



**DISTRICT EDUCATION COUNCIL
Superintendent Monitoring Report**

POLICY NAME	Mission Statement		
POLICY NUMBER	ASD-W-ER1	Number of Reports per year	1
Date of Report	October 29, 2015		
Date of Previous Report (s) This School Year	N/A		
Date of Future Report (s) This School Year	N/A		
Report Filed by:	David McTimoney, Superintendent		
Report Supported by:	N/A		

Current Situation

- **Policy states that the ends or expectations of the Anglophone West School District (ASD-W) shall be clearly stated and carefully monitored to ensure continuous quality improvement that is reflective of the district mission statement “Each student of Anglophone West School District will achieve his/her fullest potential, continuing to be a productive citizen in an ever-evolving world”.**
- **After extensive work and reflection on the part of the Senior Administration Team and with the support of the District Education Council, the ASD-W Mission Statement has changed. The statement is now: *Excited. Involved. Prepared***
- **In addition to revising the ASD-W Mission Statement, a new Vision Statement and Core Values were created and are summarized on a poster that is spread throughout the district (Appendix A).**
- **The ASD-W Mission Statement is clearly presented in our District Improvement Plan (DIP), along with the new Vision Statement and Core Values. The DIP is posted on the ASD-W district website and has been reviewed with school administration and district staff (please see the DIP at www.asd-w.nbed.nb.ca and looking under “About Us”).**
- **District staff reviews the DIP regularly and monitors progress of the plan. The Subject Coordinators each prepare an annual work plan that contains direct links to the DIP. There is a specific team that will meet at scheduled times with the targeted goal of focusing on the progress of the DIP.**

POLICY NAME**Mission Statement**

- **Schools are asked to develop School Improvement Plans (SIPs) that are linked to the DIP for ASD-W. Each SIP is reviewed by the ASD-W Supervisor of Data and Accountability and the corresponding Education Center Director of Schools. These individuals provide written feedback to the school principal. This process and feedback help ensure components of improvement planning are evident.**
- **The ASD-W Supervisor of Data and Accountability houses and analyzes many sources of data (provincial and international achievement results, school review results, New Brunswick Wellness Reports, perception data, behavioral conduct data, etc.) that are aimed at providing the district with relevant information about the successes and needs of the student population. The Supervisor will mentor and share with district and school staff, all in the name of making informed decisions for improving student success.**

Looking Ahead

- **District leaders will continue to promote the new Mission, Vision and Core Values as foundational beliefs when it comes to student learning, engaging children and stakeholders and creating a professional and learning environment that is safe, positive and forward-moving.**
- **District and school leaders will make reference to the new Mission, Vision and Core Values when having individual and small group conversations. Core Values will be followed in times of celebration and in times of difficulty...they will keep district and school leaders grounded.**
- **The Superintendent stays current on the successes and areas of need for the schools within the district. As a form of positive communication and in the spirit of collaboration and professional learning, the Superintendent will continue to host a school and district conference call series on policy and current affairs.**
- **ASD-W will create a "Culture Committee" of various school and district leaders that will be charged with the mandate of examining school and district culture with the hopes of helping to shape positive change in the organization.**
- **ASD-W will create a "Leadership Committee" of various school principals that will represent clusters of schools. This committee will help the district leadership team stay current with success and challenges at the school setting.**
- **A recommendation is made that the DEC change DEC Policy ASD-W-ER1 to reflect the new Mission Statement.**

POLICY NAME

Mission Statement

Challenges

- **ASD-W continues work at building consistency in expectations and operations across a very large school district. Although considerable progress has been made, the district is still developing as an amalgamated district.**
- **ASD-W leadership continues to work at building trust among the staff, students, parents and community stakeholders.**
- **The size of ASD-W and the large number of staff and students (and geography) makes for challenges in regular interaction among leadership and staff.**
- **The volume of “managerial” tasks can monopolize time of the Superintendent and Directors, taking away from the increased ability to provide educational leadership.**

Addressing the Challenges

- **The Superintendent and Directors will continue to build relationships by living through the Core Values that have been established, making reference to them regularly.**
- **Sharing leadership responsibilities is critical and the Senior Administration Team is taking the time to formally clarify roles and responsibilities among them.**
- **The Superintendent and Directors show a true commitment to the district, coupled with hard work and reaching out for help when necessary.**

Appendices

- **Appendix A – Mission, Vision and Core Values Statements**

Superintendent’s Signature: _____

DEC Chair Signature: _____

Date: _____



ANGLOPHONE WEST SCHOOL DISTRICT

Our Mission

Excited. Involved. Prepared.

Core Values

Pursuit of Excellence

- Act consistently with our values
- Commit to continuous learning and teaching
- Identify strengths, weaknesses and opportunities to ensure improvement
- Welcome performance feedback

Trust, Openness and Transparency

- Act in a manner that is honest, trustworthy and with integrity
- Act in a professional and respectful manner
- Communicate challenges, difficulties and expectations openly and constructively

Collaborative Relationships

- Invest in people
- Promote teaming
- Support group decision-making and problem solving
- Welcome and encourage participation

Support and Recognition

- Express concern for others
- Recognize progress
- Celebrate achievements
- Build and leverage strengths

Shared Leadership

- Structure an environment of shared decision making
- Focus on building capacity
- Share responsibility
- Address difficult situations

Engagement

- Commit to the vision
- Collaborate to move forward
- Focus on solutions
- Support a culture of creativity

Our Vision

All individuals
engaged within our
system are
empowered to assist
in building resilient,
confident and
contributing
members of our
communities.