



2023-2024  
**STRATEGIC  
PLAN  
UPDATE**

**November 2023**



**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**

# Table of Contents

|                                       |    |
|---------------------------------------|----|
| Our Core Values.....                  | 1  |
| Division Priorities.....              | 2  |
| Governance.....                       | 3  |
| Division Principal.....               | 4  |
| Human Resources & Administration..... | 5  |
| Communication.....                    | 6  |
| Administrators' Association.....      | 7  |
| Learning Services.....                | 8  |
| Student Services.....                 | 9  |
| Information Technology.....           | 10 |
| Education Technology.....             | 11 |
| Business & Finance.....               | 12 |
| Finance.....                          | 13 |
| Transportation.....                   | 14 |
| Facilities.....                       | 15 |

# 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. Partnership with Tom's Walk.
2. Connecting with municipalities, MLAs, and meeting with Maskwacis Education Schools Commission.
3. Completed the Leduc schools boundary and grade reconfiguration.
4. Support for COVID Gap Recovery Strategy.

#### *Now Trending*

- Implementation of the mandated new curriculum.
- Focus on vocational and academic career development.

#### IMMEDIATE FOCUS AREAS:

- Building Highlighting Diversity, Equity and Inclusion within the Division.
- Advocacy for cross ministerial work.
- Advocacy for Dual Credit.
- Increase community understanding of the role of school trustees.





## 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 (Board Priority: Wellness).

### *Now Trending*

- BGSD Wellness Priority.
- Supporting Black Gold Administrators.
- Student Careers Awareness.

### IMMEDIATE FOCUS AREAS:

- Providing trade fairs for students.
- Increased parental engagement with MyBluePrint.
- Rewriting Off-Campus partnerships for school admins.
- Administrative support.
- Growing WIST impact through interschool collaboration and PD.





## HR & ADMINISTRATION

### PROUD ACCOMPLISHMENTS

1. Implemented our first DEI survey, shared the data with all staff, created employee resource groups.
2. Participation in wellness-based PD has been consistently high.
3. Collaborated with our various employee groups ratifying collective agreements/terms of employment.
4. Hired assistant principals / coordinators for each of our current “one administrator” schools.

### *Now Trending*

- Creating more opportunities for in-person “cross building” events.
- Teacher recruitment.
- Support staff training.
- School Administrators’ support.

### IMMEDIATE FOCUS AREAS:

- Employee Resource Group support.
- Wellness-based professional development.
- “Visible Learning” with school administrators
- Pathway to the Principalship Community of Practice.





# COMMUNICATIONS

## PROUD ACCOMPLISHMENTS

1. Successful implementation of a contact program for Trustees to build relationships with MLAs, municipalities, and other school boards.
2. Worked with Learning Services on the 2023 Leduc Schools Boundary Review.
3. Hired a Communications Assistant for video production/social media to share BGSD stories.
4. Successfully conducted a parent survey to gauge satisfaction levels with D.O. communications.

## *Now Trending*

- Support the Board's advocacy and stakeholder engagement efforts through focussed planning.

## IMMEDIATE FOCUS AREAS:

- Continuing to promote stories to promote the BGSD brand through increased use of video and social media.
- Working with CEAC to develop a Government Relations plan.
- Increasing public awareness of BGSD program offerings.







## ADMINISTRATOR'S ASSOCIATION

### PROUD ACCOMPLISHMENTS

1. Working with HR to successfully add assistant principals in all schools.
2. Supporting K-3 new Curriculum and 4-6 optional implementation and pilots.
3. Mindfully highlighting diversity and inclusivity in schools.

### *Now Trending*

- Supporting staff mental health and 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:

- Aligning division visible learning goals to all schools, which manifests itself as gathering, collating, and examining evidence from schools and transferring this evidence into an action plan that will make a positive difference to the learning lives of students.







## LEARNING SERVICES

### PROUD ACCOMPLISHMENTS

1. Successful implementation of English Language Arts and Literature, Math, and K-6 Physical Education and Wellness.
2. Readiness for new Curriculum.
3. Successful adoption of the Instructional Support Teacher model to support Literacy, Numeracy, and French Immersion.
4. Streamlining of data coordination and processes.
5. Implementation of the Indigenous Protocols Administrative Procedure.
6. Hosted our first group of International students.

### *Now Trending*

- Identifying a new instructional support strategy.

### IMMEDIATE FOCUS AREAS:

- Consolidating programming for Leduc schools.
- Implementing new PD/Collaboration Days.
- Review of assessments and reporting to align with the new curriculum.
- Leading collaborative learning communities to support the new curriculum.
- Developing an International Student Strategy.
- Reviewing strategies to support Indigenous students.
- Support continuity of French Immersion opportunities.
- Support the readiness of English as an Additional Language (EAL) Benchmark 2.0 implementation.





## STUDENT SERVICES

### PROUD ACCOMPLISHMENTS

1. A successful fall start up of the EAL Jr. Kindergarten program at École Dansereau Meadows School to support this growing population.

### *Now Trending*

- Strong collaboration with our community partners to support students and families by wrapping around services and problem-solving barriers to success.

### IMMEDIATE FOCUS AREAS:

- Identified staff are working to increase school staff and students' knowledge in Social Emotional Learning (SEL) through CASEL (Collaborative for Academic, Social, and Emotional Learning) approved programming and training.





## INFORMATION TECHNOLOGY

### PROUD ACCOMPLISHMENTS

1. Increased infrastructure capacity across the school division.
2. Received an “A” in our Cyber-Insurance preparedness from our broker.
3. Improved ability to accomplish digital discovery for at-risk students.

### *Now Trending*

- How to address bandwidth needs for digital content and curriculum.
- Work to comply with cyber-insurance requirements.
- Refine and test Black Gold’s Cyber incident response plan.

### IMMEDIATE FOCUS AREAS:

- Rebuilding knowledge capacity within the IT Dept. after experiencing a 50% turnover of Level I techs.
- Improve the robustness of our infrastructure.
- Identify alternative solutions in the event of an extended outage.



# EDUCATION TECHNOLOGY

## PROUD ACCOMPLISHMENTS

1. The Implementation of teacher managed classroom-based monitoring and internet access controls.
2. A skills scope and sequence for K-6 with accompanying video lessons.
3. Improvement in the device-to-student ratio with Chromebooks.

## *Now Trending*

- Access to creative design tools such as Canva and Adobe.
- Development of resources for the new K-6 curriculum in computer science - coding, design thinking, robotics.
- Supporting E-Sports in grades 7-12.
- Working with Ohpaho school administration to outfit the new school with the latest technology.

## IMMEDIATE FOCUS AREAS:

- Moving to a paperless office in all departments and school offices.
- Updating the website information and formatting for mobile devices.
- Improving Ed Tech communication with administration and staff.





## BUSINESS & FINANCE

### PROUD ACCOMPLISHMENTS

1. Managed the Division's budget to ensure the operating reserves were under the approved maximum limit.
2. Approval of design funding for the École Corinthia Park School modernization.
3. Worked with the City of Beaumont and STAR Catholic School Division to identify and design a joint high school reserve site.
4. Reviewed and updated several Business & Finance Administrative Procedures.

### *Now Trending*

- Collective bargaining with unions.

### IMMEDIATE FOCUS AREAS:

- Updating and entering into joint-use and planning agreements with municipalities.
- Working with the principal of Ohpaho Secondary School on setting up the new high school.
- Participating in the design process for the École Corinthia Park Modernization and Calmar Secondary Collegiate School.
- Continuing the bargaining process with school support staff.



# FINANCE

## PROUD ACCOMPLISHMENTS

1. Purchase Card Module in Atrieve was successfully implemented to increase reporting efficiencies and eliminate the manual approval processes.
2. Hired a new Finance Manager and an Accounting Assistant.

## *Now Trending*

- Internal Controls and Procedures.

## IMMEDIATE FOCUS AREAS:

- Providing training to secretaries and principals on MyBudgetFile and SGF Income Statements.
- Preparing the 2022-2023 Audited Financial Statements. Includes adoption of the new Asset Retirement Obligation accounting standard.
- Updates to the 2023-2024 Final Budget.





# TRANSPORTATION

## PROUD ACCOMPLISHMENTS

1. Purchased new fly-by cameras.
2. Worked with AE to support new drivers to obtain their Class 2 license with S-Endorsement.
3. Ensured all bus routes were fully operational.
4. Added more routes in Leduc and Beaumont.

## *Now Trending*

Scarcity of school bus drivers province-wide.

## IMMEDIATE FOCUS AREAS:

- Attracting more drivers via social media.
- Providing relevant PD to our drivers and contractors, including railway safety.
- Investigating the cost of dash cams and door cams for our regular routes.
- Working with drivers and police on protocols to report and convict fly-by motorists.





# FACILITIES

## PROUD ACCOMPLISHMENTS

1. Received design funding for École Corinthia Park School modernization.
2. Awarded funding for the Calmar Collegiate School.
3. Implementation of video intercom systems at all school main entrances.
4. Implementation of a new Building Management System

## *Now Trending*

- HAZMAT Awareness.

## IMMEDIATE FOCUS AREAS:

- Completion and opening of the Ohpaho Secondary School.
- Boiler and roof replacements as part of school evergreening.
- École Corinthia Park School modernization design.
- Calmar Collegiate School design
- Waiting on approval of a new Beaumont High School.



## NOTES



## **BLACK GOLD SCHOOL DIVISION**

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