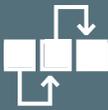


Saskatoon Public Schools STRATEGIC MEASUREMENT PLAN

OUR VISION Every Student is Known • Valued • Believed In

OUR COMMITMENT We will create learning experiences that inspire all students to reach their potential.

STRATEGIC OBJECTIVES AND STRATEGY MAP	MEASURES	TARGETS	INITIATIVES
 <p>ACADEMIC EXCELLENCE</p>	<ul style="list-style-type: none"> • Student learning prek-k • Student learning grades 1-8 • Credit attainment • Graduation rate 	<p>Data Increases (June 2023-June 2024):</p> <ul style="list-style-type: none"> • 1% increase in kindergarten students will exit “ready to learn” as indicated by division EYE data • 1% increase in prekindergarten students will exit “ready to learn” as indicated by division EYE data • 2% increase of grades 1-3 students attaining at or above grade level benchmark in reading • 1% increase in grades 1-8 students at or above grade levels in English language arts and mathematics report card indicators • 1% increase in grade 9 students achieving 8+ credits the following year • 1% increase in grades 10-12 students attaining 8+ credits • 1% increase in three and five year graduation rates 	<ul style="list-style-type: none"> • Continued implementation of the prekindergarten to grade 8 Comprehensive Literacy Plan with an instructional focus on oral language, reading and writing • Continued implementation of oral reading fluency measure in grades 1-8 • SPSF Early Learning Start campaign continues including expanded programming in full day kindergarten (28 schools), Page Turners tutor program (60 programs) and Camp Brain Power (18 schools) • Targeted professional development
 <p>CHARACTER</p>	<ul style="list-style-type: none"> • Learning skills/work habits from elementary report card • Respect, responsibility and perseverance measures (OurSchool) 	<p>Data Increases (June 2023-June 2024):</p> <ul style="list-style-type: none"> • 1% increase in consistent growth in the areas of respect, responsibility and perseverance • 1% increase in the frequency of grades 1-8 students showing perseverance and responsibility 	<ul style="list-style-type: none"> • Citizenship education • Anti-racist/anti-oppressive education • Targeted professional development
 <p>ENGAGEMENT</p>	<ul style="list-style-type: none"> • Student attendance • Student engagement measures (OurSchool) 	<p>Data Increases (June 2023-June 2024):</p> <ul style="list-style-type: none"> • Increase students attending 80% of the time or more by 1% • Increase OurSchool Intellectual Engagement, Interested and Motivated measures for grades 7-12 by 1% 	<ul style="list-style-type: none"> • Edsby for increased student/parent engagement • Quality instruction, teacher student relations, learning climate, expectations for success and advocacy at school • Indigenous cultural programming • Unique programming
 <p>WELL-BEING</p>	<ul style="list-style-type: none"> • OurSchool student measures related to well-being • Anxiety, depression, hedonic well-being, eudaimonic well-being • Number of staff trained in initiatives related to well-being • Mental Health First Aid, VTRA, ASIST, TES, SafeTalk, Be Safe Kit, Anxiety Canada 	<ul style="list-style-type: none"> • Decrease anxiety and depression by 2% in year one • Increase hedonic well-being by 2% and eudaimonic well-being by 2% in year one • Increase number of staff members trained in initiatives by 3% 	<ul style="list-style-type: none"> • Recertification and certification of VTRA trainers • Monitor and support newly developed anti-racist/anti-oppressive administrative procedure and supporting documents • Saskatoon Industry Education Council Partnership – Social Emotional Learning resources and My Anxiety Plan for Educators expansion • Sharing resources with teachers and monitoring their use • Development of staff well-being champion program in all schools

STRATEGIC OBJECTIVES AND STRATEGY MAP	MEASURES	TARGETS	INITIATIVES (Project Plan Initiatives)
 RELATIONSHIPS	<ul style="list-style-type: none"> • Student measures on advocacy at school (OurSchool) • Student management – prioritize student/teacher relations (OurSchool) • Community partnerships 	Data Increases (June 2023-June 2024): <ul style="list-style-type: none"> • 1% increase in advocacy at school throughout the division • 1% increase in positive student/teacher relations 	<ul style="list-style-type: none"> • Sustained focus on the classroom environment domain of the Assessment for Teaching • Professional learning related to calm and engaged classrooms • Monitor and support newly developed Harassment, Intimidation and Bullying administrative procedure (AP 367)
 EQUITY	<ul style="list-style-type: none"> • Representative workforce 	<ul style="list-style-type: none"> • Increase Indigenous representation to 10% of total employee base during the 2023-24 school year 	<ul style="list-style-type: none"> • Continue leadership equity professional development • Implement and enhance employee network groups • Enhance anti-racist/anti-oppressive practices • wāhkōhtowin PD model: U of S SUNTEP/ITEP • Representative and culturally competent workforce strategy – review interview processes internally
 ACCOUNTABILITY	<ul style="list-style-type: none"> • Strategic measurement plan 	<ul style="list-style-type: none"> • Demonstrate improvement in all areas through effective supports for learning and business 	<ul style="list-style-type: none"> • Provide yearly Board update with progress on targets and initiatives • Develop communication plan with school-based administration and School Community Councils • Share measurement plan targets and initiatives through division report to the community
 FINANCIAL STEWARDSHIP	<ul style="list-style-type: none"> • Audited financial statements 	<ul style="list-style-type: none"> • Actual expenditures at or below budget • Instruction expenses at 72% of total budget • Unrestricted and internally restricted financial reserves between 1.5% and 12.0% of annual operating revenue 	<ul style="list-style-type: none"> • Quarterly financial variance report analysis • Continue to develop and improve budget processes and cycles
 INTERNAL BUSINESS PROCESSES	<ul style="list-style-type: none"> • Human resources report • Facility condition index • Enrolment share/retention • Access to technological resources to enhance student learning 	<ul style="list-style-type: none"> • Limit the increase in our facility condition index to three percentage points per year based on infrastructure needs and estimated preventative maintenance and renewal (PMR) funding • Maintain student to computer ratio goal of 4:1 division-wide 	<ul style="list-style-type: none"> • Facilities: preventative maintenance and renewal • School division marketing plan • Strategic planning sessions • Human Resources: exit interviews reviewed twice a year by staffing superintendents • Exit survey for families who leave Saskatoon Public Schools • Work to increase the ratio of computers to students

OUR COMMITMENT TO LEARNING