUD ACCOMPLISHMENTS

1. Extremely successful Pre-K eligibility assessment clinic over the summer to make sure we identify and provide early intervention for our most vulnerable learners.
2. Summer MHCB programs were very well attended.

Now Trending

- Leduc and Area Violent and Threat Risk Assessment (LAVTRA) is supporting many schools in keeping our students safe.
- Increased Mental Health supports in schools through community agencies and BGSD staff.

IMMEDIATE FOCUS AREAS:

- Aligning student supports with expanded Alberta Health Services Pediatric Rehabilitation Services.
- Growing trauma-informed care practices for students through a year-long focus on the Neuro-Relational Framework.



INFORMATION TECHNOLOGY

PROUD ACCOMPLISHMENTS

1. Moved to a dispatch service model.
2. Replaced two-thirds of Data Centre infrastructure, which services the entire Division.
3. Implemented several cyber-threat mitigation strategies.

Now Trending

- Cyber insurance is a moving target. The underwriter has implemented further requirements for coverage by year-end.
- Accommodated self password management for grades 7-12.
- Improved print auditing for schools.
- Improved network redundancy, with the addition of critical services to the network infrastructure fail-over needs to be much quicker than currently provided.

IMMEDIATE FOCUS AREAS:

- Deployment of 1600 Chromebooks and re-distribution of charging carts to schools.
- Managing increased bandwidth usage in schools.
- Replacing final one-third of Data Centre infrastructure before calendar year-end.



EDUCATION TECHNOLOGY

PROUD ACCOMPLISHMENTS

1. Board-approved technology fee to support equitable and increased access to technology.
2. Technology skills scope and sequence for students.
3. A library of instructional videos for technology use as related to the skills scope and sequence.
4. Digital citizenship/digital literacy scope and sequence.

Now Trending

- New Curriculum with coding in core subjects.
- Improved access to Adobe Creative Cloud for all grade 7-12 students.
- Support a professional learning community for 3D printing, CNC, and robotics.

IMMEDIATE FOCUS AREAS:

- Chromebook rollouts to achieve a 2:1 student/device ratio.
- Management of the students device at the classroom level.
- Prepare technology purchases for the 2023-2024 school year.



BUSINESS & FINANCE

PROUD ACCOMPLISHMENTS

1. Received a one-year exemption from the Minister of Education to carry forward operating reserves to support a third year of the Division's COVID Gap Recovery Strategy.
2. Worked with the Director of Facilities and OH&S Advisor to implement the requirements of the ARMIC Risk Management Best Practices List.
3. Updated the Division's procedures and processes for community use of school facilities.

Now Trending

- School Board Reserves.

IMMEDIATE FOCUS AREAS:

- Working with the Board, Superintendent and Sr. Administration to spend down operating reserves to the maximum limit set by Alberta Education in a manner that supports the BGSD strategic plan.
- Updating and entering into new joint use agreements with municipalities.
- Working with municipalities to ensure that there are a sufficient number of appropriately sized school reserve sites.



FINANCE

PROUD ACCOMPLISHMENTS

1. Appointed a new Finance Coordinator and Accounting Assistant.
2. Implemented new dashboard reports for principals and Division Office staff members.

Now Trending

- Effective budget reporting and projections

IMMEDIATE FOCUS AREAS:

- Working with external auditors to prepare for implementation of PS 3280 Asset Retirement Obligations, which will be effective for the 2022-2023 Audited Financial Statements.
- Preparing the 2021-2022 Audit and Audited Financial Statements.
- Updates to the 2022-2023 Final Budget.



TRANSPORTATION

PROUD ACCOMPLISHMENTS

1. Brought in the Bus Status App. This is a fast and easy way to notify parents and schools when a bus is late or cancelled.
2. Driver evaluations have changed; they now come to our office to do evaluations and use a road course that was designed for us.
3. Maintained and operated all routes during a driver shortage and optimized routes for better usage.

Now Trending

- Alberta still faces a driver shortage; we have used social media to find drivers that are interested in being trained to drive for Black Gold.

IMMEDIATE FOCUS AREAS:

- Attracting more drivers so that we have spares in the event a driver is not able to drive.
- Providing relevant PD to drivers and contractors, including 4 Season of Reconciliation.
- Investigating fly-by cameras and determining what our implementation priorities are.



FACILITIES

PROUD ACCOMPLISHMENTS

1. Substantial completion of École Secondaire Beaumont Composite High School addition and modernization.
2. Completion of the 253kW photovoltaic system at West Haven Public School.
3. Start of construction for Ohpaho Secondary School.
4. Completed East Elementary School parking lot and drop-off lane.

Now Trending

- Complete retrofitting schedule to help mitigate the increased cost of utilities.

IMMEDIATE FOCUS AREAS:

- Installing security systems, water metering as part of risk management strategy.
- Proceeding with scheduled duct cleaning, to ensure clean air in schools.
- Boiler and roof replacements design as part of school evergreening.
- Upgrading boiler management systems from pneumatic to electric to increase efficiency and reliability.



NOTES



BLACK GOLD SCHOOL DIVISION

Division Office

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