

2018-19 Strategic Plan: Safe and Caring

Which of Horizon’s goals does this project plan support?
Provide safe and caring school environments for all students and staff.
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Primary Owner: Crandall Hrynkiw
Lead Unit/Branch: Learning Services
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Other Team Members: Jan Paproski, Jocelyne Possberg, Lance Hiltz, Lester Gardiner, Shelley Schell

1. Problem Statement (Current state and the reason for action.) *[Explain what and how big the problem is and why strategic action is required to address it.]*

In Horizon School Division not all of our students, staff and stakeholders feel safe and cared for, physically and emotionally.

2. Root Cause Analysis (What is causing the problem and what evidence can be provided to support the analysis?) *[Highlight baseline data and analysis that helps clarify the magnitude of the problem statement and narrow the focus for the future state statement. What are the barriers impeding change or success?]*

We continue to develop toward being an open (transparent, consistent, compliant, proactive) system in terms of effective communication, procedure, resources, training and acceptable practices.

Consistent approaches in messaging are necessary throughout Horizon to ensure promotion of safe and caring environments (ie. I Am Stronger, etc)

There is a need for greater understanding and empathy for demographic, culture, socio-economic and identity diversities and needs to address matters in a safe and caring, systemic manner. (ie. Sense of community, size of community)

There is a recognized number of our population who are experiencing brain health issues.

4. Implementation Plan (What are the high-level actions that will be taken to address the problem within the given timeframe? How will the future state be achieved?) *[More detail can be included in a separate implementation plan.]*

Actions	Deliverables	Lead	Start Date	Completion Date	Resources Required (Human and Financial)	Risk/Mitigation
Continue implementation of the Following Their Voices initiative (Reference ESSP 2015)	Teachers using discursive strategies in Raymore School	Crandall Hrynkiw, Lester Gardiner, Gene Unruh, Travis Flahr, Dustin Hubick, Courtney Bisson	Fall 2015	Spring 2019	0.5 FTE facilitator	Staff turnover/ succession planning intellectual property of FTV Ministry of Education
	Punnichy High FTV in other schools in Horizon School Division.	Crandall Hrynkiw, Lester Gardiner, Donna Nurse, Don Ireland, Monica Brann, Daniel Wachal	Fall 2018	Spring 2021		
	Determine readiness of other Horizon schools for Following Their Voices Initiative		Fall 2018			
Implementation of Citizenship Education	Students will learn what it means to be an upstanding Canadian citizen through their social science curricula.	Crandall Hrynkiw/ Shelley Schell	Spring 2016 Fall 2018	Spring 2018 Spring 2019	Google Label Treaty Catalyst/ Citizenship Teachers	Staff turnover/ succession planning

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Promotion of Digital Citizenship in line of Citizenship Education	Saskatchewan's educational system promotes the development and deepening of student and educator digital fluency.	Crandall Hrynkiw	Fall 2016	Spring 2018		Digital Fluency Resources and continue to be updated
Strengthen personal learning strategies and refine solution-seeking processes to facilitate and promote responsible, ethical, and legal uses of technologies.	Students and educators participate discerningly in a global digital society.	Crandall Hrynkiw	Fall 2016	Spring 2018		Global Digital Resources
	Students have equitable access to high quality instruction through flexible approaches using technology that meet the diverse needs of students and teachers within the school division.	Human Resource Justin Arendt Kam Kiland	Fall 2016	Spring 2018	Hardware and Connection	
	Infrastructure that is accessible, sustainable, and responsive to the needs of the education sector exists.	Justin Arendt Kam Kiland	Fall 2016	Spring 2019	Office Location Safe and Caring	
	Teaching our students to understand: their rights and responsibilities when using technology, act respectful while online, use technology ethically and legally, to understand what online bullying is, and how to both safeguard oneself from bullying or to deal with it when it occurs.	Crandall Hrynkiw	Fall 2016	Spring 2018	Digital Citizenship Education Resources	
	Strengthen personal learning strategies and refine solution-seeking processes to facilitate and promote responsible, ethical, and legal uses of technologies.	Crandall Hrynkiw	Fall 2106	Spring 2018	Digital Citizenship Resources	Portal

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	Influence new and revise existing K-12 curricular outcomes and indicators to require the development of digitally fluent learners.	Crandall Hrynkiw	Fall 2016	Spring 2018	Scholantis Sharing Portal and Google	
	Collaborate to create or evaluate supports for teachers and students that facilitate purposeful and effective uses of technologies.	Crandall Hrynkiw	Fall 2016	Spring 2018		
	Distance learners have success rates that are equivalent to students in traditional classroom environments.	Randy MacLEAN Garth Anderson	Fall 2016	Spring 2018	Complete Distance Delivery Offerings	
	Students and teachers have safe, reasonable, and equitable access to one another and to the world.	Justin Arendt	Fall 2016	Spring 2018	Bring Your Own Devices	
	Teachers and students have access to appropriate networks.				Bring Your Own Devices	
7 Habits of Highly Effective People	To have all Horizon staff trained in 7 Habits (6 schools remaining) Goal to become Leader in Me schools		2015 2016	2020		
Red Cross Respect Ed	Learning Services staff trained to facilitate Be Safe, Beyond the Hurt and Healthy Relationships		Spring 2018			
	Students are being trained in Beyond the Hurt to become Youth Facilitators in their school.		Fall 2018			

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	Kids in the Know	Kids in the Know kits purchased and distributed to schools which included online training for teachers		Fall 2017			
	Mental Health First Aid Training - Adults Who Interact With Youth	Two training sessions took place in March 2018. Twenty-six and twenty-four Horizon employees were trained. We are partnering with the Ministry and offering training sessions to Horizon staff in November 2018, January and February 2019.		2017-18			
<p>Citizenship through sport.</p> <p>The HCAA as a whole and the schools within the HCAA continue to have significant successes year-in and year-out. Although the HCAA has only the 11th highest number of enrolled students out of 14 districts in the province, their participation numbers rank much higher. 73% of the grade 6-12 students in the HCAA schools last school year took part in at least one school sport activity, and those who participated <i>averaged</i> two and a half school sport activities through the school year. This last number is very significant, as studies have shown a multi-sport experience offers great benefits to an athlete's development.</p>	Citizenship through Sport	Horizon students participate through SHSAA/HCAA athletic activities at both junior and senior levels. Students will learn sportsmanship, citizenship, and personal development through individual and team sporting activities.	Brian Grest	Ongoing 2014	2020	Teacher coaches, community coaches, officials	Staff coach certification and re-certification Non-faculty coach re-certification complete with CRC and VSC, teachers, students, community members
	Progress with the dissemination of Culturally Responsive Module. <i>When does this run its course?</i>	Pedagogy that includes, recognizes and celebrates all cultures. Year to year continuity and extension of the Cultural Responsive Module for new teachers and new principals.	Crandall Hrynkiw, Lester Gardiner	Fall 2015	Spring 2018	Office365 survey construction Feb 15, 2015 Feb 15, 2018 Annual Administration	Succession planning
	Leading to Learn Provincial <i>When do we engage?</i>			Fall 2019 if budget allows			
	Ensure continued access to Student Services (Counseling, Occupational Therapists, Speech & Language Pathologists, Psychologists, Career Counselors) and Outreach Workers.	All students in our division feel safe, supported, accepted and valued (Reference OurSchool Survey)	Darrell Paproski, Jason Neville, Crandall Hrynkiw	On-going	On-going	Student Services Professionals CLEVR	

Actions	Deliverables	Lead	Start Date	Completion Date	Resources Required (Human and Financial)	Risk/Mitigation
Hub and CoR implementation <ul style="list-style-type: none"> George Gordon First Nation Humboldt and Area Look at other communities interagency connections Needs to be on the agenda for Chief and Council meetings Development and Signing of a VTRA Protocol	Our students will report high levels of intellectual engagement and sense of belonging (Reference OurSCHOOL Survey) Provincial – SD – Our School - Date	Jan Paproski	Fall 2015 - GGFN Fall 2016 Fall 2016	Spring 2016 GGFN Spring 2018 RCMP F Tribal Council Personnel Provincial Human Services	- Access to the provincial Hub reporting mechanism - Continued support from F Division (RCMP) and Horizon student counsellors	
CPO (Community Program Officer)	Achieve parity between First Nations and Métis students and non-First Nations and Métis students. (Reference ESSP 2015)	Lester Gardiner	Fall 2014	On-going	Continued support from F Division (RCMP) and Horizon student counsellors	
Implement a system-wide approach to find efficiencies and increase value-add in order for the sector to be responsive to the challenges of student needs. (Reference ESSP 2015)		All	Fall 2015	Ongoing		
Implementation of system-wide school safety plans, with facility-specific considerations. <ul style="list-style-type: none"> 100% compliance is expected for Administrative Procedures related to School Safety Plan drills, eg. fire drills, lockdown, hold and secure and bus evacuation 	School level staff and students preparedness in the event of an emergency. Moved from Google Docs to Safe & Caring APP development	Crandall Hrynkiw	Spring 2015 Spring 2017	Fall 2018 Safe and Caring APP – implement Fall 2018 review	Tracking Efficiency	
Provide timely wrap-around response to VTRA, TERT, ASIST incidents and maintain strong relationships with outside agencies and community services.	Staff trained in every school. All appropriate staff and partner agencies notified and engaged in timely manner.	Jan Paproski			Humboldt HUB	

Actions	Deliverables	Lead	Start Date	Completion Date	Resources Required (Human and Financial)	Risk/Mitigation
Physical location of school office to front of the building to monitor coming and going of all persons. Video Surveillance in busses and buildings – to assist monitoring of all persons.		Justin Arendt, Kam Kiland Jocelyne Possberg	Fall 2014	Ongoing	Capital	
GSA Horizon/GSA HCI for the purpose of creating a Welcoming and Safe school environment	Horizon Procedure/HCI Procedure		Fall 2015	Fall 2016 but not approved yet	OUT Saskatoon Gender neutral washrooms Curriculum necessary The Canadian Charter of Rights and Freedoms The Canadian Human Rights Act The Criminal Code of Canada The Saskatchewan Human Rights Code The Saskatchewan Education Act(1995) Handbook dates	Pace of curricular development Understanding of LGBTQ Two spirited
Collective Agreements are negotiated in good faith with staff		HR/Director of Education/ Deputy Director			Handbook dates	
Continue to have Safe and Caring Events: Christmas Hamper Project Staff Appreciation Student Day Celebration Day School Culture Days						Metrics to measure each

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	<p>We endeavor to engage in a number of proactive activities such as: Citizenship Education, Citizenship through sport, anti-bullying forums (Pink Shirt Day), Culturally Responsive Module implementation, Following Their Voices (FTV), Truth and Reconciliation Calls to Action (Orange Shirt Day), LGBT (Rainbow Flag raising at Humboldt City Hall) Rainbow Coffee Groups extending beyond Humboldt, Orange Shirt Day</p> <p>To prevent the need for reactive interventions such as: VTRA, TERT, ASIST, in school and out of school suspensions, engagement of other agencies through Hub</p>						Metrics to measure
	Annual Holocaust and Human Rights Symposium	Students participate in a program that deepens their understanding of Human Rights and their role in upholding these rights as citizens.		Fall 2017/ Spring 2018	Annual	Not held in 2018-19 due to budget constraints	Budget
<p>3. Future State (How will the situation will be different because of the actions taken to improve it?) [List the overarching and annual targets for the outcome.]</p>	<p>5. Metrics (How will you know a change has been an improvement?) [Identify outcome and process metrics that will indicate the project success and include balancing measures to ensure the project doesn't negatively affect other metrics. These should relate to the actions noted above in the implementation plan. Identify measures that are anticipated to change monthly.]</p>			<p>6. Engagement (How is this plan informed by the lens of Student First? How will children, parents, teachers and stakeholders, etc., be engaged in this work?) [Name any target groups required for success.]</p>			
<p>In Horizon School Division, all students, staff and stakeholders will feel safe and cared for, physically and emotionally, 100% of the time.</p>	<p>Safe and Caring indicators:</p> <p>Edu data – Online Bullying Reports</p> <p>Students who are victims of bullying add data as evidence that this is a concern.</p> <ul style="list-style-type: none"> * 2015-2016 - there were five (5) "Speak Up Against Bullying – Online Reports" reported in five (5) Horizon schools. * 2016-2017 - there were five (5) "Speak Up Against Bullying – Online Reports" reported in five (5) Horizon schools. * 2017-2018 - there were six (6) "Speak Up Against Bullying – Online Reports" reported in four (4) Horizon schools. 			<p>Student First: Relationships – Relationships – Relationships</p> <p>The school level project plans will be done collaboratively by the school staff and SCC – comprehensive school community health embedded within</p> <p>Collaboration and communication with RCMP, Fire Department, EMTs, any municipal services, in regards to the School Safety Plan.</p>			

OurSCHOOL – Measures:

Students who feel safe attending this school

Elementary

2015-16	2016-17	2017-18
71%/71%	72%/72%	72%/70%

High School

2015-16	2016-17	2017-18
75%/75%	79%/80%	78%/76%

Students who are victims of bullying

Elementary

2015-16	2016-17	2017-18
23%/25%	21%/19%	19%/21%

High School

2015-16	2016-17	2017-18
15%/17%	12%/13%	12%/13%

TERTs

- 2015-16 - 20 in 18 schools
- 2016-17 - 6 in 6 schools
- 2017-18 - 19 in 21 schools

ASISTs

- 2015-16 - 20 in 14 schools
- 2016-17 - 41 in 14 schools
- 2017-18 - 42 in 19 schools

VTRAs

- 2015-16 - 126 in 18 schools
- 2016-17 - 67 in 22 schools
- 2017-18 - 70 in 25 schools

WCB Claims (Megan)

Student Accident Insurance Claims

- 2015-16 - 183 claims
- 2016-17 - 164 claims
- 2017-18 - 168 claims

School renovations to improve safety at the front entrance:

2015-16

- Archerwill - main office relocated to front of the school
- Lanigan Central High - reconfigured main office and security system
- LeRoy - entire school was re-keyed
- Muenster - Surveillance system installed as main office could not be relocated
- Punnichy Community High - Security system
- Quill Lake - exterior doors re-keyed
- Raymore - security system
- William Derby - security system
- Watson - surveillance camera system install so secretary has ability to watch all entrances and security system
- Wakaw - entire school was re-keyed
- Winston - entire school was re-keyed

2016-17

- Cudworth - exterior doors
- Foam Lake Composite - lock doors
- Foam Lake Elementary - lock doors
- Ituna - security system
- Nokomis - updated security system
- Raymore - re-keyed
- Wadena Composite - master keys
- Wakaw - doors
- Watrous Elementary - re-keyed
- Winston - doors
- Wynyard Composite - doors and security system
- Wynyard Elementary - locks and security system

2017-18

- Bulyea - main door access system
- Cudworth - door replacement
- Drake - door installation
- Imperial - office relocation
- Ituna - camera system
- Kelvington High - security panel replacement
- LeRoy - door replacement
- Muenster - camera system, door access system, office relocation
- Nokomis - door replacement
- Punnichy Community High - door replacement and NVR (part of security system) replaced
- Punnichy Elementary - main door access system
- Quill Lake - door access system, security panel replacement
- Wadena Composite - re-keyed school locks
- Wakaw - door access system and door replacement
- Watrous Elementary - door access system and door replacement
- Watson - extra cameras to security system
- William Derby - door replacement
- Winston - door replacement

Student Discipline (Suspensions reported in Maplewood) (Linda K)

	<p>Number of teachers trained in Citizenship Educational Outcomes K-12</p> <p>Measure of student achievement in relationship to the Citizenship Educational Outcomes</p> <p>Final Safety Climate Report – Saskatchewan Health and Safety Leadership Charter</p> <p>Student Attendance records</p> <p>Review of School Effectiveness (ROSE) data</p> <p>Occupational Health and Safety - Meetings/Minutes - APP</p> <p>Staff Safety Survey - ?</p> <p>Feedback Survey - ?</p> <p>Medical Leaves - HR #s</p> <p>Compassionate and Bereavement Leaves - HR #s</p> <p>How many students participated in safeTALK? (Jan)</p> <p>Number of Student Services referrals per group (SLP, OT, etc.) (Darrell's Team Clevr)</p> <p>Comparison of extra curricular participation student over enrolment as a percent. (Brian)</p>	
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