



# Embracing Innovation

STRATEGIC PLAN 2024-2030



## Land Acknowledgement

We humbly acknowledge that we are on the Ancestral and Traditional Territories of the Indigenous people on whose lands we gather as a learning community. We recognize and honour the contributions of Indigenous peoples, who hold the knowledge, traditions and history of the land. Their enduring relationship with the land reminds us of the sacred responsibility we all share in its stewardship. We recognize the Robinson-Superior Treaty Lands, the Unceded territory of Biigtigong Nishnaabeg, Netmizaaggamig Nishnaabeg, Treaty 9, and the homelands of the Metis and Inuit peoples.

We wish to express our commitment to reconciliation by continuously building our understanding of the history of Turtle Island, in order to move forward towards responding to the Truth and Reconciliation Commission's Calls to Action, particularly #62 and #63, which relate to education. We are all reminded today that these Calls to Action require the integration of Indigenous history, knowledge and teaching methods into all classrooms and schools, and that we continue to champion and support the education of staff. This commitment must be ours, as we move towards authentic reconciliation.

We are grateful to the Indigenous communities whose care for this land continues to enrich our lives. Together, we commit to learning from their wisdom, to supporting their efforts toward healing and reconciliation, and to fostering respect for all cultures. Let us walk forward in a spirit of unity.

## Dear Students, Families, Staff and Community Members,

We are pleased to announce the release of our new strategic plan, "Embracing Innovation," which outlines our vision for the future of Superior-Greenstone District School Board. This comprehensive plan reflects our shared dedication to educational excellence and to creating a vibrant, inclusive and supportive learning environment for all.

This plan is grounded in our unwavering commitment to Truth and Reconciliation. We recognize the invaluable knowledge of Indigenous communities and will ensure it is integrated throughout our curriculum and practices. Our approach honours the principles of reconciliation and prioritizes meaningful engagement with Indigenous partners.

### Our strategic plan centers on three foundational pillars:

- **Building Inclusive Community:** We aim to cultivate a culture where every student, family, and staff member feels respected and valued. By fostering meaningful connections and partnerships, we will build an inclusive community that celebrates diversity and nurtures a deep sense of belonging.
- **Fostering Wellbeing:** Recognizing the importance of mental health and emotional wellness, we commit to creating environments that promote wellbeing for our students and staff. Our plan includes support systems, programs and practices that empower individuals to thrive academically, socially and emotionally.
- **Finding Joy in Learning:** Learning is a journey of exploration and joy. We will continue to pursue innovative teaching methods, diverse learning opportunities and a curriculum that inspires curiosity and creativity, encouraging our students to discover their passions and reach their fullest potential.

We invite you to review the "Embracing Innovation" strategic plan and join us on this exciting journey. Together, we will build a brighter future where every learner is seen, heard and empowered to succeed.

Yours in education,



Nicole Morden-Cormier  
DIRECTOR OF EDUCATION



Will Goodman  
DIRECTOR OF EDUCATION



Pinky McRae  
BOARD CHAIR





## Vision

To meet the needs of all learners while sparking curiosity and joy in learning.

## Mission

Working together to engage students through meaningful learning and empower them to build the skills they need to be successful today and in the future.

## Values

- Positive, professional relationships & sense of team
- Kindness with expectations
- Learner mindset & dedication to ongoing innovation
- Belief that experience teaches, engages & connects

OUR COMMITMENT TO

# Truth & Reconciliation

SGDSB acknowledges Indigenous sovereignty. We recognize the importance of acknowledging our collective history and taking meaningful steps toward truth and reconciliation.

We are committed to fostering a learning environment where respect, understanding and inclusion are at the core of all we do.



## Our ongoing dedication to reconciliation is guided by the following principles:

- ▶ **Acknowledging the Past:** We acknowledge the historical injustices experienced by Indigenous communities and honour the traditional territories on which our schools and facilities stand.
- ▶ **Educating Our Community:** We are devoted to providing accurate and comprehensive educational resources about Indigenous histories, cultures and contemporary realities. This commitment includes integrating Indigenous perspectives and ways of knowing and being, into our curriculum.
- ▶ **Building Partnerships:** We seek to build and strengthen respectful partnerships with local Indigenous communities, elders, and organizations, ensuring their voices are heard and valued, through meaningful engagement.
- ▶ **Fostering Inclusive Spaces:** Our goal is to create an inclusive environment where Indigenous students, families and staff feel safe, welcomed and respected. We provide support services that reflect cultural understanding and sensitivity.
- ▶ **Ongoing Reflection, Action and Engagement:** We are committed to reflecting on our practices and improving them through continuous learning. We actively engage with Indigenous partners to guide our efforts and ensure accountability.



OUR COMMITMENT TO

## Equity, Inclusion, Diversity & Belonging

At Superior-Greenstone District School Board, we aim to celebrate the unique backgrounds and perspectives of every student, educator, staff member, and community partner.

We recognize that certain groups experience inequitable treatment due to biases associated with race, citizenship, ancestry, (dis)ability, age, family status, sexual orientation, and gender identity. This inequitable treatment impacts well-being.

We are unwavering in our commitment to fostering a school district that embodies equity, inclusion, diversity, and belonging and are committed to creating learning and working environments that welcome and uplift all. By addressing barriers to success, we aim to create spaces where individuals feel included, valued, and fulfilled.

We strive to provide equitable access to opportunities for personal and academic growth. Our goal is to build a supportive community for all.



OUR COMMITMENT TO

## Mental Health & Wellbeing

We recognize that the mental health and wellbeing of our students and staff are integral to achieving personal, academic and professional growth. All staff provide support to students, while our mental health professionals provide personalized support, including individual counselling, crisis intervention and referrals to external resources.

Students at the Superior-Greenstone District School Board have reliable and consistent access to culturally relevant, trauma-informed, and evidence-based mental health information, supports, and services. This approach ensures that every student feels supported in their wellbeing, knows where to seek help when mental health issues arise, and understands that wellbeing is a shared responsibility of the entire system. The aim is for all students to develop a strong sense of identity, belonging, and hope, as well as acquire positive problem solving skills and productive coping strategies during times of adversity.






# Our Community Informed Plan

We are grateful to all of our community members who took their time to share their insights with us. Over the course of a year, we held numerous listening sessions with students, staff, leaders and community partners to understand current needs and opportunities.

We are proud to honour and reflect those insights in our strategic plan and will do our utmost to realize the shared aspirations over the duration of the next few years.

We have set measurable goals to track our ongoing progress and every member of our staff will be operationalizing action plans that align with our top priorities as a school district. As an educational organization, we are committed to ongoing growth and improvement.

## OUR STRATEGIC PILLARS:

-  Culture of High Expectations & Inclusivity
-  Joy in Learning & Teaching
-  Meaningful Community Connections & Partnerships





## STRATEGIC PILLAR 1

# Culture of High Expectations & Inclusivity

Every individual is capable of great things when we provide a safe environment for them to flourish. We believe in kindness that is coupled with high expectations and that accountability is essential for achievement.

We seek to foster inclusive communities where we celebrate everyone's unique talents and gifts, and recognize contributions to positive culture.

*"When I walk into the school doors, I feel respected and well known."*

- STUDENT



## As a district, we will...

- ◆ Consciously cultivate a strong sense of belonging and community across the entire district.
- ◆ Continue to pursue our relationship driven approach while ensuring that we balance kindness with expectations.
- ◆ Empower every school and department to take responsibility for ensuring the psychological safety of all staff, students and families.
- ◆ Recognize and celebrate our staff who demonstrate our core values in their day to day work.
- ◆ Continue to invest in leveraging research backed best practices supporting neurodiversity/the various ways the brain works.
- ◆ Ensure student centered and data driven decision making in all that we do.
- ◆ Exercise intelligent accountability as the foundational approach to leading change in the organization.
- ◆ Ensure the learning of staff is guided by ongoing feedback from teachers and supervisors.
- ◆ Remain committed to Truth & Reconciliation.

## As a staff, we will...

- ▶ Leverage a strengths based approach in all interactions and always assume a positive intent.
- ▶ Create safe, restorative spaces in our schools for both staff and students.
- ▶ Ensure that every child has a trusted adult that they have a personal connection with who they feel they can go to in times of need.
- ▶ Demonstrate learning mindsets that are flexible, adaptable, collaborative and resilient.
- ▶ Work to model behavior and foster optimism for future possibilities.
- ▶ Take ownership over the performance of every student in our classrooms and schools.
- ▶ Celebrate achievements of our students and staff inside and outside of school/the district.
- ▶ Ensure that relevant, up-to-date data is being used to drive instruction and to make informed decisions.
- ▶ Recognize the different types of learners and thinkers in our classrooms and provide personalized support for all students.
- ▶ Provide ongoing opportunities for student voice to let us know how we can continue to meet their evolving needs.
- ▶ Embed Indigenous systems of knowledge and culture meaningfully into the curriculum.



# Joy in Learning & Teaching

We are dedicated to cultivating memorable moments and helping students find joy in learning. We know every student has unique capabilities, strengths and interests.

We are committed to helping our students pursue personal areas of passion in order to discover their purpose and explore all potential pathways.

*"The teachers are amazing and really care about the kids. Without them my child wouldn't be where they are academically."*

- PARENT



## As a district, we will...

- ◆ Embrace experiential learning that deepens engagement for all students.
- ◆ Support authentic community integrated learning opportunities.
- ◆ Find opportunities to integrate more arts based learning into different curriculum areas.
- ◆ Design and implement a rich social emotional development plan for our elementary schools where we purposefully talk about identity, healthy relationships and emotional regulation.
- ◆ Encourage teaching and assessment that are rooted in the latest research based best practices.
- ◆ Monitor student wellbeing, engagement and skill development.
- ◆ Offer responsive professional development and ongoing professional learning.
- ◆ Recognize and celebrate the contributions of staff who volunteer their time to lead extracurricular activities that enrich our communities and our students' lives.

## As a staff, we will...

- ▶ Leverage approved diagnostics to determine where we can best support each student in their individual learning.
- ▶ Design learning experiences that engage students in deep inquiry and seek cross curricular projects/learning.
- ▶ Leverage universal design for learning principles that provide greater differentiation and personalization.
- ▶ Meet every student where they are at, help them design what personal success looks like for them and support them in charting their growth forward.
- ▶ Collaborate to create interdisciplinary learning experiences that engage students in understanding the connections between concepts.
- ▶ Find opportunities for experiential and authentic community integrated learning.
- ▶ Enable our students' experience with future ready skill development including entrepreneurship and design thinking.
- ▶ Purposefully develop students digital literacy through conscious development of core digital skills.





# Meaningful Community Connections & Partnerships

We know that experience matters and that partnerships open up a world of possibilities. Our local communities are rich with opportunities and our external networks can enable greater global vision.

We also believe that accessing outside expertise enables us to grow as individuals and better align ourselves with the rapidly changing future. We are committed to fostering dynamic partnerships that accelerate our attainment of goals.



## As a district, we will...

- ◆ Leverage Mental Health professionals to help our schools better support our students and staff.
- ◆ Engage in decision making as per the process identified in the Engagement Framework Agreement with Indigenous partners.
- ◆ Engage Indigenous Knowledge Keepers to share language, knowledge and culture with our students.
- ◆ Partner with municipalities to brand the region as an incredible outdoor lifestyle to attract new talent to our communities.
- ◆ Engage and hire external consultants and maximize internal resources to support leadership development through ongoing coaching.
- ◆ Cultivate partners who can provide regional opportunities for employment.
- ◆ Utilize outside partners to attract teachers/staff/families to the region.
- ◆ Continue to invest in digital infrastructure to support operational excellence.
- ◆ Leverage an external organization to provide ongoing diagnostics and progress tracking for all of our Multi-Year Strategic Plan priorities.

## As a staff, we will...

- ▶ Support families to easily access and leverage mental health resources available from the district.
- ▶ Find opportunities for meaningful service based learning that makes a difference in our communities.
- ▶ Ensure all students in grade 7-12 have annual outdoor learning experiences where they work together to problem solve in teams.
- ▶ Provide greater career exposure to all students in grades 6-12.
- ▶ Enable our students and their families to explore all the different pathway options.
- ▶ Leverage new technologies, tools, frameworks and resources as they are made available.
- ▶ Provide opportunities for students to expand their global and future vision; including emerging technologies.

*"What I value most are the relationships with students and their families, and the sense of accomplishment from educating the young people I have the privilege of working with."*

- STAFF



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