# Greater Essex County District School Board

## Policy: Strategic Plan/Board Plans

Reference No: P-AD-43

It is the policy of the GECDSB that all levels of the organization be involved in ongoing planning processes intended to bring continuous improvement to the Board's operation and performance.

Effective strategic planning will:

- Invite and encourage public input;
- Result in clear goals, timelines, responsibilities and accountability mechanisms;
- Focus the Board of Trustees on:
    - Establishing the vision, priorities, policies and budget of the Board;
    - Assessing movement toward achievement of system goals;
    - Student achievement and Well-Being; and
    - Public confidence.

- Focus administration on:
    - Improving student achievement;
    - Efficient and effective stewardship of resources;
    - Implementation of Board policies; and
    - Public confidence.

# Greater Essex County District School Board

## Regulation: Strategic Plan/Board Plans

Reference No: R-AD-43

The GECDSB recognizes that well planned, successfully implemented and subsequently evaluated actions will create continuous improvement in the board's facilities, programs, services, personnel and student performance. It is the responsibility of the Board of Trustees to develop the Strategic Plan in accordance with the Education Act and it has governance oversight on the implementation of the plan. It is the responsibility of the Director of Education to ensure that the Strategic Plan is being implemented and evaluated. The Director of Education will report annually to the Board of Trustees on the achievement of goals contained in the Plan. It is the Senior Administration's responsibility to develop, implement and monitor the operational plans intended to address directions, goals and priorities identified in the Strategic Plan.

The Strategic Plan is composed of the following:

**a) <u>Strategic Plan</u>**

i. Mission and Vision statement

b) **<u>Operational Plans</u>** – A formal detailed plan for senior administration reflecting the goals and directions expressed in the Strategic Plan.

i. Strategic Objective
ii. Goals
iii. Action Steps
iv. Expected Outcomes
v. Actual Outcomes

c) **<u>Board Improvement Plan for Student Achievement</u>** – reflects the beliefs and goals expressed in the Strategic Plan.

i. Analysis of Evidence/Data Specific, Measurable, Attainable, Relevant and Time bound (SMART) Goals
ii. Research Driven Strategies
iii. Communication Plan
iv. Resources Required
v. Professional Learning
vi. Progress Monitoring

d) **<u>School Improvement Plan for Student Achievement</u>** – An individual plan for each school that reflects the beliefs and goals expressed in the Strategic Plan.

vii. Analysis of Evidence
viii. Indicators from K-12 School Effectiveness Framework
ix. Specific, Measurable, Attainable, Relevant and Time bound (SMART) Goals
x. Theories of Action
xi. Targeted, research driven strategies
vii. Professional Learning
viii. Incremental Progress Monitoring
ix. Monitoring responsibility
x. Evaluation cycle

## Four Year Strategic Planning Cycle

