



The Strategic Plan

*School District No. 5
(Southeast Kootenay)*



2024-2028

The Strategic Plan

The strategic plan for School District No. 5 (Southeast Kootenay) (the District) is a roadmap designed to guide the collective efforts in providing an engaging, personalized educational experience that aims to foster the growth and success of every student within our communities. This comprehensive document outlines our Vision, Mission and core Values, serving as a compass for achieving excellence in teaching, learning, and overall educational outcomes. Through collaborative partnerships, innovative practices, and unwavering dedication, the District aims to cultivate an inclusive environment where every learner has pathways to graduation that honours individual strengths and abilities. This academic, social and personal journey will be one of continuous improvement and commitment to educational excellence.

The Board of Education thanks students, Indigenous partners, community members, partner groups and staff who have contributed insights into the ongoing work of the Strategic Plan which is established on the fundamental principles of providing:

- Academic success for all learners
- Equity, diversity and inclusion
- Caring, safe and welcoming schools
- Community engagement
- Innovation, choice, and technology integration
- Responsible stewardship of resources including the environment



District Context

The District respectfully honours and acknowledges that we live, work, and learn on the unceded traditional territories of the Ktunaxa peoples and the chosen home of the Rocky Mountain Métis. The footprint of the District is fully contained within the Ktunaxa Nation, including the communities of ʔaq'am and Yaq'it ʔa-knuq'it.

The District is located in the southeast corner of the province of British Columbia. Our region features spectacular mountain scenery, clean lakes, forested hillsides, and an abundance of wildlife. With an approximate population of 36,000, most people live in the communities of Cranbrook, South Country (Baynes Lake, Grasmere, Elko, Galloway and Jaffray), Fernie, Sparwood and Elkford. The District serves approximately 6,000 students in 17 neighbourhood schools (11 elementary schools, 2 middle schools, and 4 secondary schools); and specialty programs through Kootenay Discovery School (KDS); Kootenay Education Services (KES); and the Kootenay Learning Campus (KLC).

The District fosters full participation of all learners, creating an inclusive environment where everyone can work, play, and engage within a welcoming community of the District. Our facilities provide student-centered learning opportunities that are welcoming and safe, preparing all learners to achieve their career and life goals. The District employs approximately 1,600 individuals (including casual staff), and has nine members on the Board of Education to guide and support District initiatives.



The District logo depicts an adult and a student. It highlights the District focus on teaching, learning and relationships.

The green background represents the Kootenay area's natural beauty and pristine environment.



The Indigenous logo design was collaboratively developed by the Board of Education and Indigenous Peoples within this area.

Circle

The circle is meant to symbolize the Community/Family Support and Protection surrounding the student.

Smaller Circles

The smaller circles symbolize the four directions, the four senses of self and the four elements. Bringing a sense of balance to the student. The Bottom circle depicts Earth (physical self), the Top circle depicts Air (mental self), the Right circle depicts Fire (spiritual self), and the Left circle depicts Water (emotional self).

Tree

The tree inside of the student is meant to represent personal growth, with the roots anchored to show a sense of being “grounded” in self and culture.

Inukshuk & Infinity Symbol

The Inukshuk is meant to acknowledge our Inuit students and families. The infinity symbol is meant to acknowledge our Métis students and families.



Feathers

The feathers are meant to represent the Elders/Traditional/Ancestral Knowledge.

The Student

The student’s head, the heart and the earth symbol/roots are connected to one another. The heart holds a “fire of determination and purpose.”

Sun and Mountain Range

The Sun represents a New Beginning, Hope and a Lit Path moving forward. The Mountain Range is to give a sense of the Kootenay area.

Development of the Strategic Plan

The District strives to be the best employer and educational leader in the East Kootenay region. As such, the strategic planning process began by connecting with students that were asked the following questions:

1. How do you see yourself as a learner?
2. What does the District have that you appreciate the most?
3. What do you think the school district is missing?
4. What does the ideal school district look like?

These questions mirrored the questions asked of our community stakeholders during the engagement process during the spring of 2023-2024. This survey was sent out online to staff, parents and stakeholders.

Over the next several months, the Board of Education engaged in purposeful dialogue and received feedback. This is captured in the 'What We Heard' document.

Further, the District is committed to working together with First Nations rightsholders and Indigenous partners to achieve lasting and meaningful reconciliation.





Vision

Students love to learn here, staff love to work here, families love to gather here. We envision a dynamic learning community where every individual is inspired to reach their fullest potential, supported by a culture of respect, collaboration, and innovation.

Mission

Our mission is to empower every student to graduate with dignity, purpose, and options. We are committed to providing engaging, personalized educational experiences that nurture curiosity, celebrate diversity, and foster lifelong learning.

Values

The following values shall be cultivated within the District as both a responsibility and a right:

- Respect: the special esteem or consideration we give to ourselves and others;
- Vision: imagining how things could be; imaginative foresight;
- Equity: respect for others' rights and needs;
- Collaboration: working together on work of an intellectual nature;
- Integrity: complete disclosure and the absence of falsehood; and
- Inclusion: an environment in which all individuals are able to fully participate in a meaningful manner.



Our Commitment to Indigenous Education

Our commitment to Indigenous learners is guided by the Indigenous Education Enhancement Agreement and Local Education Agreements, which outline goals and directions for success. We aim to support a sense of place, representation, and belonging for all Indigenous students in the District. We strive to increase awareness and understanding of Indigenous cultures, histories, and languages, foster relationships, and improve communication with Indigenous students, staff, partners, guardians, and communities.

We are dedicated to improving academic achievement, ensuring successful grade transitions, enhancing literacy and numeracy, and supporting Indigenous learners in pursuing their future aspirations. Recognizing that fairness means addressing diverse needs, the District allocates resources to ensure all students can reach their full potential.

The Board of Education acknowledges the transformative impact of our vision, mission, and values on learning, leadership, and teaching, making it a collective responsibility.



Strategic Priorities

Human and Social Development

- Cultivate self-worth and curiosity,
- Foster appreciation for fine arts and cultural heritage,
- Promote understanding of physical health and well-being,
- Raise awareness of social and environmental responsibilities,
- Encourage respect for diverse ideas and beliefs,
- Ensure our programs, facilities and services are accessible



Strategic Priorities

Intellectual Development

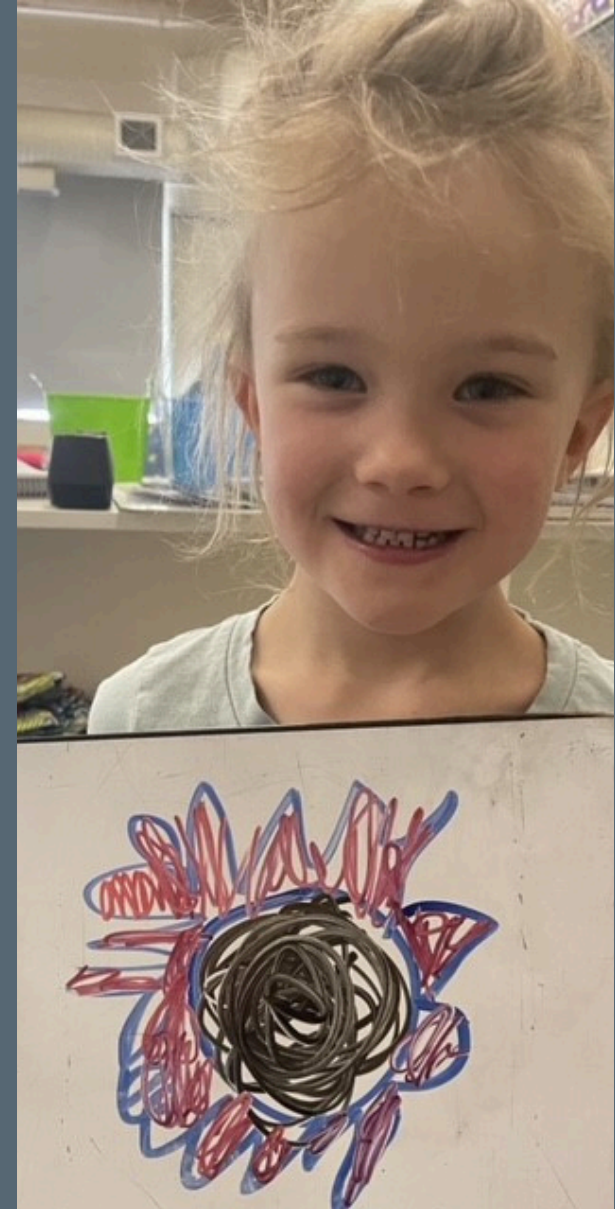
- Provide foundational skills and knowledge for diverse life paths,
- Instill a lifelong passion for learning,
- Develop an appreciation of fine arts and cultural heritage,
- Ignite curiosity about the world,
- Nurture creative thought and expression abilities



Strategic Priorities

Early Learning and Child Care

- Ensure the successful transition of all children from pre-kindergarten to grade 4,
- Implement strategies aligned with the early learning framework,
- Incorporate Indigenous perspectives to enrich the educational experience,
- Promote equity, diversity, and inclusion to create an inclusive environment for every student.



Strategic Priorities

Career Development

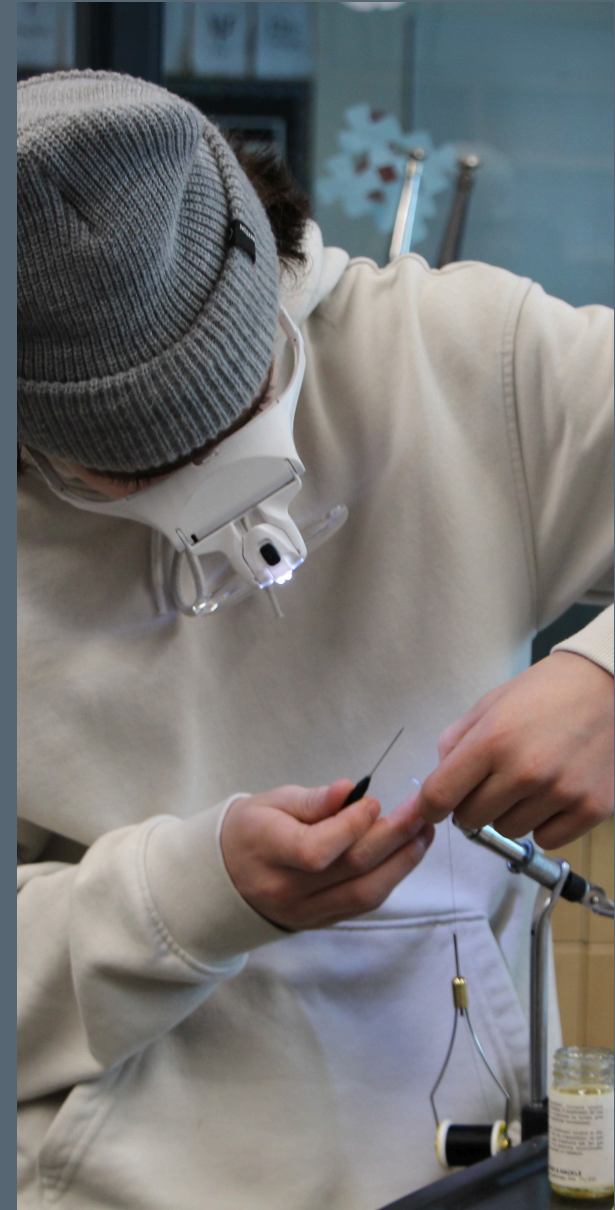
- Every student graduating from the District schools will have a transition plan grounded in an understanding of their strengths and skills. This approach will empower them to confidently navigate future transitions and pursue their chosen paths with success.



Strategic Priorities

Operational

- To provide equitable learning environments through effective and efficient facility planning, management, and resource allocation while considering the impact on the environment



Strategic Priorities

Human Resources

- We will attract and retain the best people by promoting and supporting the health, wellness, and professional development of our workforce. We will raise awareness of the District as an employer of choice and as the best place to learn and to lead.



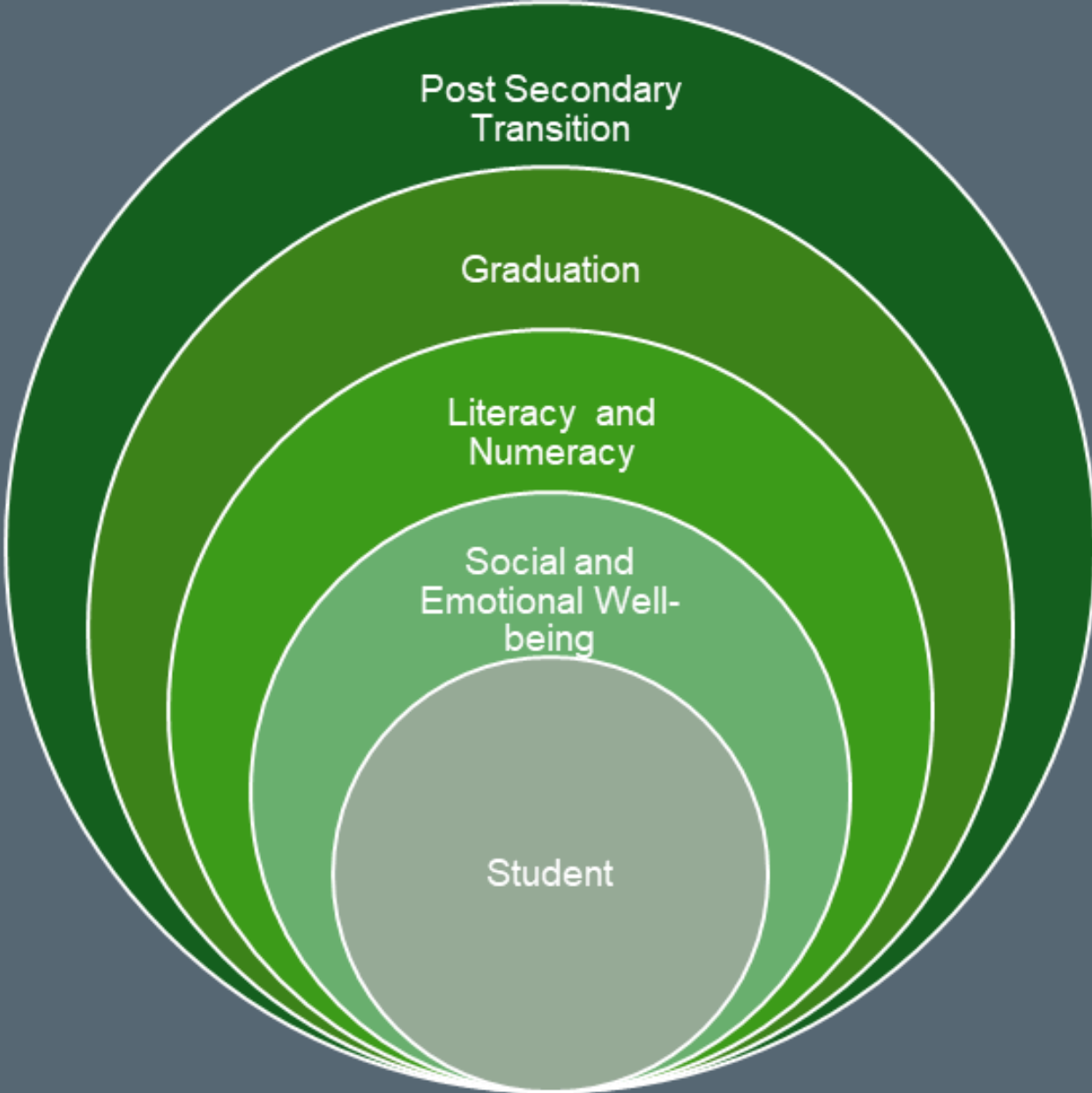
Strategic Priorities

Technology

- To inspire, support, enhance, and transform learning through the use of technology, we empower all learners to create and reach their full potential. We teach learners how to navigate and use digital tools ethically, fostering digital citizenship.



**Students are the core of
the District**



Feedback Cycle



Community Partnerships

Communication and collaboration are crucial within the District, our schools, and with our partners and our communities. The District is an engaged and collaborative community partner. This list is a sample of our evolving partnerships:

- Indigenous Education Council
- Local associations and unions
- Cranbrook Fernie Teachers Association,
- Canadian Union of Public Employees
- Principals Vice Principals Association
- Feeding Futures
- Child Care Providers
- Child and Youth Mental Health
- The Foundry
- Ministry of Children and Family Development
- Ktunaxa Kinbasket Child and Family Service Society
- East Kootenay Addictions Services
- AIDS Network Kootenay Outreach and Support Society
- Situation Table
- Interior Health
- Chamber of Commerce
- Cranbrook and District Restorative Justice
- Royal Canadian Mounted Police
- City and Regional Districts
- Key City Theatre
- Legacy of Learning (Columbia Basin Institute of Regional History)
- The students and staff of the District





Looking forward to the future!