



# **District Improvement Plan and Positive Learning & Working Environment Plan**

**2017-2020  
Overview**



*Excited. Involved.  
Prepared.*



## Message from the Interim Superintendent

The District Improvement and Positive Learning and Working Environment Plans are our roadmaps that guide us over the next three years as we set targets, determine actions and monitor change. As learners in this system, we have an important role to play. It is our responsibility to implement actions that positively impact the learning of our students and colleagues.

By concentrating our efforts in strengthening instructional practices, shared decision making, and leadership opportunities while enhancing our culture and climate, engagement of students and employees will increase.

Together, we can achieve results that will guide our students in becoming the resilient, confident and contributing members of our communities, fulfilling our ASD-W vision.

Catherine Blaney





## Our Vision

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

## 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 as 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



## **Priorities 2017-2020 In the Service of Learning**

*“Learner” refers to both adults and students*

### **District Improvement Plan**

1. Enhance Engagement of All Learners
2. Focus on Formative Assessment Practices to Support Pedagogy and Learning
3. Build Collaborative Leadership Capacity

**&**

### **Positive Learning and Working Environment Plan**

1. Enhance Positive Learning and Working Environments





## Goals 2017-18

### DIP – Goal 1

Anglophone School District-West will strengthen teaching practices and learning environments to foster the engagement of all learners with a focus on increasing student voice.

*In order to truly teach our students, we must be willing to learn from them. Only they can tell us where they would like their journey to take them beyond school, and that is essential information if we are to do the important work of successfully inspiring and equipping them for what lies ahead. By inviting and encouraging their voices, and being open to what they have to say, educators create a community of collaborative learners*

Quaglia & Corso – Student Voice The Instrument of Change, p. 7

### DIP – Goal 2

Anglophone School District-West will build upon the use of formative assessment practices and strategies to allow learners to share: where they are; where they are going; how they are going to get there; and what to do next, with an emphasis on students as assessment capable learners.



*Assessment-capable learners are students who can assess their own learning. They take risks and know what to do when they don't know what to do. They know WHERE they are going in their present learning. HOW they are going (getting there), and WHERE TO GO NEXT as they evolve as a learner.*

Dewitt - Collaborative Leadership, p. 68



## Goals 2017-18

### DIP – Goal 3

Anglophone School District-West will work with all stakeholders to strengthen collective efficacy through collaborative leadership.

*The leader who helps develop focused collaborative capacity will make the greatest contribution to student learning.*

Fulton & Quinn - Coherence. p. 57

### DPLWEP – Goal 1

Anglophone School District-West will strengthen the collective understanding of positive learning and working environments.

*“School cultures are influential. They shape and re-shape what people do, think, and feel*

Hongboontri & Keawkhong, 2014

### DPLWEP – Goal 2

Anglophone School District-West will strengthen the conditions for success by targeting strategies to promote connectedness in the educational community.

*“Teachers can impact school culture, with the largest effect coming from their individual interactions and relationships with students”*

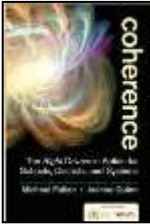
Young et al - Positive behavior support in secondary schools

*“...shared beliefs shape the normative environment...these shared beliefs are in an important aspect of the culture...”*

Dewitt 2017 pg 61



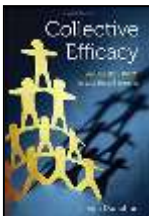
## Resources / References



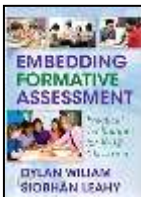
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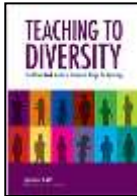
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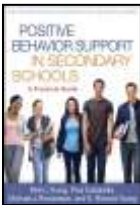
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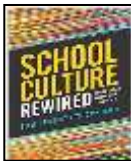
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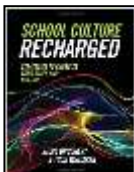
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