

## 2018-19 Local Hoshin for NWSD – Student engagement will increase at all schools

2018-19 Local Hoshin for NWSD – Student engagement will increase at all schools																																																									
<p><b>TITLE:</b> Which organization Hoshin does this project plan support? <b>Student engagement will increase in all schools</b></p> <p><b>Date of Original Draft:</b> April 8, 2014 <b>Date Last Updated:</b> April 16, 2018</p>	<p><b>Primary Owner:</b> Jennifer Williamson <b>Lead Unit/Branch:</b> <b>Team Lead(s):</b></p> <p><b>Secondary Owners:</b> Kristin Becotte, Lindsay Loehndorf <b>Expert Advisor:</b> <b>Other Team Members:</b></p>																																																								
<p><b>1. Problem Statement</b> (Current state and the reason for action.) <i>[Explain what and how big the problem is and why strategic action is required to address it.]</i></p> <p>There are students who are not engaged because they have removed themselves from school on a permanent basis. There are students who do not engage because a lack of attendance and there are those who do not fully engage when attending. What are our current rates of absenteeism and engagement? How do we measure engagement levels?</p>	<p><b>4. Implementation Plan</b> (What are the high-level actions that will be taken to address the problem within the given timeframe? How will the future state be achieved?) <i>[More detail can be included in the Detailed Implementation Plan.]</i></p> <table border="1"> <thead> <tr> <th>Actions</th> <th>Deliverables</th> <th>Lead</th> <th>Start Date</th> <th>Completion Date</th> <th>Resources Required (Human and Financial)</th> <th>Risk/Mitigation</th> </tr> </thead> <tbody> <tr> <td>1. Create a student engagement SMART goal at the school level that is part of the annual Learning Improvement Plan – must focus on classroom engagement</td> <td>Each school has a Learning Improvement Plan developed with SCC involvement and shared with Superintendent.</td> <td>Principal</td> <td>May 2018</td> <td>June 1, 2018</td> <td>Time at staff meeting. Learning Coaches</td> <td></td> </tr> <tr> <td>2. Focus an SCC meeting at each school on the Learning Improvement Plan, a Board member and NWSD Superintendent will be present to engage in discussion. (Discuss attendance, mentorship, student engagement goal)</td> <td>Board member and Superintendent attend SCC meeting.</td> <td>SCC, Principal and Superintendent</td> <td>September 2018</td> <td>June 2019</td> <td>Allocation of time at SCC meeting, travel.</td> <td></td> </tr> <tr> <td>3. Compile Attendance Strategies at all schools. (Focus on promoting attendance, rather than punishment)</td> <td>Schools submit attendance strategies to their Superintendent and Jennifer for review.</td> <td>Superintendent, Jennifer Williamson and School administration</td> <td>August 2018</td> <td>Ongoing</td> <td>Meeting time.</td> <td></td> </tr> <tr> <td>4. Schools will have a student/adult mentorship program that will be tracked. (Not just for at risk students, but all students)</td> <td>Measurement tool to track mentorship developed by the school.</td> <td>All school staff</td> <td>August 2018</td> <td>June 2019</td> <td>Principals share existing models for student mentorship.</td> <td></td> </tr> <tr> <td>5. Support the social engagement of students by focusing on school culture and strategies to prevent bullying. <i>Schools already required to have a bullying policy. (Can be discussed at SCC meeting with board)</i></td> <td>Schools use data from OurSCHOOL survey to update a school anti-bullying model. Must promote/include provincial anti-bullying tools. Provincial online-bullying tool.</td> <td>All school staff</td> <td>Sept 2018</td> <td>Ongoing</td> <td>Principals share existing models for bullying prevention.</td> <td></td> </tr> <tr> <td>6. Student voice</td> <td>TBD May 2018 board meeting</td> <td>Jennifer Williamson, Board of Ed</td> <td>May 2018</td> <td>Ongoing</td> <td>Administrators, Students, Board (travel)</td> <td></td> </tr> <tr> <td>7. Schools will run the High School Survey of Student Engagement for grade 9 &amp; 11 students.</td> <td>Survey data, used to create an action plan to be submitted to school</td> <td>Jennifer Williamson, Principals, Superintendents</td> <td>December 2018</td> <td>February 2019</td> <td>School administrators. LEADS</td> <td></td> </tr> </tbody> </table>	Actions	Deliverables	Lead	Start Date	Completion Date	Resources Required (Human and Financial)	Risk/Mitigation	1. Create a student engagement SMART goal at the school level that is part of the annual Learning Improvement Plan – must focus on classroom engagement	Each school has a Learning Improvement Plan developed with SCC involvement and shared with Superintendent.	Principal	May 2018	June 1, 2018	Time at staff meeting. Learning Coaches		2. Focus an SCC meeting at each school on the Learning Improvement Plan, a Board member and NWSD Superintendent will be present to engage in discussion. (Discuss attendance, mentorship, student engagement goal)	Board member and Superintendent attend SCC meeting.	SCC, Principal and Superintendent	September 2018	June 2019	Allocation of time at SCC meeting, travel.		3. Compile Attendance Strategies at all schools. (Focus on promoting attendance, rather than punishment)	Schools submit attendance strategies to their Superintendent and Jennifer for review.	Superintendent, Jennifer Williamson and School administration	August 2018	Ongoing	Meeting time.		4. Schools will have a student/adult mentorship program that will be tracked. (Not just for at risk students, but all students)	Measurement tool to track mentorship developed by the school.	All school staff	August 2018	June 2019	Principals share existing models for student mentorship.		5. Support the social engagement of students by focusing on school culture and strategies to prevent bullying. <i>Schools already required to have a bullying policy. (Can be discussed at SCC meeting with board)</i>	Schools use data from OurSCHOOL survey to update a school anti-bullying model. Must promote/include provincial anti-bullying tools. Provincial online-bullying tool.	All school staff	Sept 2018	Ongoing	Principals share existing models for bullying prevention.		6. Student voice	TBD May 2018 board meeting	Jennifer Williamson, Board of Ed	May 2018	Ongoing	Administrators, Students, Board (travel)		7. Schools will run the High School Survey of Student Engagement for grade 9 & 11 students.	Survey data, used to create an action plan to be submitted to school	Jennifer Williamson, Principals, Superintendents	December 2018	February 2019	School administrators. LEADS	
Actions	Deliverables	Lead	Start Date	Completion Date	Resources Required (Human and Financial)	Risk/Mitigation																																																			
1. Create a student engagement SMART goal at the school level that is part of the annual Learning Improvement Plan – must focus on classroom engagement	Each school has a Learning Improvement Plan developed with SCC involvement and shared with Superintendent.	Principal	May 2018	June 1, 2018	Time at staff meeting. Learning Coaches																																																				
2. Focus an SCC meeting at each school on the Learning Improvement Plan, a Board member and NWSD Superintendent will be present to engage in discussion. (Discuss attendance, mentorship, student engagement goal)	Board member and Superintendent attend SCC meeting.	SCC, Principal and Superintendent	September 2018	June 2019	Allocation of time at SCC meeting, travel.																																																				
3. Compile Attendance Strategies at all schools. (Focus on promoting attendance, rather than punishment)	Schools submit attendance strategies to their Superintendent and Jennifer for review.	Superintendent, Jennifer Williamson and School administration	August 2018	Ongoing	Meeting time.																																																				
4. Schools will have a student/adult mentorship program that will be tracked. (Not just for at risk students, but all students)	Measurement tool to track mentorship developed by the school.	All school staff	August 2018	June 2019	Principals share existing models for student mentorship.																																																				
5. Support the social engagement of students by focusing on school culture and strategies to prevent bullying. <i>Schools already required to have a bullying policy. (Can be discussed at SCC meeting with board)</i>	Schools use data from OurSCHOOL survey to update a school anti-bullying model. Must promote/include provincial anti-bullying tools. Provincial online-bullying tool.	All school staff	Sept 2018	Ongoing	Principals share existing models for bullying prevention.																																																				
6. Student voice	TBD May 2018 board meeting	Jennifer Williamson, Board of Ed	May 2018	Ongoing	Administrators, Students, Board (travel)																																																				
7. Schools will run the High School Survey of Student Engagement for grade 9 & 11 students.	Survey data, used to create an action plan to be submitted to school	Jennifer Williamson, Principals, Superintendents	December 2018	February 2019	School administrators. LEADS																																																				
<p><b>2. Root Cause Analysis</b> (What is causing the problem and what evidence can be provided to support the analysis?) <i>[Highlight baseline data and analysis that helps clarify the magnitude of the problem statement and narrow the focus for the future state statement. What are the barriers impeding change or success?]</i></p> <p>Students may not be attending due to complex social, family, health and economic issues that are beyond the school's control, such as:</p> <ul style="list-style-type: none"> <li>- Addictions and substance abuse</li> <li>- Mental health issues</li> <li>- Dysfunctional families</li> <li>- Transiency</li> <li>- Many other reasons beyond students' control</li> </ul> <p><b>There are also factors that are within the control of the school, division or ministry that impact student engagement:</b></p> <ul style="list-style-type: none"> <li>- Deficit theorizing as opposed to strength theorizing</li> <li>- Lack of information moving forward with the student into other schools – transition plans</li> <li>- Content not relative</li> <li>- Lack of relationship building (teacher and student, student to student). High correlation between student engagement and teacher engagement.</li> </ul>																																																									

		superintendent and Jennifer Williamson.					
<p><b>3. Future State</b> (How will the situation be different because of the actions taken to improve it?) <i>[List targets that address the problem(s) in the problem statement.]</i></p>	<p><b>5. Metrics</b> (How will you know a change has been an improvement?) <i>[Identify outcome and process metrics that will indicate the project success and include balancing measures to ensure the project doesn't negatively affect other metrics. <b>These should relate to the actions noted above in the implementation plan.</b> Identify measures that are anticipated to change monthly.]</i></p>		<p><b>6. Engagement</b> (How is this plan informed by the lens of Student First? How will children, parents, teachers and stakeholders, etc., be engaged in this work?) <i>[Name any target groups required for success.]</i></p>				
<p>Students will be more engaged in school, which will be evident through the collection of data, such as attendance and the OurSCHOOL survey, HSSE, and other school-made tools to measure student engagement.</p>	<ul style="list-style-type: none"> <li>- Learning Improvement Plan student engagement goal.</li> <li>- Student Mentorship model</li> <li>- OurSCHOOL survey</li> <li>- SCC meeting – meeting to discuss LIP. Learning Walks used to observe student engagement.</li> <li>- Monthly attendance tracking form submitted to Director.</li> <li>- Wellness coordinator and mental health referral data.</li> <li>- HUB data.</li> <li>- HSSE themes will be identified and shared</li> </ul>		<p>Students and parents will be involved in providing advice in the area of student interest and need. Teachers, administrators and school division leadership personnel will be involved by carrying out the student engagement action plan and participating in the PD.</p>				

DRAFT