



# *“Success For All”*

## Limestone District School Board Highlights of Strategic Plan 2009-2010

*In the Limestone District School Board our mission is to prepare students to face a changing world as life-long learners and informed responsible citizens within a safe, inclusive and dynamic environment.  
(LDSB Policy No. 1)*

***We approach this important mission through six strategic goals:***

### Limestone DSB Strategic Goals

1. Improve achievement and success for all students.
2. Foster health and wellness in safe environments for students and staff.
3. Ensure fiscal responsibility and further develop the efficient use of resources.
4. Develop and improve work practice and leadership through professional learning.
5. Prepare for future system changes and plan for environmental sustainability.
6. Develop and strengthen parental, community, and educational partnerships.

The Strategic Goals of the Limestone District Board are addressed through annual Board Improvement Plans, School Improvement Plans, Student Success Action Plan, Board Accessibility Plans, Board Capital Renewal Plans, and Departmental Operational Plans. The following are highlights of the Strategic Plan for the 2009-2010 school year. For further details on these and other activities of the Limestone District School Board, see the Year End Report for Year 1 – Detailed Plan and/or Year end Report for Year 1 – Summary.

*The Trustees, Director of Education and Senior Staff of the Limestone District School Board are fully committed to transparency and accountability. For information about any of these initiatives, contact your School Principal, School Superintendent or the office of the Director of Education at 613-544-6920.*

## GOAL #1

### Improve achievement and success for all students.

*The Limestone District School Board is fully committed to improving achievement for all students, closing gaps in achievement for particular groups, and ensuring successful pathways for all.*

#### Highlights of the 2009-2010 LDSB Strategic Plan

- Secondary Success: Graduation rates have continued to improve. Of the total number of students in Year 4 in 2008-2009, 90% either graduated or returned for a fifth year.
- The number of English and Mathematics credits accumulated by Secondary students taking applied credits increased from 1-3%.
- The number of students enrolled in 17 different Specialist High Skills Major programs in 8 schools increased to 388.
- In all provincial assessments of Grade 9 Mathematics, results increased between 3 and 8%. In Grade 10 Applied and Locally Developed English, results increased by 4 and 8%.
- Elementary Success: In provincial assessments of grade 3 and 6 students in Reading, Writing and Mathematics, results continued to improve again this year in Reading and Writing for both grades, and held constant for Mathematics.
- The achievement gap between girls and boys was reduced in provincial assessments of Reading, Writing and Mathematics for grade 3 and 6 students.
- 14 full-day Early Learning Kindergarten Classes were established in 8 schools throughout the district, as Year One of a five-year plan.
- Pilot projects were established in two families of elementary schools, one to provide Core French to Primary students and the other pilot provided Music Programming to K-8 students, by a Music Specialist. Design and Technology classrooms were established in two additional schools.

## GOAL # 2

### Foster health and wellness in safe environments for students and staff.

*The Limestone District School Board believes that for staff and students to feel safe and comfortable working and learning, and for the public to have confidence in our education system, school environments must be respectful, inviting and inclusive.*

#### Highlights of the 2009-2010 LDSB Strategic Plan

- Staff training in the use of restorative approaches to progressive discipline through the MEND program (Mediating by Empowering with Nurturing Dialogue) expanded to 600 additional staff members across the system.
- Limestone procedures and practices have been updated related to the provincial *Keeping Our Kids Safe at School Act*.
- A new Equity and Inclusive Education AP 105 and Religious Guideline AP 106 have been developed to reflect provincial guidelines, with training and resources scheduled for all staff.
- A new Violence in the Workplace Procedure has been developed to reflect provincial guidelines and training and supplementary resources scheduled for all staff.
- Procedures related to Accessibilities for Ontarians with Disabilities, Customer Service Module, have been developed and training completed for all staff.
- Staff in all sites worked effectively with the KFL&A Public Health personnel to implement updated pandemic plans related to the H1N1 outbreak last year.
- Programs to support Healthy and Active Living flourished throughout the system, including Swim to Survive for grade 3 students, free Activity Passes for grade 5 and 10 students and Daily Physical Activity (DPA) for all students.
- Installation of Cardiac Automated External Defibrillator Devices occurred in several schools, and partnerships to support the purchase of additional units were developed.
- District reviews of Secondary District Learning Centres and Secondary Autism program supports were conducted and recommendations implemented for Fall 2010.

**GOAL # 3**  
**Ensure fiscal responsibility and further develop the efficient use of resources.**

*The Limestone District School Board believes that all operations of the Board must support our educational goals. During a time where declining student enrolment is a local and provincial reality, and where finances are finite within an increasingly challenging economy, the Board takes seriously its responsibility to make efficient and effective use of all resources.*

**Highlights of the 2009-2010 LDSB Strategic Plan**

- Following training for all School Councils, over 50% of School Councils adapted E-Funds software to manage their finances, with the additional schools expected to follow in 2010-2011.
- Audit and Accounting procedures and practices have been updated to reflect new provincial regulations.
- An automated system for short-term employee replacement was put in place for several employee groups, with more to follow during the 2010-2011 school year.
- A plan for the regular renewal of Informational Technology (IT) equipment has been developed. An Information Technology System disaster recovery plan is in progress, and plans to further extend wireless coverage throughout the Board will be incorporated into a 5-year system-wide ITS plan.
- Several schools and classrooms implemented pilots to introduce and explore various 21<sup>st</sup> century technologies.
- The review of the allocation and service delivery model for educational assistants resulted in several key improvements, including the shifting of the placement of assistants to June.

**GOAL # 4**  
**Develop and improve work practice and leadership through Professional Learning.**

*The Limestone District School Board believes that every staff member is valuable and essential to fostering high quality public education. The Board and staff share the responsibility to strive for continuous improvement and to embrace professional development, teamwork and life-long learning.*

**Highlights of the 2009-2010 LDSB Strategic Plan**

- Professional Learning around teaching and learning included approaches to Literacy and Mathematics instruction, Differentiated Instruction, assessment and evaluation, and higher level/critical thinking skills.
- LDSB procedures and practices related to assessment and evaluation were updated to reflect new provincial regulations, *Growing Success*.
- In addition to receiving two Elementary Achievement Report Cards parents will receive a progress report in the fall of 2010.
- LDSB continued to serve as the regional lead Board for Aboriginal Education. An interactive on-line community was facilitated, the Aboriginal Advisory Committee met several times to provide guidance to the Board, and planning began for a partnership to establish an Aboriginal secondary school in 2010.
- Mentoring in-service, orientation manuals and programs are in place for all new employees. The New Teacher Induction Program, and the New Administrator Mentorship program, as well as an e-training platform, support mandatory training for all employee groups.
- “Customer Service” Training was provided to all employees in accordance with the *Accessibility for Ontarians with Disabilities Act*, including through a new e-learning platform.

**GOAL # 5**  
**Prepare for future system changes and plan for environmental sustainability.**

*The Limestone District School Board accepts its responsibility to be proactive in preparing for an economically and environmentally sustainable future, by planning for effective and efficient environments in which to work and learn.*

**Highlights of the 2009-2010 LDSB Strategic Plan**

- Preparation for design and construction of 2 elementary schools occurred, one in Kingston East and one in Greater Napanee. The planning was supported by Building Design Committees, which included representation from architects, trustees, parents and school and Board staff.
- A Program and Accommodation Review was completed in the Sharbot Lake family of schools, and approvals were finalized for the construction of a new K-12 school.
- Planning for the construction of an addition to Sydenham High School was completed.
- Energy audits of all schools were conducted and 16 energy management projects were completed to the value of \$1.3 million.
- Refillable water bottle stations were implemented as a pilot project. Positive reports resulted in the planned installation at additional schools during 2010-2011.
- An Environmental Education Procedure was developed by a representational group of Board and school staff, parents and employee associations. Implementation is planned to begin in 2010-2011.
- New academic and support staff succession plans were developed for implementation in 2010-2011.
- The process for developing the school year calendar was revised and successfully implemented, in consultation with staff and community.

## GOAL # 6

### Strengthen communication and engagement with parents/guardians, educational and community partners and the public.

*The Limestone District School Board believes that public education is most effective when it is a shared responsibility involving students, parents, staff, government, and the community. The Board is committed to actively promoting, participating and leading in the development of positive partnerships at all levels.*

#### Highlights of the 2009-2010 LDSB Strategic Plan

- The School Council Liaison Committee held four Speaker Spotlight evenings featuring speakers presenting topics of interest to parents: Raising Resilient Children, Teenage Sexuality, Sustainable Communities, and Parenting.
- School Councils received training on how to apply for Parents Reaching Out Grants. Twelve schools were successful in being awarded grants to support Council initiatives for 2010-11.
- LDSB served as the lead Board for the Regional Student Support Leadership Initiative, where partners collaborated to provide support structures for at-risk students.
- Partnerships with local business resulted in the construction of Harvesting House, the first net-zero student-built house and education centre.
- Staff collaborated with the City of Kingston and other partners to design and fund the Kingston Track and Field Project, scheduled for construction in 2012.
- Staff collaborated with all municipalities on the development of municipal Sustainability Plans.
- Staff collaborated with St. Lawrence College to expand Dual Credit, Co-op, OYAP, and many other Pathways opportunities for students.
- Trustees and staff led and participated in key local and provincial educational associations, non-profit organizations, charitable events, and attended numerous school and community activities, in order to enhance effective public education, to promote community collaboration, and to enable Success For All.

*For further details on these and other activities of the Limestone District School Board, see the Year End Report for Year 1 – Detailed Plan and/or Year end Report for Year 1 – Summary.*