

## School Improvement Planning: Shared Leadership

### What is our goal?

By June 2019, each school will have developed processes for shared leadership to provide opportunities for students, staff, and parents to participate in the School Improvement Process. School Improvement Processes will build trust, high expectations, and collective efficacy among all staff.

### How will we achieve it?

- Engage diverse voices, including parents and students, in the School Improvement Process work with staff (September to December 2019)
- Each school will establish a School Improvement Team that will develop a professional learning plan (September to December 2019)
- Support Superintendents of Education to develop relationships with school communities so that their experiences and perspectives can influence system action and decisions (September to December 2019)

### How will we know we are successful?

- The achievement and well-being gap will decrease while expectations remain high for all students because we are providing access to the programs, resources, and learning opportunities that all students require.
- Student learning will be transformed. Students will improve in literacy and math and they will strengthen their global competencies (critical thinking, creativity, collaboration, communication, citizenship) because they are engaged in learning experiences/opportunities that promote service, social justice and sustainability.
- The engagement of students, staff, parents, and communities will increase because their voice, experience, identity, expertise will be reflected in decision making.
- School surveys indicate an increase in student and parent engagement in the school improvement process.
- Multiple sources of data (observation, conversations, and products) will show higher levels of trust and efficacy among staff.