

# Staff Report



February 11, 2025

**To** Board of Education (Public Meeting)

**From** Sean Nosek, Superintendent/CEO

**Re** **Superintendent's Mid-Year Report**

---

This report is presented to the Board for information.

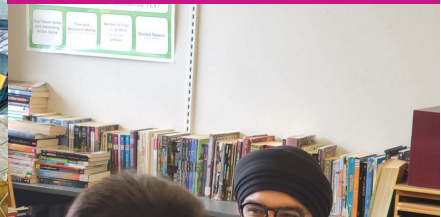
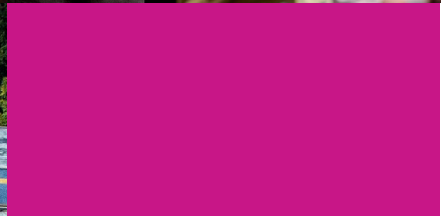
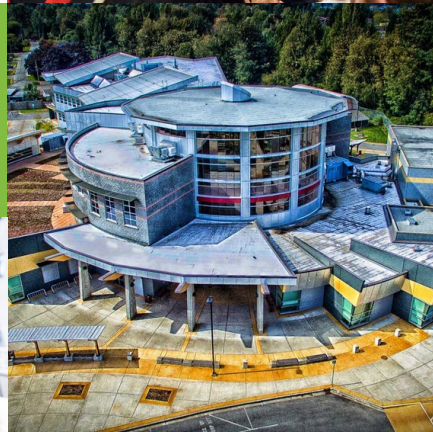
**BACKGROUND:**

Under the Ministry's Framework for Enhancing Student Learning Policy, all boards are required to have a strategic plan in place for improving student learning outcomes. Over the past five months, the Board has had strategic updates from the school district's various departments. The superintendent will provide a comprehensive mid-year report which synthesizes the key activities under the four pillars of the board's strategic plan.



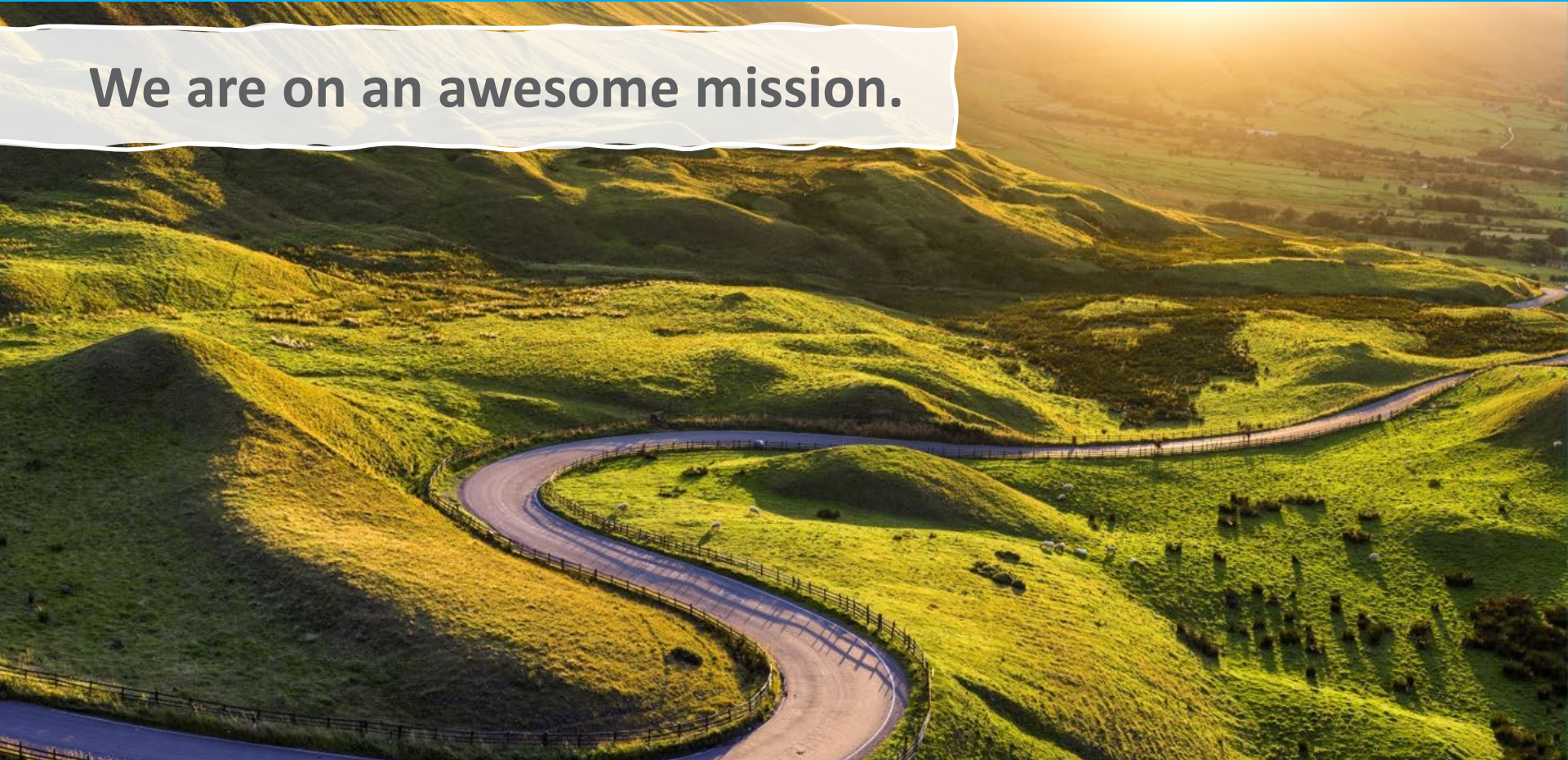
# Superintendent's Mid-Year Report

Superintendent Nosek  
February 11, 2025





**We are on an awesome mission.**



# Vision, Mission, Values

## **OUR MISSION**

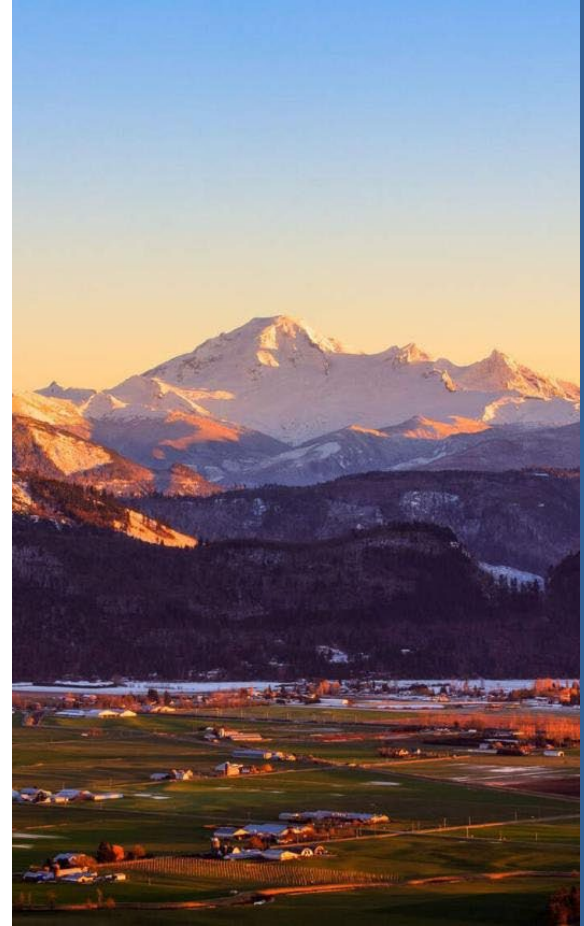
Preparing and inspiring our students for a lifetime of success.

## **OUR VISION**

A world-class, innovative, and individualized educational experience for every student.

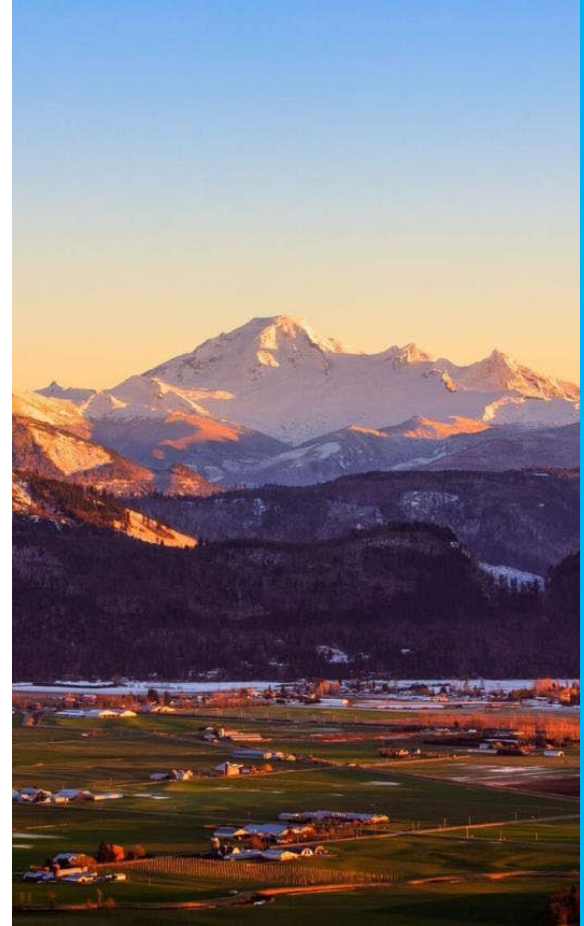
## **OUR VALUES**

Respect, Trust, Integrity, Communication, Teamwork.



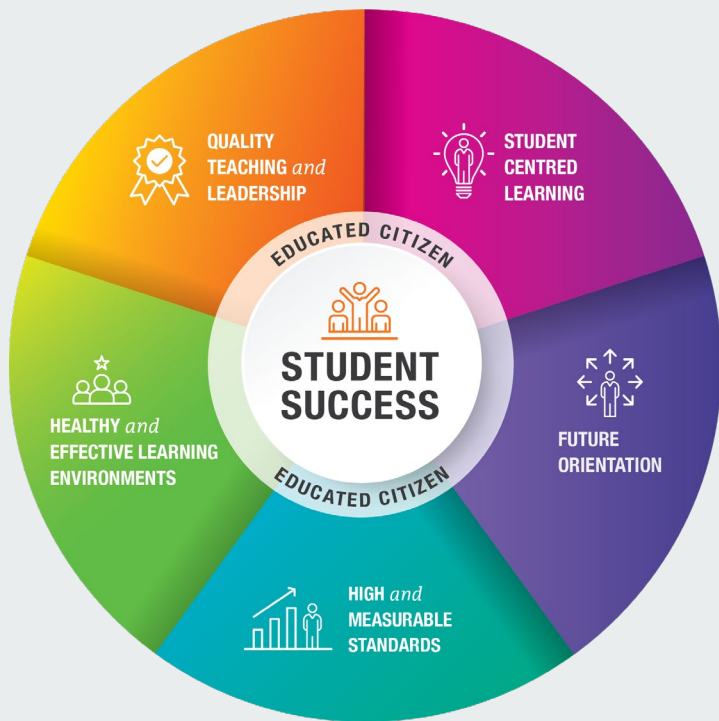
## About Us

- 20,000 + students
- 3,000 staff
- 85+ Languages
- 46 Schools
- 2,000 Indigenous
- 2,450 Designated
- 3,600 ELL





# Policy for Student Success



++++  
**MEASURING UP**  
How are we doing?

**2023 – 2024**  
**SCHOOL YEAR**



# Strategic Plan Pillars

---



## Progressive Workforce

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



## Engaging Opportunities

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



## Optimized Resources

We are creative and responsible in the management of educational resources.



## Student Success

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



# Progressive Workforce

- Employee engagement
- Recruitment and retention
- Leadership capacity
- Employee health, safety & resiliency





Best conference that I have attended. Keep up the great work

Fantastic Conference

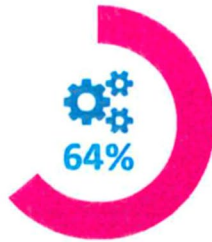
It was a great start up and very positive way to start our year. Thanks for a great week

Thank you for a wonderful conference. Best one I have attended yet.

The conference was incredible and so appreciated! Thank you to the entire committee for all of the work that was done to make it happen

This was a great conference! The speakers were both very engaging and interesting

# Employee Survey Results & District Responses



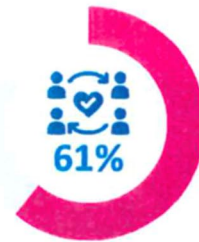
Talent, Skill, and Knowledge



Trust, Safety and Belonging



Meaningful Work



Agency and Wellbeing

## Strengths

- I can be myself at work
- I am able to be creative, adaptive, and flexible in my work
- My colleagues and I are trusting, collaborative, and open
- I have a good relationship with my administration/ manager

AGREE

77%

82%

77%

76%

## Challenges

- Workload is reasonable
- Feel valued

AGREE

43%

42%

## Needing Improvement:

(% of comment themes)

- Staffing and staff support
- Facilities, resources, and funding
- Administration and efficiency

AGREE

42%

23%

18%

# District Responses To-Date

## Priority:

## Response:



Staffing and Staff Support

- ✓ UETOC program introduced in 2023 and expanded in 2024
- ✓ Staffing initiative launched in fall 2024, seeking Letters of Permission for some UETOCs allows for ongoing classroom coverage
- ✓ Re-vamped employee onboarding and orientation programs



Facilities, Resources and Funding

- ✓ Targeted funds for capital equipment for middle schools



Administration and efficiency

- ✓ New HRIS and Dispatch platform launched



Communication, accountability and culture

- ✓ HR Workshop Series targeting all leaders launched Fall 2024
- ✓ District expectations of family member conduct towards district staff clearly posted in all buildings
- ✓ Personal contact and support to employees reporting violent incidents from students or targeted behaviour from the public
- ✓ New programs and initiatives to encourage collaboration; new opportunities for employees from all occupational groups to learn and socialize together

# Recruitment & Retention

**From July 1, 2023 – January 31, 2024:**

**208** enrolling + non-enrolling teacher positions filled

**69** TTOC's hired

**30** UETOC's

**124** internal support positions have been filled

**93** casual employees hired

## **New Initiatives:**

- Letters of Permission being sought for some UETOCs allows for resource stability and continuity in classrooms
- Re-designed Employee Orientation Program launched, featuring a Welcome reception for new employees





# Health, Safety & Resiliency

- Continued commitment to improving site safety culture through empowering joint safety committees to take ownership of site Occupational Health and Safety program
- OHS developed and delivered the first wave of **formalized OHS leadership training** with focus on compliance, maintaining due diligence, and providing a safe work environment
- The **Workplace Violence Prevention Program (WVPP)** continues to be a central focus for schools with gradual increase in workplace violence incident reports submitted by staff
  - District OHS and LSS have prioritized an integrated approach to response
- Continued effort to advance the **Environmental Violence Risk Assessment** project at each site
- OHS continues to work with key stakeholders to review hazardous substances, complete required risk assessments and work to update emergency response plans for district sites to comply with changes to OHS Regulations
- **HR continues to promote workplace resources and supports for wellbeing, resilience, and crisis response.**



# Leadership Capacity

- **New Mentoring Program launched**
- **Re-vamped leadership development programs targeting aspiring leaders and new leaders launched**
- **HR Workshop series launched**



# Professional Learning

**SHARED LEARNING 2025**

February 14, 2025 | For the Love of Learning

**Over 70 Sessions**

**900+ Participants**

## Holly Clark

AI & Your Child's Education: A  
Parent's Guide to the Future





# Engaging Opportunities

- Parent & Community Engagement
- Student participation (extra-curricular)
- Technology (Ethical and Innovative use)



## Website Visitors

Strategically guiding social media followers and community members to our website.

Use direct links on social media and QR codes on print materials such as advertisements and posters.

**Website visitors increasing  
yr/yr**



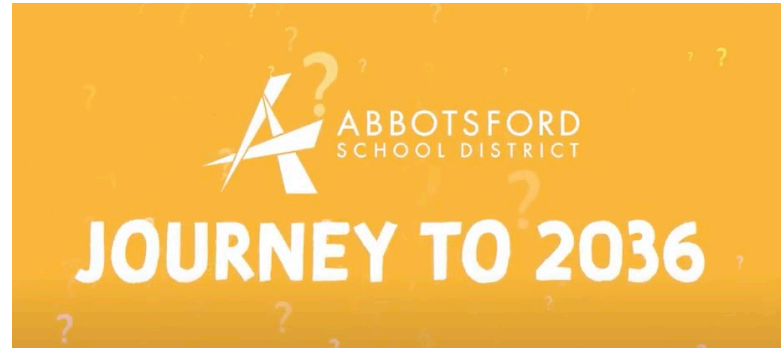
**72.10% increase  
September 2023 vs  
September 2024  
(and continues to grow)**

## Multimedia Storytelling

A refreshed community engagement strategy **amplifies our stories across multimedia platforms.**

Example: recent social media series showcasing student voice was first published on YouTube, our central hub for video content.

We then featured it as a story on our District website and shared it with local media via a press release.

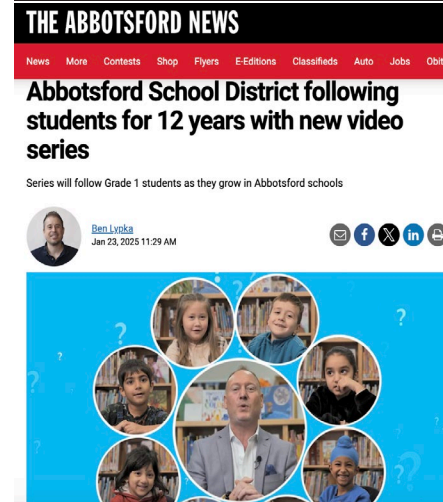


# Multimedia Storytelling

**Impact:** In the first week...

37 media mentions in multiple languages

Reach of over 10.6 million across social media, television, radio, and print.



# Family Engagement Through Seesaw



**23,504**

**Student Posts with Family Visits**

## Engagement so Far this Year

July '24 - February '25

[View More Analytics](#)



**68,999**

**Student Posts** ⓘ



**467**

**Teachers Logged In** ⓘ



**4,461**

**Students Logged In** ⓘ



**5,830**

**Family Logged In** ⓘ

School Name ⌵	Student Posts ⓘ ⌵	Teachers Logged In ⓘ ⌵	Students Logged In ⓘ ⌵	Family Logged In ⓘ ⌵
<a href="#">Ten Broeck Elementary School</a>	3,312	32	189	357
<a href="#">South Poplar Elementary</a>	2,217	14	188	261
<a href="#">Dr. Roberta Bondar Elementary</a>	2,287	24	185	228
<a href="#">Centennial Park Elementary</a>	8,780	17	160	262
<a href="#">Mountain Elementary</a>	2,517	17	125	256



# District Planning Team



# Extra-curricular Opportunities



# Hardware Refresh



Our four-year District IT Roadmap refresh cycle begins this school year with the rollout of new tech in summer 2025.

New laptop/desktop platforms are integrating Artificial Intelligence into the architecture with the potential to improve productivity and security.



# Technology

The screenshot shows a Microsoft Edge browser window with the address bar displaying "Digital Learning". The page content includes a navigation bar with "Home", "Documents", "AI", "Dig Cit", "MyEd", "Microsoft Tools & Teams", "Seesaw...", "BYOD", and "Private group". Below the navigation bar is a "Watch later" button and a "Share" button. The main content area features a large video player titled "Guidelines for the Use of Artificial Intelligence For K-12 Students, Educators & Families" with a play button icon. To the right of the video player is a grid of eight resource cards: "AI Discussion Guide", "AI POSTER", "AI INDIGENOUS KNOWLEDGE PROTOCOL", "AI STUDENT WORKFLOW", "CITING YOUR AI SOURCES", "AI INFUSED TRANSLATION TOOLS", "AFFICHE D'IA", and "Vidéo sur l'IA". Below the video player and resource cards is a section titled "What is AI" with a "Get Started Here!" link. To the right of this section are three buttons: "EdTech Cool Tool - SchoolAI", "Overview of SchoolAI Youtube", and "Build your own Side Kick with SchoolAI".

## Six Guidelines About Artificial Intelligence

- 1 STAY SMART ONLINE**  
Keep private info safe. Think twice before you share online.
- 2 PEOPLE POWER**  
AI is just a tool - it's not human. Need help? Talk to a trusted adult.
- 3 THINK, THEN CLICK**  
AI can help, but don't rely on it alone. Always think and check before you click.
- 4 CHECK FOR BIAS**  
AI might miss important perspectives. Ask yourself: Who else should we hear from? What other views matter?
- 5 CHOOSE WISELY**  
Choose the right AI tool for your task. Start with teacher-recommended tools and go from there. Stay safe and age-appropriate.
- 6 MAKE IT YOURS**  
Use AI to start ideas, then add your own. Always give credit where it's due.

ABBOTSFORD SCHOOL DISTRICT



# Optimized Resources

- School Capacity
- Instructional Staffing
- Healthy Financial Position
- Capital Equipment

## Current Capital Projects:

Auguston Elementary School

Margaret Stenersen Elementary School

Abbotsford Middle School





# Enterprise Resource Planning System

mySparkrock

ERP

# Classroom Enhancement Fund





# Student Success

- Literacy & Numeracy
- Early Learning
- Well-being
- Graduation rates & Career/Life goals



# Focus on Fundamentals



**Abby Early Years**

**Welcome to Kindergarten**

**CR4YR**

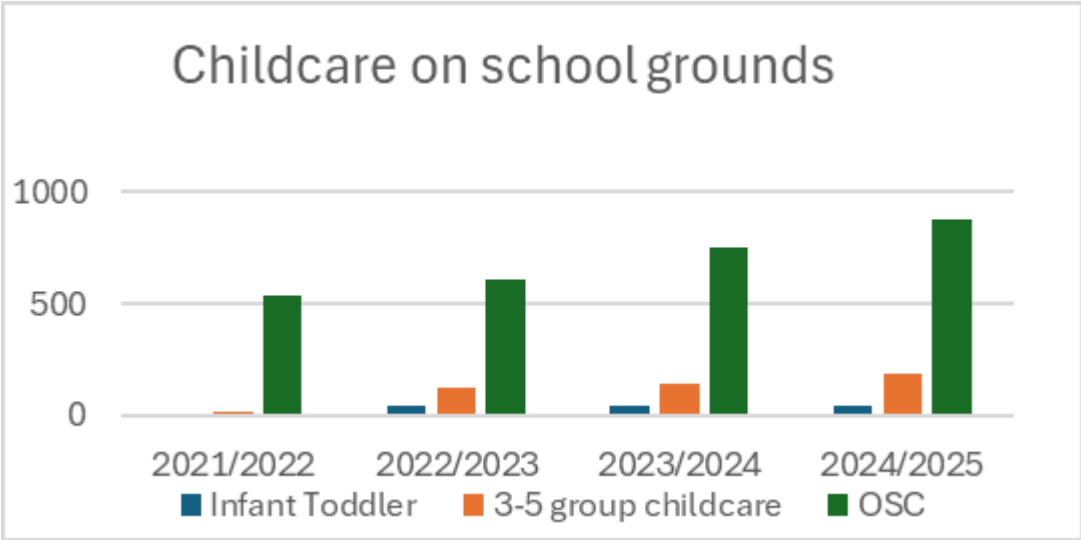
**Play based learning**

...





Type of childcare	2021/2022	2022/2023	2023/2024	2024/2025
Infant Toddler	0	44	46	43
3-5 group childcare	17	121	143	186
OSC	538	610	752	879



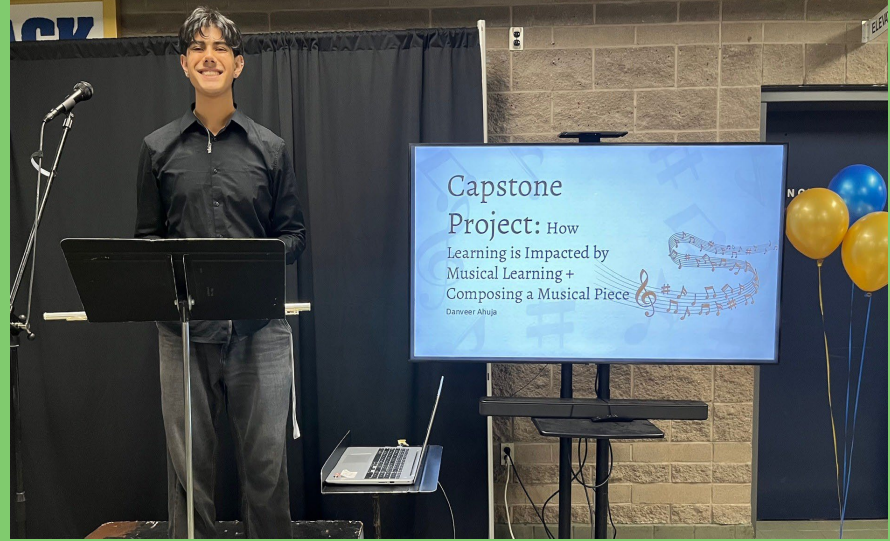


# Well-being

- Intergenerational learning
- Roots of empathy
- Community
- Parent reading mornings
- Family/school meals



# Graduation Rates and Career Goals



# District Culture





# School & Site Visits

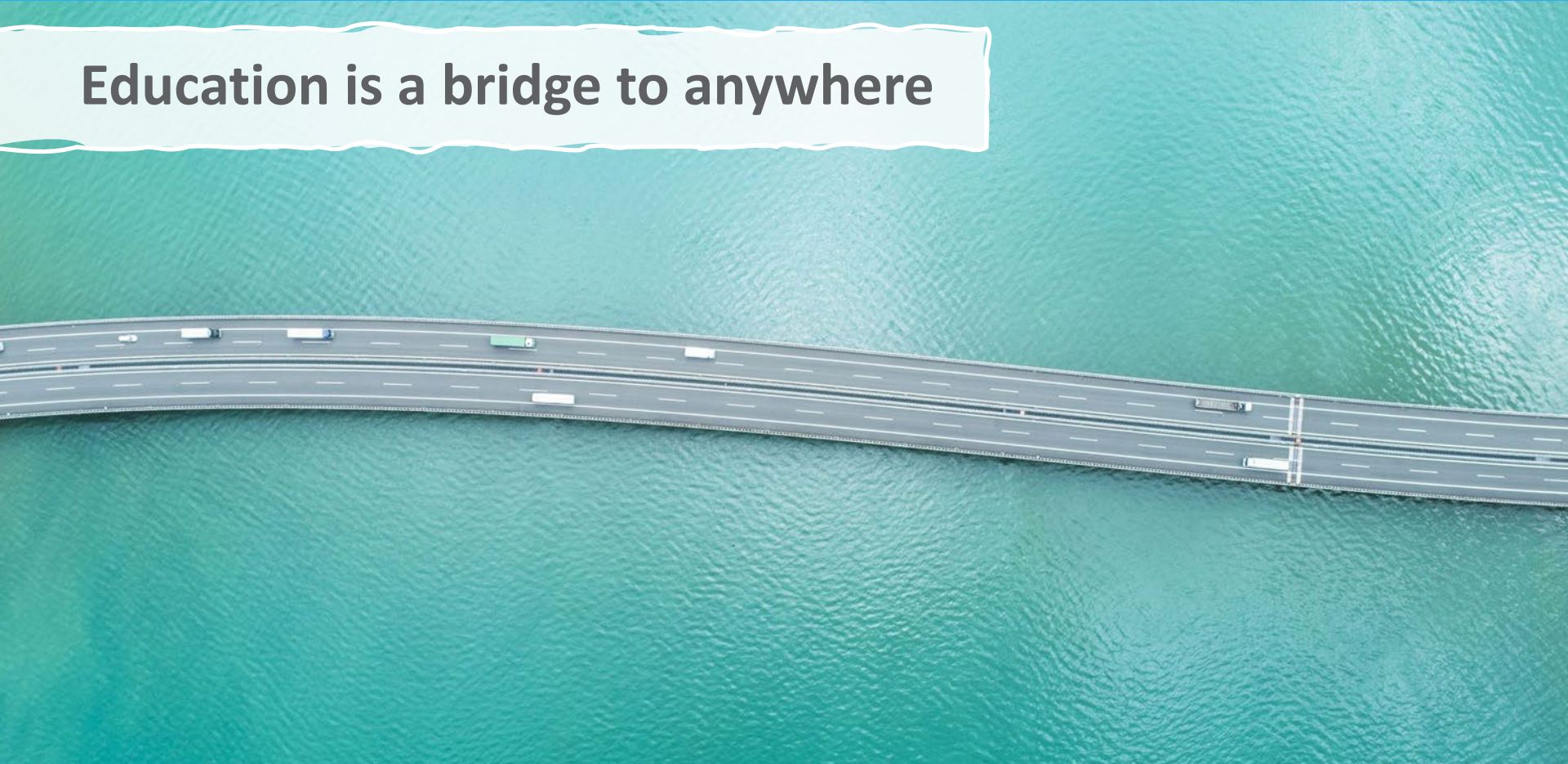


# A Culture of Thriving





**Education is a bridge to anywhere**





# Thank You!

