



Burnaby Board of Education
Strategic Plan
2019-2024



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Message from the Board Chair



There's something special about Burnaby Schools that draws us all here. I believe it is the privilege we each have to help make an impact on our students' lives.

As trustees, we are proud of public education in Burnaby. We see the inspiration in our schools and the success of our students. As a district, we're always challenging ourselves to be better – never resting on our collective achievements. It's the passion of all who work here that has created the exceptionally welcoming, inclusive, and diverse learning community for which Burnaby is known.

The strategic direction outlined here sets priorities that: build on the achievements of the past, while looking ahead to the future of education; help to prepare our students for a changing world; and take an outstanding education and make it even better. If that sounds ambitious, it is. We recognize we can't do it alone – relationships and partnerships strengthen all that we do.

Since the strategic planning process started, we have received thoughtful comments and input from district staff and educators that has helped inform and articulate the plan, and for which we are grateful. We look forward to connecting further with both staff and our partners in the community; your collective wisdom gives life to the plan. Without people and community, even the best of plans are just words on a page.

This is a dynamic and living document—one that will rely on consultation and commitment to continuously improve. I invite you to review this plan and engage in the important conversations and work moving forward.

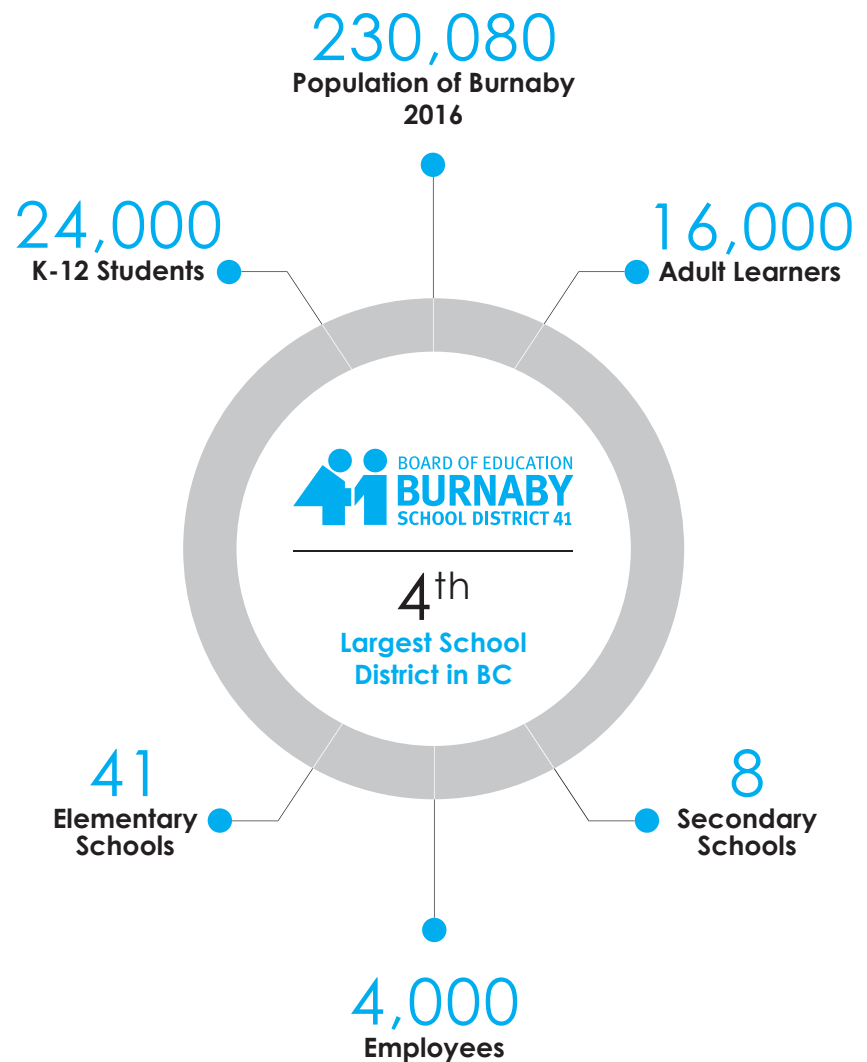
Gary Wong
Board Chair

Who We Are

Burnaby is on Coast Salish territory in the traditional and ancestral lands of the *hñq̓əmiñəm* and *skwxwú7* mesh speaking people. Burnaby is 90.61 square kilometres and is located at the geographical centre of Metro Vancouver. It borders the City of Vancouver on the west and Port Moody, Coquitlam and New Westminster on the east. It is further bordered by Burrard Inlet on the north and the Fraser River on the south. In 2016, it had a population of 230,080. Of note, with 50% of Burnaby's population born outside of Canada and more than 100 languages spoken by its students, it is one of the most culturally diverse school districts in Canada.

The Burnaby School District is the fourth largest in BC. The District operates 41 elementary and eight secondary schools, including a range of district programs and Provincial Resource Programs. The District enrolls 24,000 students (K-12) and employs 4,000 dedicated employees who are committed to providing all students with a wide variety of innovative, high-quality programs to ensure student achievement in areas that include academics, athletics, trades training, visual and performing arts, social responsibility and leadership. The District also provides lifelong learning opportunities to more than 16,000 adult learners through our established Burnaby Community & Continuing Education program.

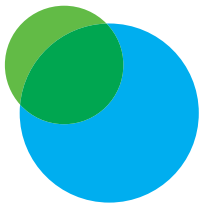
The work of the District is governed by seven elected Trustees. The Burnaby School Board is in its first of a four-year term.



Development of the Strategic Plan

The Burnaby School District's 2019-2024 Strategic Plan represents the cumulative input, experience and vision of the Board, the Senior Management and its 130+ member Burnaby Leadership Team. To build this plan, the Board brought the voice and vision of its constituents and community to bear.

The Plan was developed over a series of Board planning sessions conducted between January and June 2019. In addition, further consultations were held with the Senior Management and Burnaby Leadership Team to provide their experience, expertise and perspective; this input was used by the Board to inform and refine the development of this plan. As a result of this consultative process and the extensive contributions and guidance brought forward, the Board and Senior Management are confident in the vision and well-founded direction it sets out for the next five years.



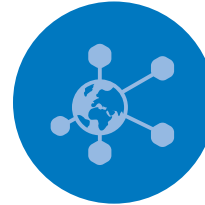
The strategic direction outlined here sets priorities that: build on the achievements of the past, while looking ahead to the future of education.





Our Vision, Mission and Values

● Our Vision, Mission and Values



Our Vision

A premier learning community where we engage and innovate to inspire global citizenship.



Our Mission

To engage and empower a caring, inclusive community of learners for the opportunities of today and tomorrow.



Our Values

Together these ways of thinking and acting help form the culture of our schools and workplaces. By upholding these values, we can build an environment that will lead to the fulfilment of our mission and vision.

Students Come First

Learners are at the centre of what we do. We focus on their lives within our schools, support them in their lives away from our schools, and keep in mind the lives they will lead in the future, recognizing that their time with us will be key in shaping their futures.

The Power of Diversity

Burnaby is one of the most diverse cities in the world, and we recognize this as a privilege and a strength. We meaningfully involve all learners and respect and value the infinitely variable characteristics that make them unique human beings.

Equity, Access, Inclusion

Our schools are for everyone. We recognize that barriers exist and seek to identify and remove them. We encourage our learners to speak honestly, and we uphold the rights of individuals, families and organizations within our schools and our community. We value and respect everyone's contributions.

Collaboration and Partnership

We strive for trusting, respectful, collaborative relationships, and we work together to ensure we make the best decisions. The learning environment includes our learners, teachers, all staff, families and the community. We work with and encourage the participation of all.

Curiosity, Innovation, Discovery

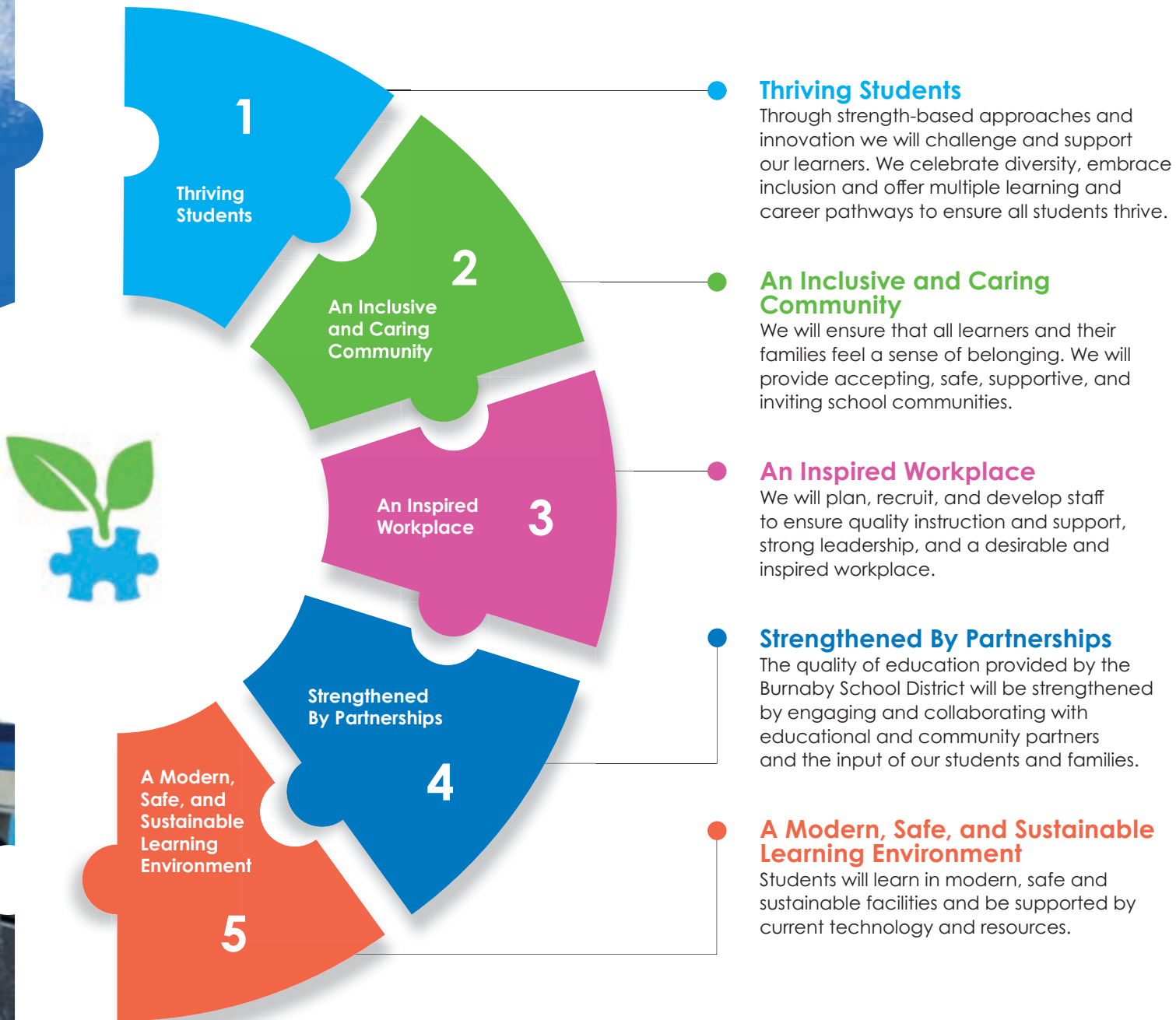
The world we live in is complex and rapidly changing. We, our students, and the world itself are beneficiaries when questions are asked, experiments undertaken, ventures launched, and challenges embraced. Our classrooms and school communities foster curiosity, innovation, and discovery.

Excellence, Success, Improvement

We challenge ourselves and our learners to make their highest contributions, and we foster opportunities to make this possible. We celebrate success and recognize that there are many ways to define and achieve it. Working collaboratively, we challenge ourselves and our learners to improve, as individuals and as a group. Along with these ideals, we place an equal emphasis on health and well-being, as it is required to support all of our contributions and achievements.



Our
Strategic
Priorities





Our
Goals and
Objectives

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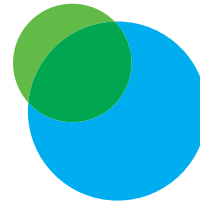
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Goals and Objectives

Thriving Students

1 Engage students in individualized, relevant and innovative learning opportunities

- i. Expand program options that meet the needs and interests of our student population.
- ii. Engage students and support learning through the innovative use of technology.
- iii. Build teachers' understanding of the updated District Literacy Framework to ensure it is used in implementing the Curricular Competencies within the curriculum.
- iv. Refine and implement district guidelines and a framework that support meaningful and authentic strategies to communicate student learning for K-7 and Grades 8 and 9.
- v. Develop summer learning courses and program offerings to align with the curriculum.
- vi. Implement the District Early Years Plan.
- vii. Implement flexible scheduling models in secondary schools.
- viii. Implement the updated English Language Learning Standards for English language learners.



Through strength-based approaches and innovation we will challenge and support our learners. We celebrate diversity, embrace inclusion and offer multiple learning and career pathways to ensure all students thrive.

- ix. Expand educational, recreational, cultural, social and emotional learning opportunities for children and youth within our community school model.

2 Embed Indigenous perspectives and knowledge across the District

- i. Create an action plan to inform future directions in Indigenous Education that address equity and reconciliation.
- ii. Improve academic achievement of all Indigenous students within Burnaby Schools.
- iii. Ensure educators are well supported to incorporate Indigenous worldviews and perspectives into instruction.
- iv. Increase the presence of Indigenous cultures, history, and languages across our school communities.

3

Implement a strength-based approach to inclusion that meets the diverse needs of all students

- i. Review, identify and implement adjustments within program and service options to meet the needs and interests of our diverse student population.
- ii. Increase professional learning opportunities to develop the capacity of classroom teachers, learning support teachers and Educational Assistants to teach and support learners with varying abilities and special needs.

4

Create opportunities for student success through multiple career development pathways

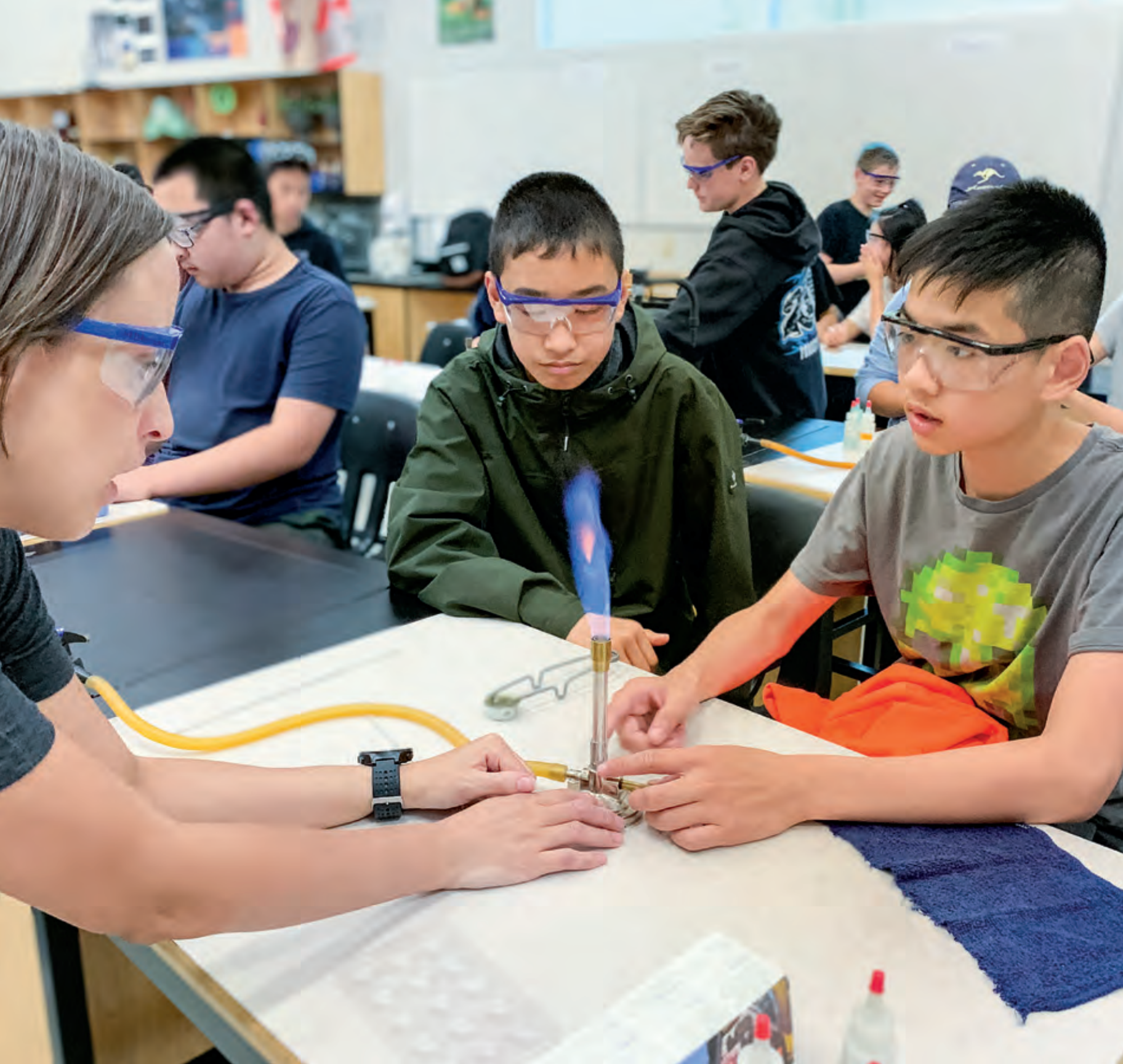
- i. Expand career exploration opportunities.
- ii. Develop innovative graduation capstone processes in secondary schools.
- iii. Enhance community and post-secondary partnerships leading to increased credentialed opportunities.
- iv. Increase participation rates in Youth Train in Trades and Youth Work in Trades programs.

- v. Expand community partnerships to provide increased work experience opportunities.
- vi. Provide all students with an opportunity to engage in an Applied Design, Skills and Technologies (ADST) experience.

5

Community and Continuing Education engages and meets the needs of the broader community

- i. Implement an improvement strategy that streamlines Community and Continuing Education Services.
- ii. Develop Community and Continuing Education course and program offerings to address changing community needs.
- iii. Increase Community and Continuing Education student completion rates.





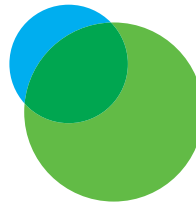
Goals and Objectives

An Inclusive and Caring Community

1

Create supportive, inclusive and caring learning communities

- i. Provide guidance and support to schools in the implementation of the District Code of Conduct.
- ii. Review and enhance transparency in processes designed to respond to the safety and education needs of all learners.
- iii. Review supports, services, and program options for vulnerable students and adjust to meet emerging needs.
- iv. Increase the number of before and after school childcare programs operating in the District, while partnering with the City of Burnaby to identify and address childcare needs.
- v. Ensure Sexual Orientation and Gender Identity (SOGI) policies and practices are clear, understood, and upheld in all schools and by all members of our school communities.
- vi. Expand opportunities for agencies to deliver family and community services within the context of our community school model.



We will ensure that all learners and their families feel a sense of belonging. We will provide accepting, safe, supportive, and inviting school communities.

2

Increase understanding and support of mental health and well-being

- i. Provide opportunities for teachers, administrators, and support staff to increase their understanding of trauma-informed practice so that learning environments are both physically and emotionally safe.
- ii. Expand opportunities for school staff, parents, and caregivers to increase their understanding of mental health literacy.
- iii. Enhance community partnerships to align mental health strategies with community services and support.
- iv. Increase opportunities for teachers to build capacity with physical and mental health education.

Goals and Objectives

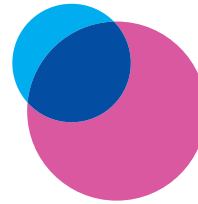
An Inspired Workplace

1 Enhance supports to empower employees in their roles

- i. Improve communication by creating a revamped and amalgamated intranet for employees.
- ii. Build opportunities for employees through clear succession planning.
- iii. Develop programs to assist employees with achieving their career aspirations within the District.

2 Increase the District's leadership capacity

- i. Build and clarify relevant professional development opportunities, career pathing, and positions for advancement.
- ii. Work with district staff to develop and implement a district leadership program.
- iii. Review and revise the Building Your Leadership Capacity program to better reflect staff and district needs.



We will plan, recruit, and train to ensure qualified instruction and support, strong leadership, and a desirable and inspired workplace.

- iv. Review and revise current Potential Administrative Leadership Shortlist (PALs) model to better reflect the needs of individuals in their potential growth.

3 Implement a staff recruitment / retention strategy that ensures qualified and capable staff in all positions

- i. Review and adjust qualifications for all positions to reflect district needs.
- ii. Work with district staff to review all positions to determine areas of current and future need.
- iii. Develop a yearly review of all casual positions to create a focus for recruitment.
- iv. Revise District Mentorship Program to better reflect the needs of new teachers in the District.

4

Develop and implement a mental health and wellness strategy to ensure the well being of all staff

- i. Examine best practice regarding mental health and wellness to develop a district mental health and well-being plan for employees.
- ii. Engage with the District Employee Family Assistance Program (EFAP) provider to identify, offer and provide targeted services for employee mental health.
- iii. Develop and implement a process to better assist staff returning to work.





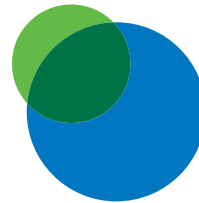
Goals and Objectives

Strengthened By Partnerships

1

Deepen engagement and collaboration and information sharing with educational and community partners, and families

- i. Share district stories and information in a meaningful and timely way.
- ii. Implement media and social media strategies to build awareness and understanding of the District's work.
- iii. Collaborate with key organizations and leaders in our community with a view to enhancing the work of the District.
- iv. Increase meaningful opportunities to engage partner and local groups in consultation and dialogue.
- v. Explore potential changes to the district's brand to align with the strategic direction.



The quality of education provided by the Burnaby School District will be strengthened by engaging and collaborating with educational and community partners and the input of our students and families.

2

Increase opportunities for student voice and engagement

- i. Identify innovative means and additional opportunities to enhance student input and agency.
- ii. Expand the opportunities for engagement of the District Student Advisory Council (DSAC).
- iii. Expand the advisory network of vulnerable students.

Goals and Objectives

A Modern, Safe, and Sustainable Learning Environment

1

Develop and implement a sustainable Education Technology Plan

- i. Develop and implement a sustainable district hardware replacement plan that meets the needs of staff and students.
- ii. Expand professional development opportunities to support the integration of technology in classrooms.
- iii. Develop a framework for innovation in education technology.
- iv. Develop a communication strategy for the Education Technology Plan.
- v. Engage the Technology Planning Council to define Education Technology Plan objectives.

2

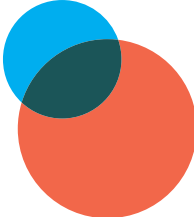
Develop a Long-Range Facility Plan consistent with Ministry Guidelines

- i. Collaborate with the City of Burnaby as they update their Official Community Plan (OCP) to inform future enrolment projections.
- ii. Develop and implement a multi-year strategy to seismically mitigate all schools with a "High" (H1, H2, or H3) government rating.

3

Increase District awareness of climate change and decrease the District's environmental impact

- i. Reduce the overall green-house gas output and carbon footprint of the District.
- ii. Reduce the District's overall physical waste, diversion, and consumption.
- iii. Engage the Burnaby Youth Sustainability Network (BYSN) to deliver quantifiable environmental outcomes.
- iv. Build awareness of the efforts undertaken by the Burnaby School District as a model for environmental awareness and sustainability.
- v. Review and strengthen policies and practices related to environment impact.



Students will learn in modern, safe and sustainable facilities and be supported by current technology and resources.



Our Board



Gary Wong
Chair



Jen Mezei
Vice Chair



Bill Brassington



Peter Cech



**Christine
Cunningham**



Larry Hayes



Ryan Stewart

District Office

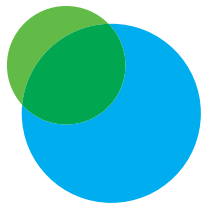


5325 Kincaid Street
Burnaby BC V5G 1W2

T 604-296-6900
E inquiries@burnabyschools.ca
W www.burnabyschools.ca

If you have questions or comments about the Strategic Plan, please contact us at **inquiries@burnabyschools.ca**

Burnaby Board of Education



Acknowledgments

The Board would like to express its sincere appreciation to the Senior Management and Burnaby Leadership Teams for the expertise, input, guidance and enthusiasm they brought to the development of this plan. The Board looks forward to working with district leadership as this plan is operationalized and work is underway to achieve the goals and objectives.

www.burnabyschools.ca

