

Staff Report



December 10, 2024

To Board of Education (Public Meeting)

From Sean Nosek, Superintendent/CEO

Re Learning Support Services Department – Strategic Plan Progress Report

This report is presented to the Board for Information.

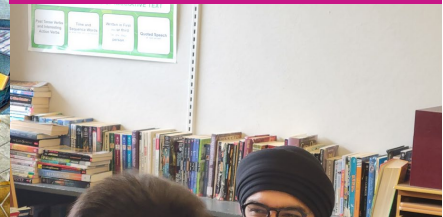
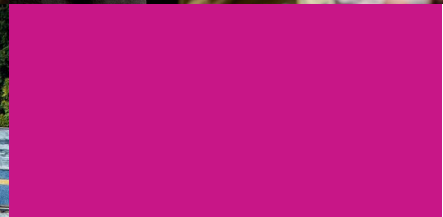
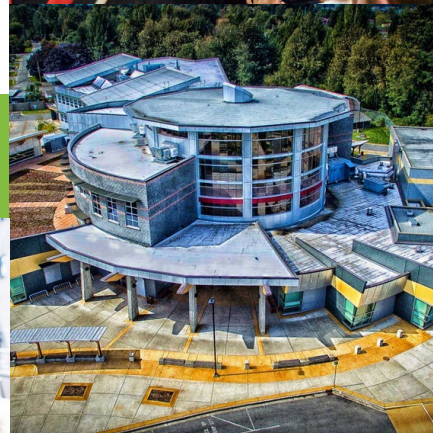
BACKGROUND:

Director of Instruction – Learning Support Services, Michelle Gehring, will provide an update to the Board on progress made in areas of the District’s Strategic Plan related to strategic goals for ‘Excellence in Teaching,’ with a particular focus on inclusive classrooms. Key achievements and projects from the 2023-24 school year that support the department’s strategies will be highlighted, as well as a look at the ongoing work in 2024-25.



Learning Support Services Strategic Plan Progress Report

Michelle Gehring
December 10, 2024



Our Department & Strategic Focus



About Our Department

The Learning Support Services Department works in partnership with school teams, families and community partners to maximize the learning potential of every student.

Together we are focused on growing:

- Inclusive Mindsets and Practices
- Mental Health and Wellness
- Strong Relationships

Belonging, Learning and Success for Every Learner



Looking Back: 2023/24 School Year



Strategic Plan Pillar Connected to Our Work...



Student Success

Our students will be engaged, challenged, and prepared for a lifetime of success.



Optimized Resources

We will be creative and responsible in the management of our educational resources.



Engaging Opportunities

We will provide engaging opportunities for every member of our organization to contribute to student success.



Progressive Workforce

We will provide a workplace that fosters creativity, inspires excellence, and challenges everyone to embrace growth.



OBJECTIVE:

Increase capacity to implement inclusive instructional practices



ACTIVITIES:

- Bi-weekly EA training
- AAC in the Classroom
- DIST team support
- Triple I Support
- Staff Meeting Presentations

OBJECTIVE:

Increase capacity to implement SEL, mental health, and trauma informed practices



ACTIVITIES:

- EDIA and SEL presentations in schools
- ‘Ensouling our Schools’ book study
- Newcomer Mental Health and trauma support training
- Mindfulness in Classrooms
- CALM partnership with FVCDC
- Paws for Reading

OBJECTIVE:

Increase professional learning opportunities for support staff



ACTIVITIES:

- Provincial EA Conference
- After school EA trainings
- EA Mentorship
- Crisis Prevention Institute (CPI) certification
- Partnership with HR for new hires
- Monthly YCW training
- Bus driver training

Successes



- Increased collaboration with school teams
- DIST team supported 7 middle schools and 11 elementary schools, collaborated on over 100 students
- Paid EA bi-weekly EA trainings always at capacity (45)
- High participation of school-based LSS at monthly inservices

Successes



- 559 students learned about mindfulness
- More than 425 students supported through SEL early intervention
- More than 270 staff received CPI Certification
- 140 staff learned about newcomer mental health and trauma supports
- Increased collaboration within the department and throughout CORE

Emerging Areas of Need



- Increasing student complexity
- Workforce availability challenges
- Early career staff learning and support (ongoing)
- Mental Health and wellness of students, staff and families

Looking Ahead: 2024/25 School Year



Future Plans



Increasing capacity to ensure that every student experiences belonging, learning and success in our schools, by coming alongside school staff, providing high value professional learning opportunities and communities of connection and support,

Focusing on:

- Accessible Literacy
- Inclusive Mindsets and Practices
- Mental Health and Wellbeing
- Complex Behaviours

Future Plans



Creating exciting opportunities for students with disabilities and diverse abilities.

Focusing on:

- Extra-curricular
- Transitions
- Career development

Thank you.

Questions?





Objectives progress report

Strategic Plan 2023-24

Reporting dates not set

Report Created On: Dec 05, 2024

Progressive Workforce

The more we learn, the more we grow. We will provide a workplace that fosters creativity, inspires excellence, and challenges everyone to embrace growth.

	%	#
On Track	75.0	3
Some Disruption	25.0	1

Objectives 4.1 Progress 91%

Increase workforce capacity and engagement.

	%	#
On Track	100.0	1

Activity 4.1.3 Jul 01, 2023 - Jun 30, 2024 On Track Progress 91%

Increase the capacity of support staff to implement inclusive practices and programs

Work Plan

1. Offer targeted professional learning opportunities for support staff.
2. Increase symmetry of professional learning of support staff with teaching staff
3. Increase connection between school support staff and district staff.

Update provided by Michelle Gehring on Jun 28, 2024 20:38:57

UPDATE INFORMATION

Successes

- Partnership with Human Resources to support onboarding of EAs
- Ran 17 paid afterschool sessions for EAs, with an average attendance of 45.
- 60 staff accessed the EA Mentors.
- Facilitated numerous opportunities for learning for support staff on professional development days.
- Hosted monthly meetings for all YCWs.
- Training and presentations to bus drivers.

Challenges

- Creating enough sessions on professional development days for all support staff to have access.
- Engaging support staff in opportunities outside of their paid hours.
- While training with support staff is valuable, offering opportunities for school teams to learn together would have a greater impact. This is extremely difficult to create.

Objectives 4.2 Progress 84%

Achieve excellence in teaching.

	%	#
On Track	100.0	2

Activity 4.2.6

Jul 01, 2023 - Jun 30, 2024

On Track

Progress 80%

Increase the capacity of teaching staff to design and implement inclusive practices

Work Plan

1. Provide structured support and professional learning for early career LSS teachers.
2. Provide support and professional learning opportunities for school teams to develop and implement Tier 1 strategies and supports.
3. Provide structured support and professional learning for school teams to develop and implement Tier 3 targeted programming for students with complex needs.
4. Foster the creation of connections between school LSS staff and with district LSS staff.

Update provided by Michelle Gehring on Jun 28, 2024 21:02:19

UPDATE INFORMATION**Successes**

- Monthly sessions for school LSS teachers were well attended.
- Weekly consultations between resource room teachers and SLPs
- 3 AAC in the Classroom collaborations
- DIST team supported 7 middle schools and 11 elementary schools, and collaborated with schools on more than 100 students.
- Increased involvement by District LSS staff in school SBT meetings
- Multiple presentations at staff meetings

Challenges

- Safety plan development dominated the Helping teachers after school time, significantly reducing opportunities for them to offer professional learning or host communities of practice.
- Reluctance of school staff to commit to after school sessions.
- Increased complexity in student behaviour is leading to more students being placed on partial day programs and potential refusals of unsafe work.
- Struggle to do the proactive work as team is constantly supporting emerging situations in schools.

Activity 4.2.7

Jul 01, 2023 - Jun 30, 2024

On Track

Progress 88%

Create safe, accountable and inclusive school environments that are responsive to the diversity of our communities.

Work Plan

1. Increase staff capacity to implement evidence-based strategies related to mental health and wellness.
2. Increase staff capacity to implement universal strategies that promote holistic interventions for social-emotional learning.
3. Implement anti-racism and anti-discrimination education and strategies for all staff.
4. Increase participation in Nonviolent Crisis Intervention training.
5. Support school teams through recovery/to return to work after safety events involving students.

Update provided by Michelle Gehring on Jun 28, 2024 21:21:53

UPDATE INFORMATION**Successes**

- 271 staff trained in NonViolent Crisis Intervention
- Presented on EDIA at 23 schools
- Presented on SEL at 16 schools
- 'Ensouling Our Schools' book study offered as a lunch & learn with 12 educators participating
- Teaching and co-teaching on EDIA in 91 classrooms
- Presentation on Newcomer mental health and trauma support to 140 participants
- SEL-focused consultation with 44 educators ranging from K-12

Challenges

- Funding to provide release time or resources to better support educator engagement and implementation.
- Limited district staff to meet the rising needs in schools.
- Community events related to SOGI.

Objectives 4.4

Progress 54%

Enhance the health and safety of employees.

	%	#
Some Disruption	100.0	1

Activity 4.4.4

Jul 01, 2023 - Jun 30, 2024

Some Disruption

Progress 54%

Proactively Implement Evidence-Based Skills and Strategies that Foster Strong Relationships and Create Safe Learning Communities for Students and Staff.

Work Plan

Strategies:

- Pro-active, Prevention skills and knowledge training (CPI, Brain Friendly Strategies, Relationship Building)
- Nurture Communities of Practice
- Focus on Tier 1 strategies for all learners
- Interdisciplinary Team approach and co-planning

Professional Learning on Evidence-Based Practices for:

- Building Relationships and Connection
- Inclusive Brain Friendly strategies for all learners
- Supports for students with autism
- Supports for students with intensive behavior support needs
- Communication (AAC, DHH, Vision)

Update provided by Michelle Gehring on Jun 28, 2024 21:29:14

UPDATE INFORMATION**Successes**

- Presented on mindfulness in 23 elementary classrooms.
- St. John's Ambulance "Paws for Reading", 12 teams in schools K-12
- EASE/EASEY training for 32 educators K-12 and 13 Strong Start Facilitators
- CALM training for 25 educators

Challenges

- Participation in after school workshops
- Many teachers in crisis-mode making it hard to find the time and energy to refocus on tier 1 approaches
- Making time for interdisciplinary collaboration