

2023/24 - 2027/28  
PACIFIC RIM SCHOOL DISTRICT

# STRATEGIC PLAN



always learning | takaas?aaq?in huu?takšiih | ka kishkaytaynaan | apprendre, toujours

## LAND STATEMENT AND ACKNOWLEDGEMENT

The Pacific Rim School District is situated on the ḥahuułi of the čišaaʔath, Hupačasath, Tla-o-qui-aht, Yuułuʔilʔath, and Huu-ay-aht First Nations and acknowledges that we work alongside these Nuu-chah-nulth nations as well as the Ditidaht, Uchucklesaht, Toquaht, Ahousaht, and Hesquiaht First Nations, the Métis Nation of British Columbia and the Alberni-Clayoquot Métis Society to serve the children and youth of the Alberni-Clayoquot region.

The district strives to increase awareness, understanding and integration of Nuu-chah-nulth, Métis and Inuit culture, history, and language in all Pacific Rim School District schools as part of our ongoing commitment to Truth and Reconciliation.

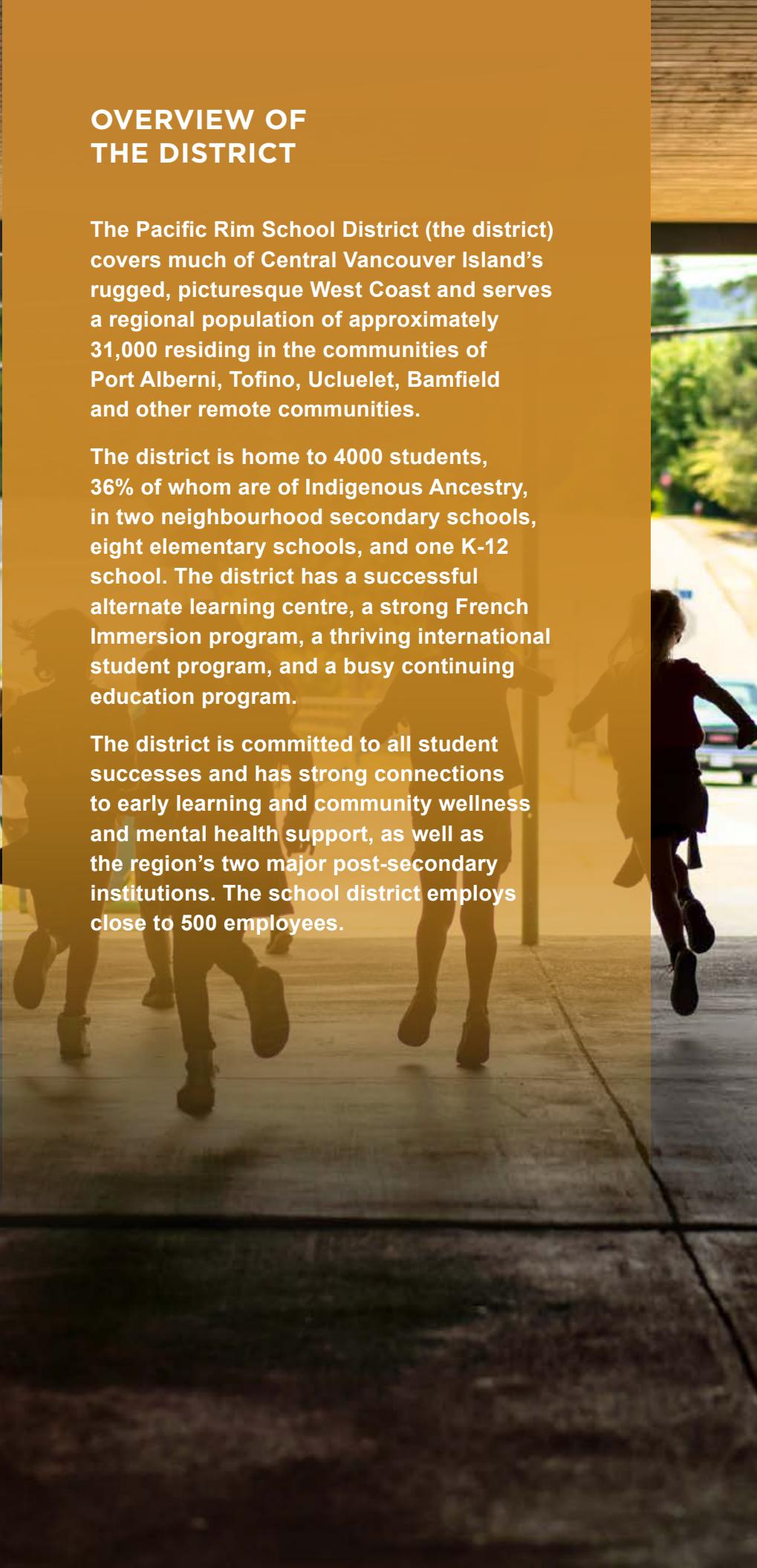


## OVERVIEW OF THE DISTRICT

The Pacific Rim School District (the district) covers much of Central Vancouver Island's rugged, picturesque West Coast and serves a regional population of approximately 31,000 residing in the communities of Port Alberni, Tofino, Ucluelet, Bamfield and other remote communities.

The district is home to 4000 students, 36% of whom are of Indigenous Ancestry, in two neighbourhood secondary schools, eight elementary schools, and one K-12 school. The district has a successful alternate learning centre, a strong French Immersion program, a thriving international student program, and a busy continuing education program.

The district is committed to all student successes and has strong connections to early learning and community wellness and mental health support, as well as the region's two major post-secondary institutions. The school district employs close to 500 employees.



## EXECUTIVE SUMMARY

Our Strategic Plan, as derived through extensive online and face-to-face consultation, places a strong emphasis on achievement for all.



### Indigenous Learner Success and Relationships with First Nations

The success of our Indigenous learners is of utmost importance to us. We are committed to Truth and Reconciliation, and we are dedicated to honouring and integrating Indigenous knowledge, culture, language, perspectives, and worldviews into our curriculum, ensuring that Indigenous learners feel a strong sense of belonging and connection to their heritage. Through meaningful collaboration with First Nations and Métis, we will work towards achieving equitable educational outcomes for all Indigenous students.

### Student Achievement

We believe that every child deserves an equal opportunity to reach their full potential. By implementing evidence-based instructional practices, continuously assessing student progress, and providing targeted support, we will ensure that each student receives the necessary tools and support to succeed academically and socially.

### Mental Health and Social-Emotional Well-being

Mental health and social-emotional well-being are integral to the overall development of our students. We are committed to providing a supportive and nurturing environment that addresses their emotional and psychological needs.

By promoting mental health awareness, offering counseling services, and implementing social-emotional learning programs, we will empower our students to develop resiliency, empathy, and a positive sense of self.

### Safe, Welcoming and Modern Learning Environments

Creating safe, welcoming, and modern learning environments is essential to fostering an optimal educational experience. We are dedicated to maintaining facilities that are conducive to learning and equipped with modernized and accessible resources and technology. By promoting a culture of inclusivity, respect, and diversity, we aim to create a sense of belonging for every student, staff member, and family within our schools.

### Environmental Stewardship and Global Citizenship

As responsible stewards of the environment, we recognize our duty to promote environmental stewardship and global citizenship. We are committed to incorporating sustainable practices into our schools and curriculum, educating our students about environmental issues, and fostering a sense of responsibility towards our planet. Through these efforts, we aim to cultivate environmentally conscious citizens who will actively contribute to creating a sustainable future.

## VALUES, MISSION, AND VISION



The mandate of the Board of Education is to maintain a focus on student achievement and well-being, and to participate in decision making that benefits the entire district while representing the interests of the entire electorate.

The Board is responsible for setting the overall strategic direction for the school district. Trustees work together to establish the Board's Strategic Plan which sets the goals for the district and its budget priorities. The Board is committed to the Calls to Action of the Truth and Reconciliation Commission, BC's Declaration on the Rights of Indigenous Peoples Act, and ongoing support for Indigenous ways of knowing and being, as a framework for reconciliation and learning.

As co-governors with the Ministry of Education and Child Care, the Board shares the belief of seamless inclusive universal child care and before-and-after school care options for those families that require it

within environments that incorporate the Early Learning Framework, thus fostering connections between the education and child care sectors.

Our vision is to be a safe, welcoming, and engaging learning community that is diverse, equitable, inclusive, accessible, and collaborative, and creates belonging and opportunities for all.

Our overall intent is to educate students in safe, inclusive, and engaging learning environments where every student develops the knowledge, skills, and abilities to be lifelong learners and responsible members of our global society.



## CORE VALUES

The core values that form the foundation of our decisions are:

respect **Paʔiihčap**  
integrity **taaqyaaq**  
compassion **taaqyaaq**  
responsibility **aen honayt**  
honesty **puwiqł** **waapishkisiw**  
mimiiłapi **miiłhiiniš**  
la responsabilité **rispay**  
l'intégrité **ʔiisaakmis**  
la compassion **nishtoohtamihk**  
le respect **l'équité**  
l'honneur **yuučhaapíʔaał**  
taaquqhliʔiik **l'honnêteté**  
qʷacumis  
ʔiisaak  
qʷacumis  
ʔiisaak  
miiłhiiniš  
rispay  
l'équité



**INDIGENOUS LEARNER  
SUCCESS AND RELATIONSHIPS  
WITH FIRST NATIONS  
AND MÉTIS**

Our goals are to:

- Remain committed to the Calls to Action of the Truth and Reconciliation Commission and BC's Declaration on the Rights of Indigenous Peoples Act as ongoing priorities.
- Promote Indigenous ways of knowing and being and the BC First Peoples' Principles of Learning across all curriculum areas.
- Maintain and enhance meaningful relationships with Nuu-Chah-Nulth First Nations and the Métis Society.
- Ensure culturally relevant and welcoming environments for students and staff of Indigenous ancestry.
- Build and enhance language and culture programs in all schools, including through the creation of land-based learning programs.

## STUDENT ACHIEVEMENT

Our goals are to:

- Maintain literacy and numeracy as top priorities K-12.
- Focus on student engagement and commitment to their own learning.
- Close any learning or school completion gaps between Indigenous and non-Indigenous learners.
- Connect with early years providers to support children's transitions into school.
- Focus on transitions into school, from elementary to secondary and to graduation with dignity, purpose, and options.
- Provide the best possible support services for learners.
- Provide West Coast students with the same opportunities as are found in the Alberni Valley.
- Support involvement of parents and caregivers in their children's education.





## MENTAL HEALTH AND SOCIAL-EMOTIONAL WELL-BEING

Our goals are to:

- Provide all possible resources to support the mental health and well-being of students and staff.
- Maintain and enhance relationships with community agencies, including in support of mental health and addiction education.
- Support effective outreach to children and families with the greatest need.
- Ensure effective supports for children and youth in care.
- Focus on internet safety and effective uses of technology for all students.



## SAFE, WELCOMING AND MODERN LEARNING ENVIRONMENTS

Our goals are to:

- Support diversity, equity, inclusion, and accessibility in all schools and workplaces.
- Ensure learning and working environments that celebrate cultural heritage and that are free from racism.
- Support all staff in implementing best modern practices.
- Provide environments where students experience connections and have fun.
- Ensure strong outreach to parents, caregivers, and community resources.
- Provide accessible learning and working environments.
- Support everyone situating “who we are, where we are, where we come from, our connections and our interconnections.”
- Support SOGI initiatives and ensure safe environments for LGBTQ2S+ students and staff.



## ENVIRONMENTAL STEWARDSHIP AND GLOBAL CITIZENSHIP

Our goals are to:

- Promote environmental stewardship and global citizenship education across all curriculum areas.
- Develop district-wide structures to promote environmental stewardship.
- Support community-wide environmental stewardship and efforts to limit the impacts of climate change.
- Support student leadership in climate action.
- Promote awareness of national and international issues and opportunities.
- Support students to be engaged actively in their community.
- Promote anti-racism and an inclusive society, free from discrimination.



## OPERATIONALIZING THE STRATEGIC PLANNING



The Operational Plan is a tool to align with the Pacific Rim School District's Strategic Plan, which sets the direction that will allow our district to successfully carry out our mission and move us closer to reaching our vision.

The strategic plan's five focus areas and corresponding goals describe how we intend to achieve this vision. The key actions, aligned with these goals, will be prioritized to deliver on the vision set out by the Board.

As the CEO of the school district, the Superintendent is responsible for the implementation of the strategic plan. The Superintendent will work collaboratively with the district management team to create an annual 'operational plan' that identifies key initiatives that will help advance the district's multi-year strategic plan's areas of focus and goals.

The Operational Plan will be a "living" document and will specify:

- Specific strategies/actions (programs, activities, and interventions) that will be implemented to address each goal.

- Department and person(s) responsible or accountable for each action.
- Start and due dates.
- How progress will be measured or indicators of success.
- Data collection references (qualitative, quantitative, or street level).
- Budget implications (one-time or on-going).
- Progress and results.

The district's Management Team will provide bi-annual progress updates in November and April of each year. The Superintendent will develop an annual report to present to the Board of Education by June 30th of each year, which will measure progress against the Goals outlined in the Strategic Plan, recommend taking corrective steps in areas where performance may not be meeting Actions, and outline next-step strategies where scaffolding to progressive action is to occur.

## MESSAGE FROM THE BOARD OF EDUCATION



The Board of Education for Pacific Rim School District is delighted to present the Strategic Plan for the next five years, 2023-2024 to 2027-2028.

This document has been developed by the Board of Education in conjunction with the Superintendent. The document was written in collaboration with stakeholders including educators, employees, parents, students, Elders, First Nations rights-holders, Indigenous partners, community members, and community partners. This comprehensive plan reflects our collective commitment to providing an exceptional education that nurtures the holistic growth of every learner and prepares them for success in an ever-changing world.

Education lies at the heart of our mission, and we are dedicated to fostering a learning environment that inspires curiosity,

creativity, critical thinking, lifelong learning, and Indigenous worldviews. Through innovative teaching methods, enhanced curriculum, and personalized learning experiences, we aim to empower our students with the skills and knowledge necessary to thrive in the 21st century.

In closing, we extend our gratitude to all those who have contributed to the development of this Strategic Plan. By working together, we will create a brighter future for our students, empower them to achieve their goals, and prepare them to make a positive impact on their communities and the world.



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