



Algoma District School Board

Leaders' Planning Session
August 2007

Mission Statement

The Algoma District School Board exists to provide positive learning opportunities of the highest standard for all learners to realize their full potential.



Vision Statement

Our schools will provide a welcoming environment where the focus is the well-being of each student. In preparation for the future, students be encouraged to reach their potential through quality programs delivered by highly trained, caring staff in an atmosphere of respect for individual needs of each learner. To enhance learning experiences, we will work collaboratively with the community at large to ensure effective use of all available resources.



Staying the Course on our Priorities... Make It Happen

- 2003-2004 Setting the Course
- 2004-2005 Clarifying the Course
- 2005-2006 Confirming the Course
Destination
- 2006-2007 Sharpening the Focus
- 2007-2008 Staying the Course

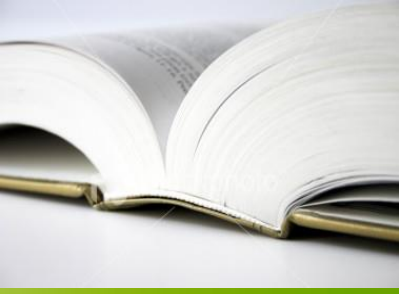


2003-2004

Elliot Lake

Setting the Course





Turn the Page

- Take a good Board and make it better
- Create an environment where students are able to learn to the best of their abilities
- Promote that everyone from the care staff to trustees play an important role for all students to reach their potential



2003-2004

Setting the Course

Empowering the People- Revitalizing the Vision

“We should never lose sight of the fact that the child as a learner is not only the centre of the school system but the only reason for its existence”

W.B. Jackson



2003-2004
Setting the Course





Yes We Can

- New Curriculum Demands
- Increased support demands for Special Needs Students
- Equity of programs in all communities
- Declining enrolments
- School overcapacity – aging facilities
- Funding shortages



2003-2004
Setting the Course

2003-2004 Priorities

- Improve Student Learning
- Succession Planning
- Restructure Admin Council
- Improve Internal and External Communication
- Initiate Accommodation and Facility Review



2003-2004 Highlights

- Initiated Full Day Kindergarten
- Piloted Autism Project
- Produced two resource binders on Anti-Bullying
- Early Reading and Early Math started
- IB program was approved
- LBS was introduced in Chapleau
- White River Learning Centre was opened
- Water Tower Field School was opened
- 51 facility profiles we produced and put our web site
- Received Environmental Award for recycling
- LES MISERABLES



2004-2005 Wawa Clarifying the Course



Principals are the Key

What we do matters

We have an important role

We make a difference.



2004-2005
Clarifying the Course

Clarifying our Role

We are the entrusted leaders of the Algoma District School Board. We are charged with the responsibility to make sure that our programs and services will ensure our students are among the best educated any where in Ontario and in fact in the world.



2004-2005
Clarifying the Course

2004-2005 Highlights

We took pride in our EQAO results and the many new program initiatives that were initiated:

- The Balanced School Day
- The Piloting of the School Within A School Program
- House Building Project
- The Urban Aboriginal Alternative School
- Expansion of the Late School
- The Spring Ahead Program.



2004-2005 Highlights

We were proud how our staff and students supported such initiatives as:

- Hands Across the Oceans – Tsunami Benefit Concert
- The introduction of Character Education Program
- The achievement of the twin Sault International Robotics Team



2004-2005 Highlights

We were proud how our staff and students supported such initiatives as:

- The partnership with Ducks Unlimited to build a floating dock with a bird viewing dock on the Wetlands located behind Central Algoma Secondary School
- Ontario Lieutenant Governor's Native Twinning Initiative
- First Annual Youth Science Fair for Grade 8 and 9 students with guest speaker Dr. Roberta Bondar



2005-2006

Sault Ste Marie

Confirming the Destination



Set sail for Excellence
Success for All



Set Sail for Excellence



"Ships at port are safe," a wise man once said, "But that is not the purpose for which ships were built." Ships were built to sail---to set to sea, to reach far away shores, and seek out new horizons. Such ships need captains who are brave, talented, and visionary. Principals are indeed the captains of our nation's schools, and the value of their quality leadership cannot be overestimated.

Outstanding principals have left the safe harbours of the status quo and have charted a course---and stayed that course---to promote equity and excellence for all students in their schools. School principals who make a difference exemplify the words sung by Garth Brooks: "So just don't sit upon the shore and say you're satisfied. Choose to challenge the rapids and dare to dance the tides".



The Destination

- Getting to 75%
 - Elementary by 2008



2005-2006
Confirming our destination

The Destination



- Getting to 85%
- Secondary by 2010

2005-2006

Confirming our destination



The Destination

- Increasing the Retention Rate
 - Success for All



2005-2006
Confirming our destination

OUR CHALLENGE FOR STUDENT SUCCESS

- Raising the Bar
- Reducing the Gap
- Increasing the Retention Rate
- Improving Public Confidence



2005-2006
Confirming our destination

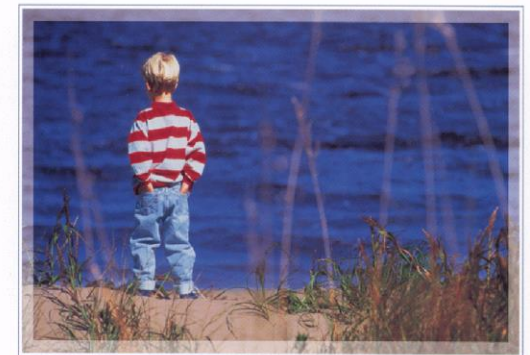
Thoughts

Excellence is never an accident. It is always the result of focused attention, sincere effort, intelligent and skillful execution. It represents wise choices among many alternatives.

- Albert Einstein



Our Strategies...Paintbrushes, Paddle Strokes and Priorities



"A HUNDRED YEARS FROM NOW IT WILL NOT MATTER WHAT MY BANK ACCOUNT WAS,
THE SORT OF HOUSE I LIVED IN, OR THE KIND OF CAR I DROVE...BUT THE WORLD
MAY BE DIFFERENT BECAUSE I WAS IMPORTANT IN THE LIFE OF A CHILD."

2005-2006

Confirming our destination





Paintbrushes

- What story are we painting for Public Education?
- What picture do you and your staff paint when you speak about the Algoma District School Board?
- What story do you paint for your school?
- What picture does your staff paint when speaking about your school?



2005-2006

Confirming our destination

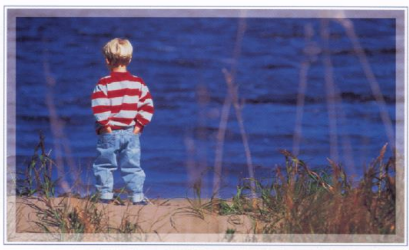


Paddle Strokes

Do We Believe?

- All students can achieve high standard given sufficient time and support
- All teachers can teach to high standards given the right conditions and assistance
- High expectations and early intervention are essential
- All of us play a significant role in order for the first three to occur





PRIORITIES

"A HUNDRED YEARS FROM NOW IT WILL NOT MATTER WHAT MY BANK ACCOUNT WAS, THE SORT OF HOUSE I LIVED IN, OR THE KIND OF CAR I DROVE... BUT THE WORLD MAY BE DIFFERENT BECAUSE I WAS IMPORTANT IN THE LIFE OF A CHILD."

Priorities

- Are Board priorities aligned with the Ministry?
- Are our schools' priorities aligned with our Board's priorities?
- Are your teachers' priorities aligned with your school's priorities?



2005-2006

Confirming our destination

A Shift In Our Thinking

- If students are not learning, what can we do differently.
- Make a difference for one more student in each class.
- Don't blame students for their failures, first question our practices and our ability to adapt.



2005-2006

Confirming our destination

Demographic Characteristics

- Socio-economics and cultural characteristics of the community are important for understanding the school/board context.



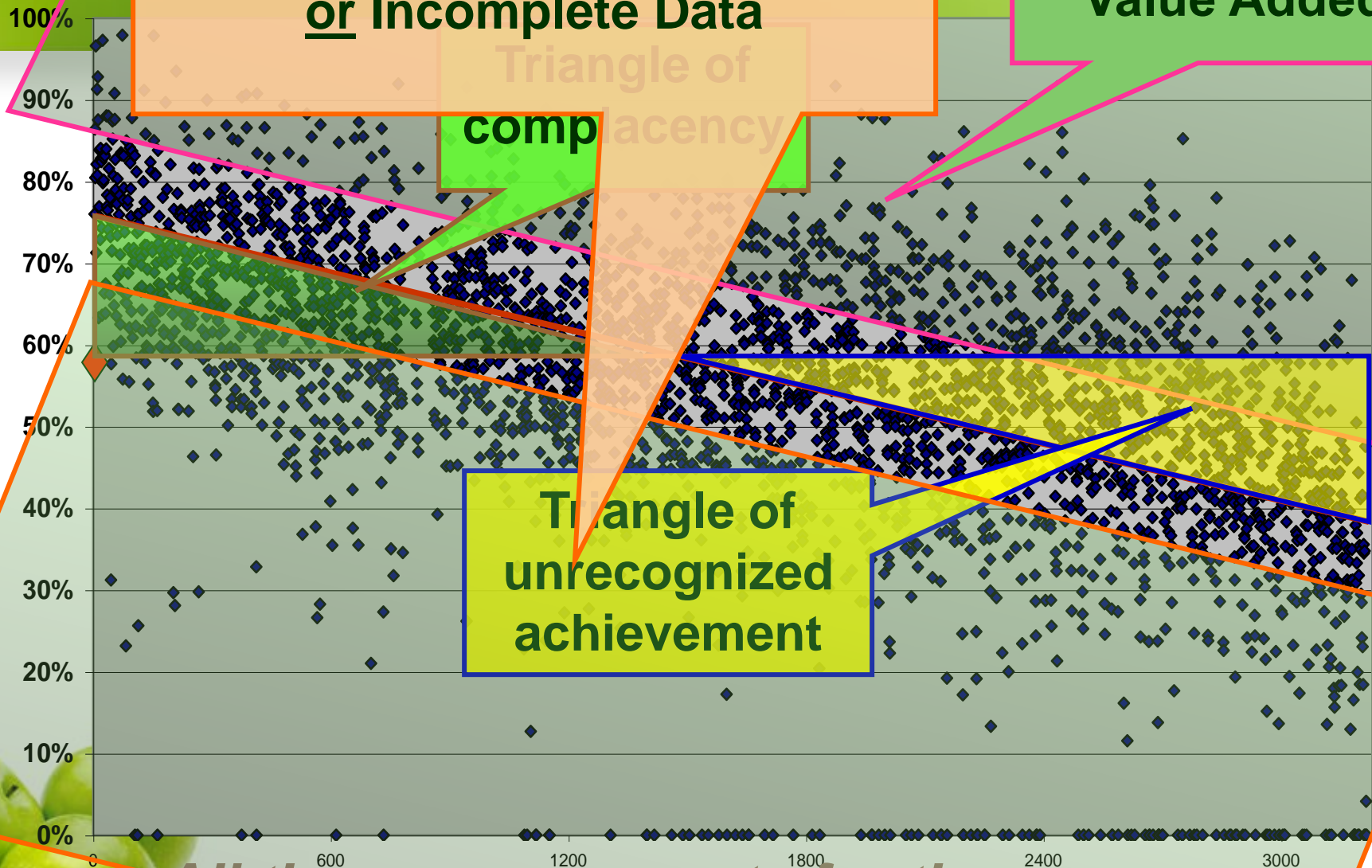
2005-2006
Confirming our destination

DEM Matters

English – Gr. 3 EQAO – Ranked by DEM Markers

**Substantial Under-Achievement
or Incomplete Data**

**Substantial
“Value Added”**



All three assessments for three years

Student Learning

=

what we start with

+

what we believe and perceive

+

**how we organize and use
our time and resources**

**and we should be accountable for
these!**

We should
account
for this ...

2005-2006 Highlights

- Teaming with Ministry to access Carmel Crevola to improve Literacy and Numeracy
- Expansion of Balanced School Day
- Expansion of French Immersion to JK
- Bawating Intermediate Elementary School
- Expansion of the Balanced Day
- Partnership with York University and York Board (ABEL)
- Partnership in Chapleau with Nortel and Bell



2005-2006 Highlights

- Expansion of House Building Project
- Introduction of the Personal Support worker Program
- Culture Learning Center at W.C. E.
- Expansion of the Late School to the North and East
- Introduction of MISA
- Continued focus on Character Education



2006-2007

Elliot Lake

Sharpening our Focus

- Raising the Bar
- Reducing the Gap
- Increasing the Retention Rate
- Improving Public Confidence



Moment of Swing

Olympic athlete David Halberstam wrote a book about Olympic rowing that was entitled, The Amateurs.

*In his book, he said, "When oarsmen talked about their perfect moments in a boat, they referred not so much to winning a race, but to the feel of the boat, all eight oars in the water together, the synchronization almost perfect. In moments like that the boat seemed to lift right out of the water. Oarsmen called that the moment of **swing**."*



2006-2007
Confirming our destination



The Geese Flying

- Leaders provide dedicated leadership
- Leaders share leadership
- Leaders support other leaders
- Leaders create energy in others
- Leaders look after themselves so that they can help others

Passion

Without passion, life is pretty pedestrian. In fact it's practically snail-paced.

Passion is about making the most of every moment.

Passion to make difference is what drives us to keep improving.



2006-2007
Confirming our destination

2006-2007 Highlights

- Increased enrollment from projections
- Improved EQAO results
- Introduction of OFIP schools
- Improved results in our Turn Around School
- Introduction of our Web based Elementary Report Class
- Improved Internal and external Communication



2006-2007 Highlights

- Improved our Partnerships especially with HSCDSB & Sault College and Aboriginal Community
- Developed Self Identification Policy
- In Secondary- Automotive Technology Dual Credit, Credit Recovery
- Received approval for full day JK in North and East



2006-2007 Highlights

- Implemented educational cognitive testing for primary students.
- Initiated daily physical fitness
- Restructured and increased IT staffing for this September
- Fund-raised thousands of dollars including \$150,000 for Hospital
- CATS
- Received \$44M to build two new schools



2007-2008

Elliot Lake

Staying the Course



*SOMETIMES THE BIGGEST
CHALLENGE IS NOT
GAINING NEW GROUND,
BUT SIMPLY STAYING THE
COURSE*



Staying the Course

- Raising the Bar
- Reducing The Gap
- Improving the Retention Rate
- Building Public Confidence.



2007-2008
Staying the Course



Staying the Course

Many exciting programs and resources have been introduced and implemented that support student success and there is an optimism and a commitment at all levels of the organization that even more can be done

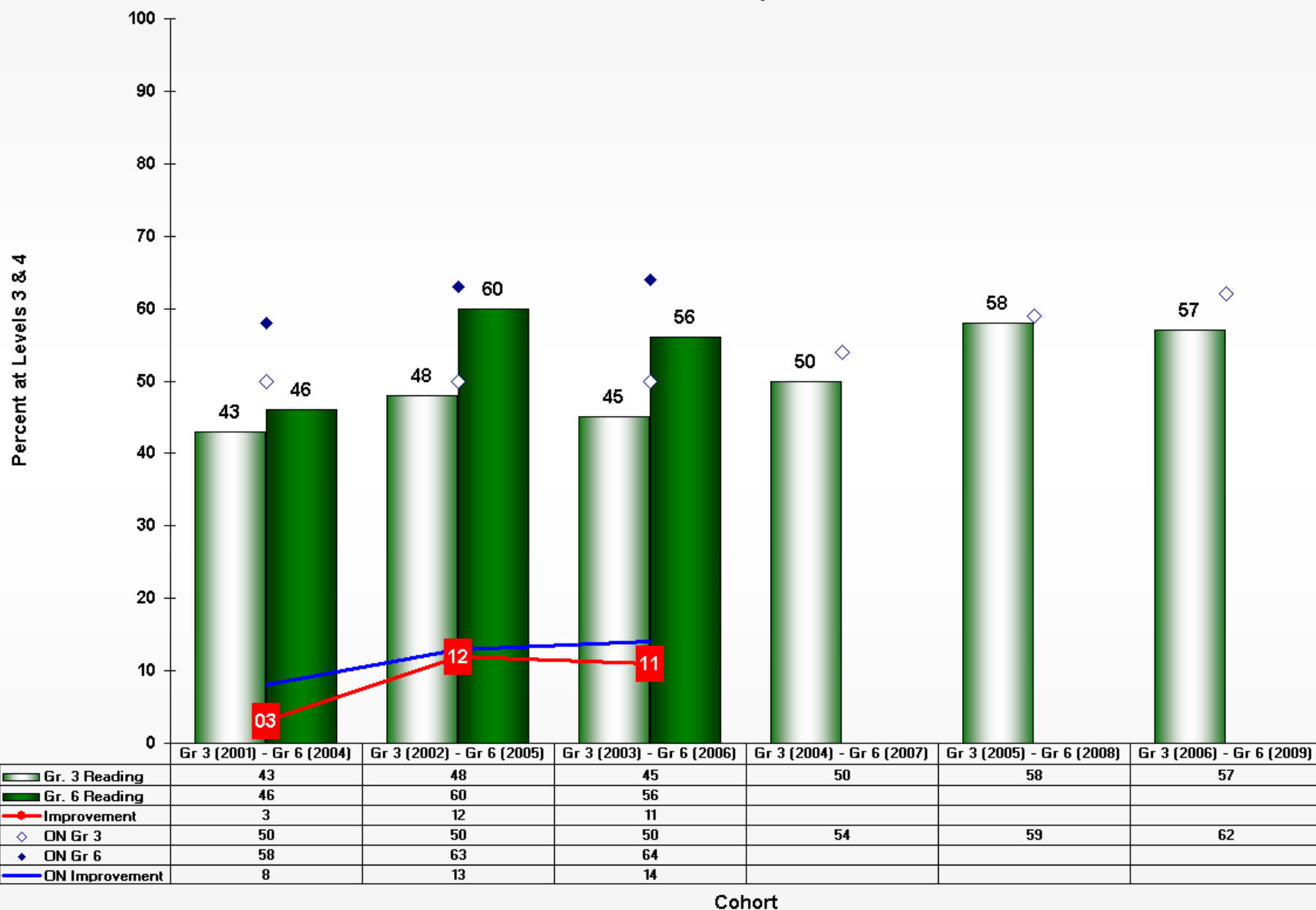


2007-2008
Staying the Course



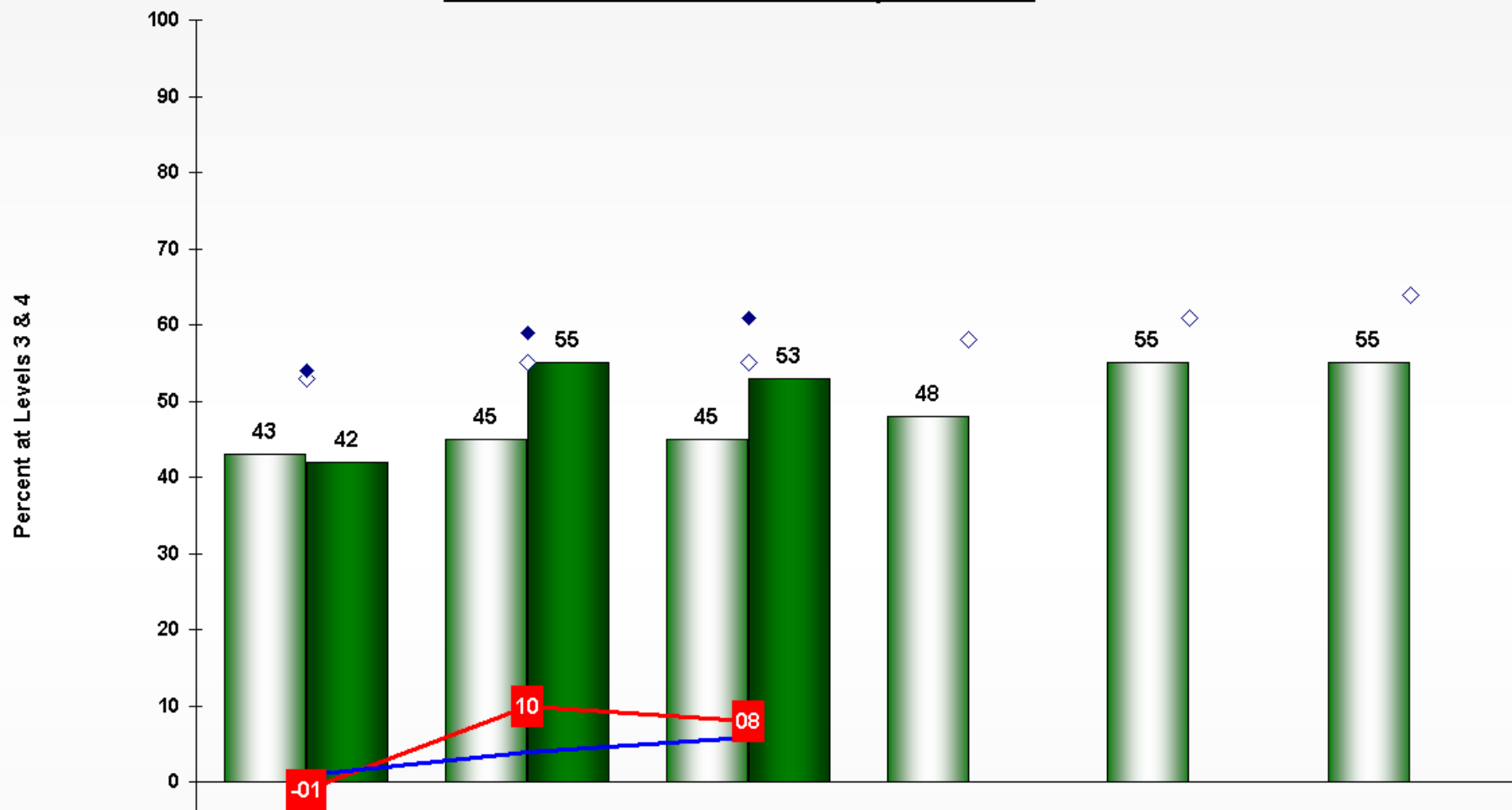
EQAO Cohort Analysis - Reading

ADSB - Grade 3 to Grade 6 Improvement



EQAO Cohort Analysis - Writing

ADSB - Grade 3 to Grade 6 Improvement

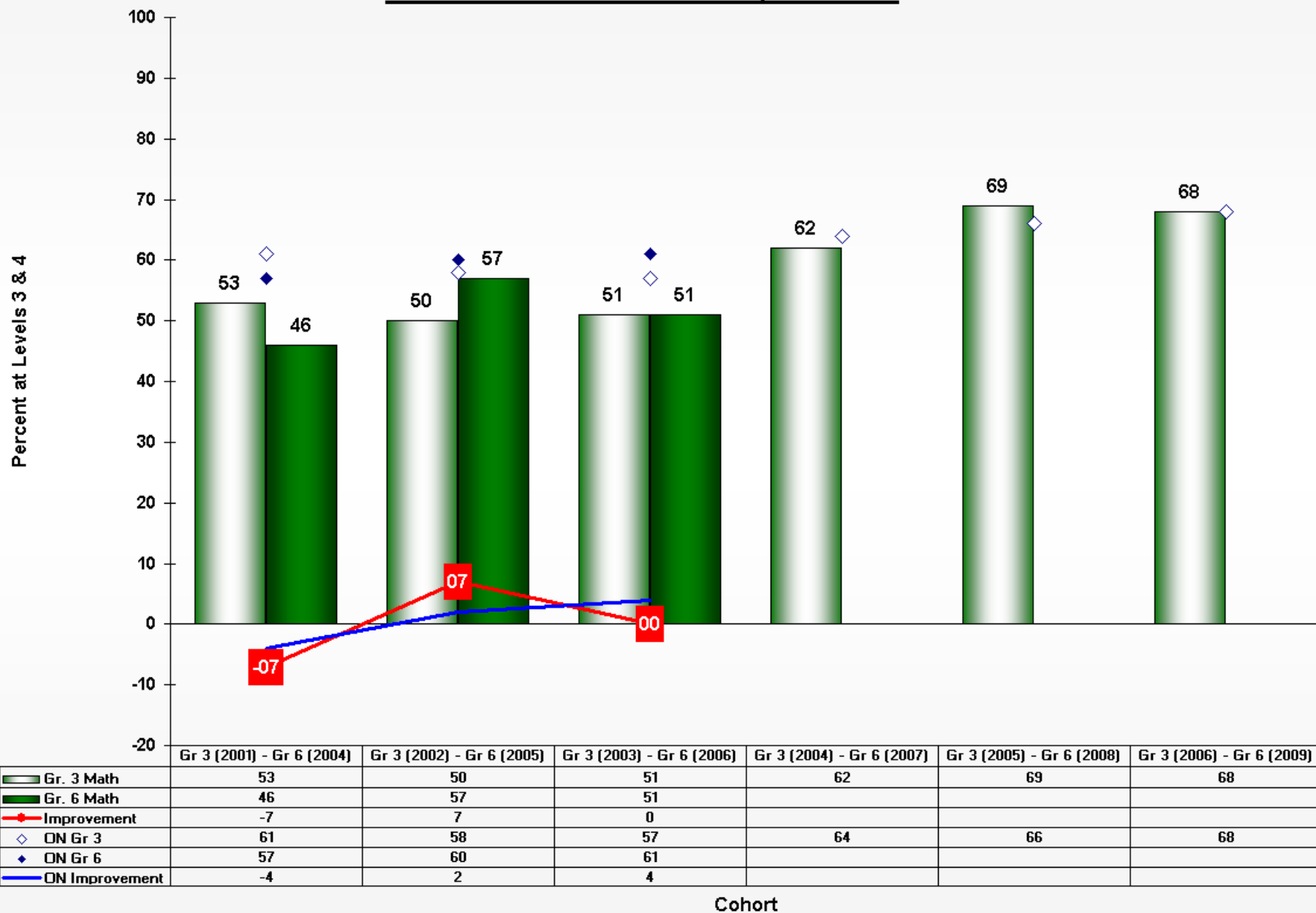


	Gr 3 (2001) - Gr 6 (2004)	Gr 3 (2002) - Gr 6 (2005)	Gr 3 (2003) - Gr 6 (2006)	Gr 3 (2004) - Gr 6 (2007)	Gr 3 (2005) - Gr 6 (2008)	Gr 3 (2006) - Gr 6 (2009)
Gr. 3 Writing	43	45	45	48	55	55
Gr. 6 Writing	42	55	53			
Improvement	-1	10	8			
ON Gr 3	53	55	55	58	61	64
ON Gr 6	54	59	61			
ON Improvement	1	4	6			

Cohort

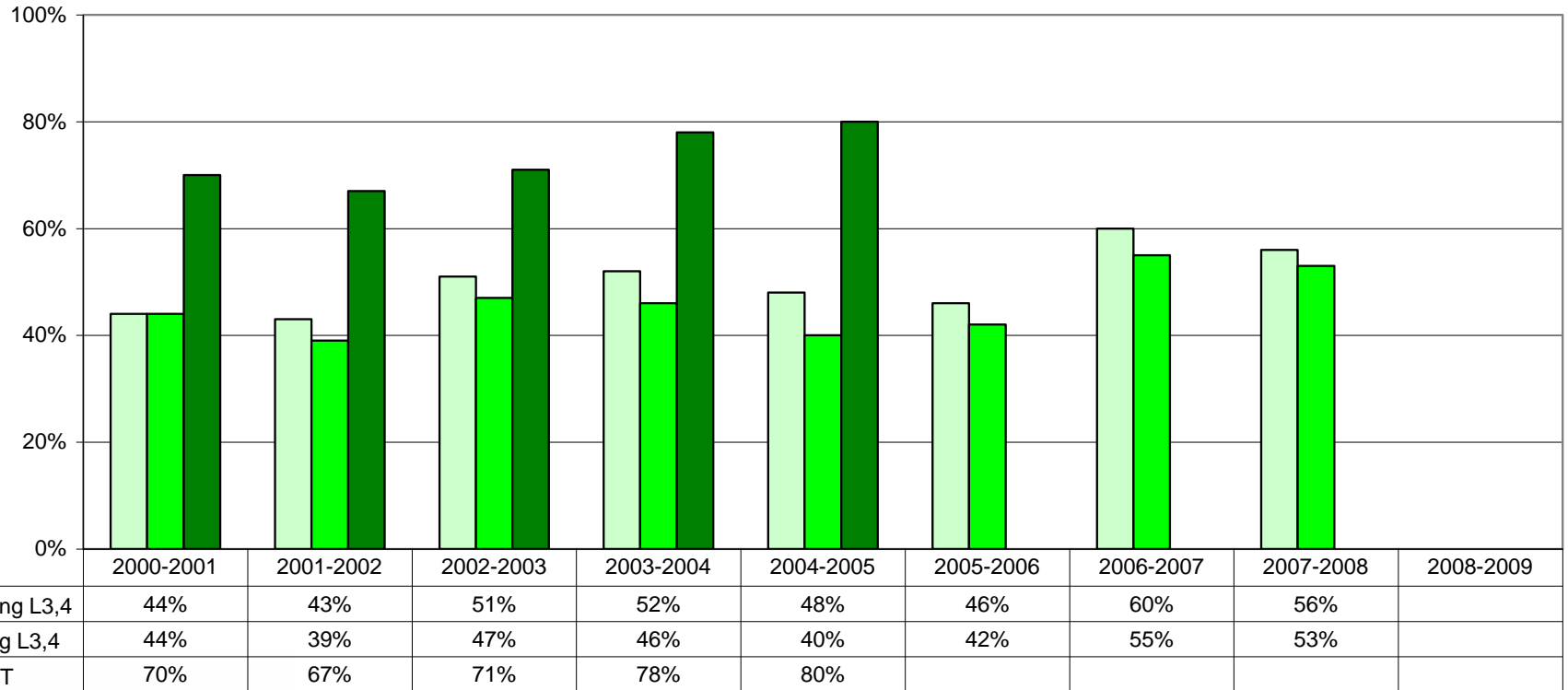
EQAO Cohort Analysis - Mathematics

ADSB - Grade 3 to Grade 6 Improvement



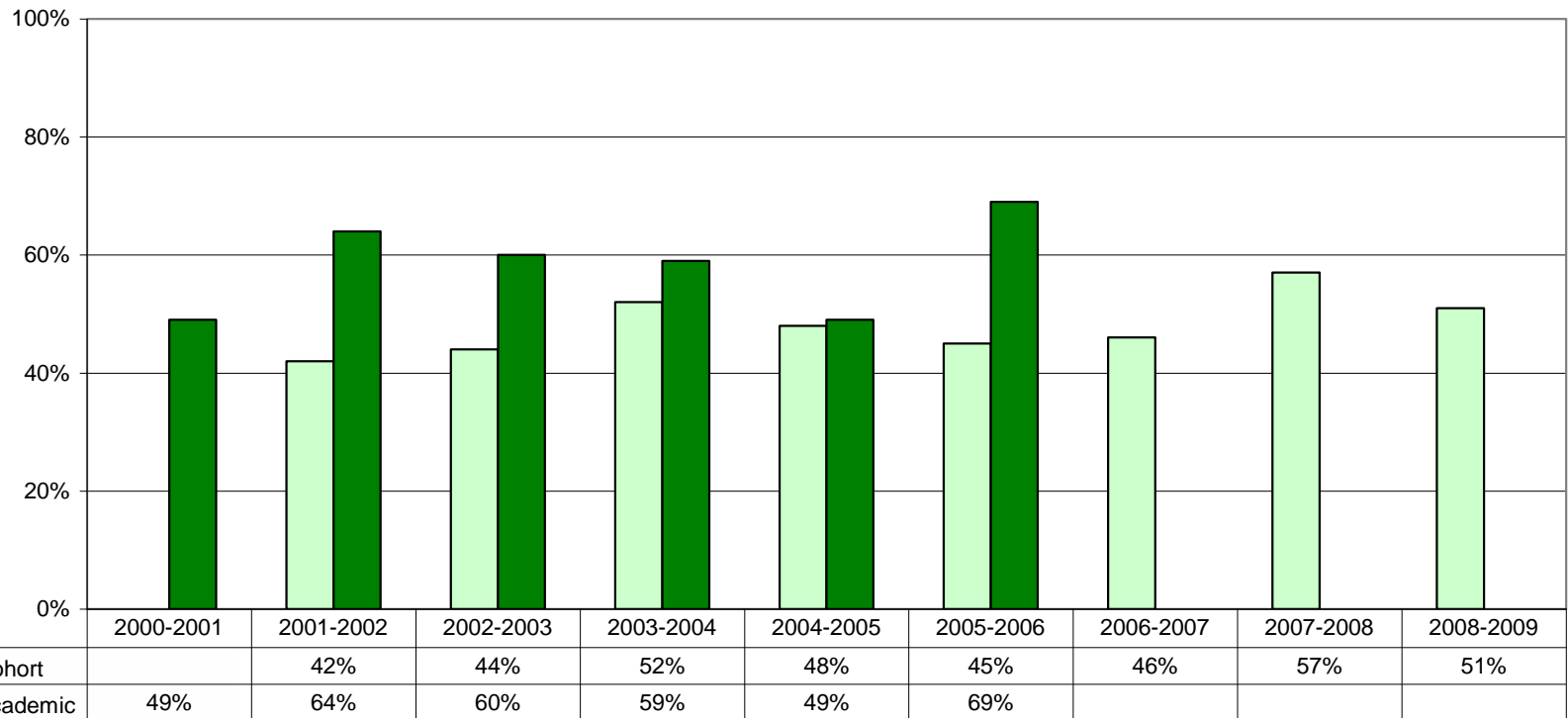
OSSLT

EQAO Ontario Secondary School Literacy Test and Grade 6 Cohort Results Grade 6 Level 3,4 Achievement : OSSLT All Students (% Successful)



GRADE 9 ACADEMIC MATH

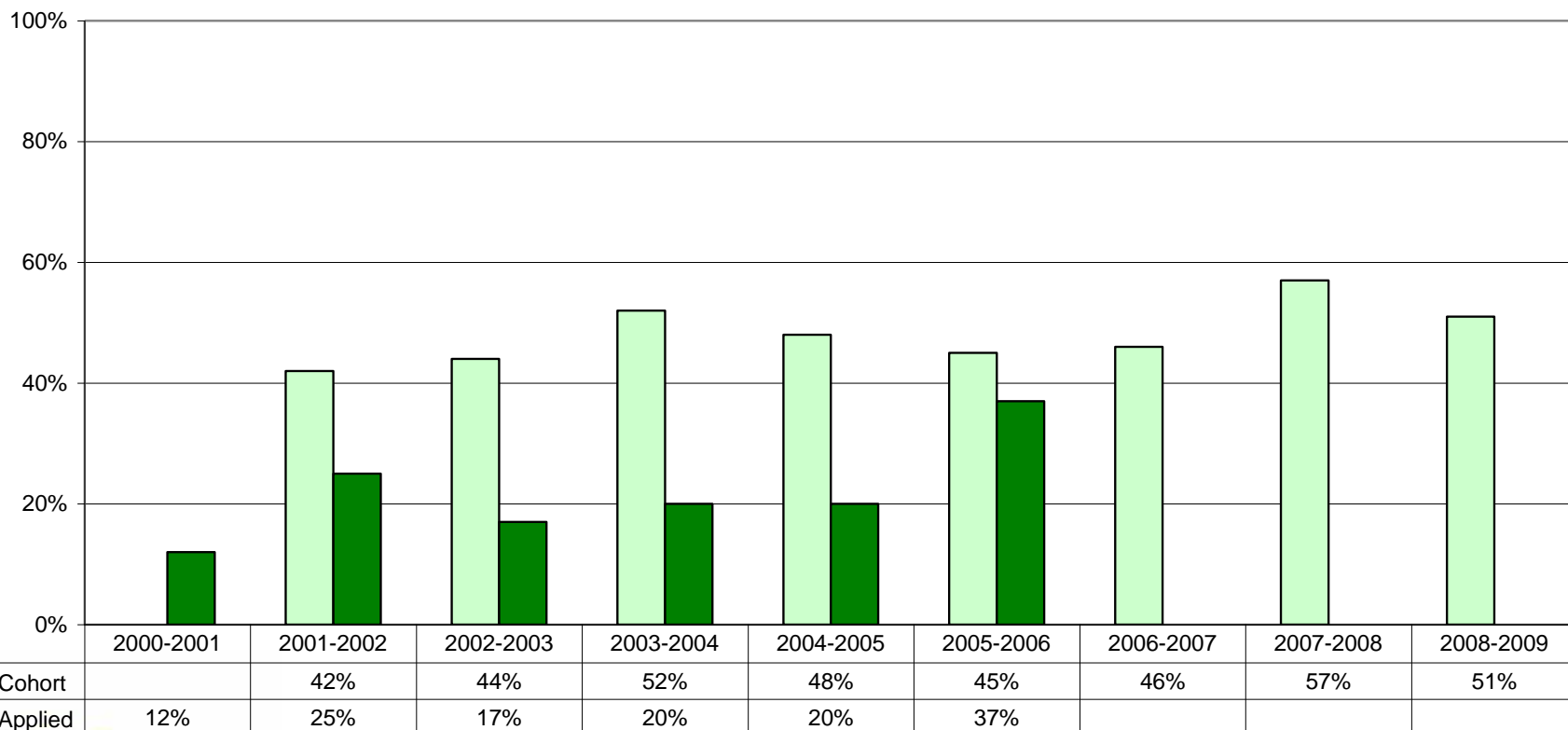
EQAO Grade 9 Assessment of Mathematics and Grade 6 Cohort Results Level 3,4 Achievement: Academic Program



GRADE 9 APPLIED MATH

EQAO Grade 9 Assessment of Mathematics and Grade 6 Cohort Results

Level 3,4 Achievement: Applied Program



Staying the Course

As a result, there is a commitment that by “staying the course” and continuing to focus on our key priorities and strategies, we can continue to make great things happen for students.



2007-2008
Staying the Course



Staying the Course

As a school system, we will rely on our strong partnerships with our community; we will nurture and celebrate parental partnerships; and we will build on our pride in the success of our public school system.

We will continue to make a difference for all students, one student at a time.



2007-2008
Staying the Course



Staying the Course

We will do this by “staying the course” on key priorities and strategies, namely:

- Literacy and Numeracy
- Student Success/Learning to 18
- Targetting Supports/Focus Interventions
- Capacity Building for all staff with particular emphasis on system leaders
- Research, Evaluation and Data decision making
- Character Development, Safe Schools and Healthy Schools
- Consolidation, upgrading, right-sizing and building new schools.



2007-2008
Staying the Course



Staying the Course

We will keep looking to develop our common understanding and continue to unify our sense of mission, vision and values, and our strong spirit of teamwork.

We will continue to build on our sense of pride and to increase public confidence in our school system.

We will not forget our purpose: to make a difference in the life of every student in our system.

I call on everyone to “stay the course” and continue our progress.



2007-2008
Staying the Course



Expectation for Leaders

- Create Alignment for Vision, Mission and goals between Board and school community
- Use data in decision making by asking hard questions
- Use your educational and instructional leadership to develop others
- Connect with your school community to develop partnership



2007-2008
Staying the Course



Continued Success on Your Leadership Journey



Make Their Day
Be There  **Play**
Choose Your Attitude



PRIORITIES

"A HUNDRED YEARS FROM NOW IT WILL NOT MATTER WHAT MY BANK ACCOUNT WAS,
THE SORT OF HOUSE I LIVED IN, OR THE KIND OF CAR I DROVE... BUT THE WORLD
MAY BE DIFFERENT BECAUSE I WAS IMPORTANT IN THE LIFE OF A CHILD."

