



2022-2025
STRATEGIC PLAN
GOAL STATEMENTS



British Columbia
School Trustees
Association

Acknowledgment

BCSTA's office is located on the ancestral lands of the *xʷməθkʷəy̓əm* (Musqueam), *Skwxwú7mesh* (Squamish), and *səlilwətał* (Tsleil-Waututh) who have lived here since time immemorial and are rights-holders and stewards of these lands and waters. We are grateful to live, work and be in relation with people from across many traditional and unceded territories, covering all regions of British Columbia.

We are honoured to live on this land and, with this acknowledgment, are committed to acts of reconciliation, decolonization and building relationships in our communities and schools. One of these acts is recognizing our role in leading for equity.

Anti-Racism, Diversity, Equity & Inclusion

BCSTA aspires to embody and work in support of anti-racism, diversity, equity, and inclusion in B.C.'s public schools. BCSTA strives to:

- eliminate discrimination in policies, procedures, programs, and services (anti-racism).
- value human differences within the organization (diversity).
- ensure that factors such as ancestry, skin colour, place of residence, socio-economic or educational background, gender identity or expression, physical condition, etc. do not determine the outcomes a person achieves (equity).
- ensure that people of all backgrounds feel they are welcome and valued (inclusion).

To those ends, BCSTA commits to:

- educating ourselves and our members about anti-racism, diversity, equity, and inclusion and how they may be achieved.
- ensuring that anti-racism, diversity, equity, and inclusion are evident in all that we do.
- ensuring that policies and practices of the organization do not contravene the British Columbia Human Rights Code.
- supporting equity through our policies, procedures, programs, and services.
- advocating for policies and practices that promote anti-racism, diversity, equity, and inclusion in the public schools of British Columbia.
- measuring our progress in ensuring anti-racism, diversity, equity, and inclusion.

Governance

BCSTA's board of directors acknowledge their governance role in providing oversight and direction in creating the organization's strategic plan. Boards of education have three core responsibilities: hiring, supporting and evaluating the superintendent; improving student outcomes; approving a balanced budget.

BCSTA's 2022-2025 strategic plan has three goal areas:

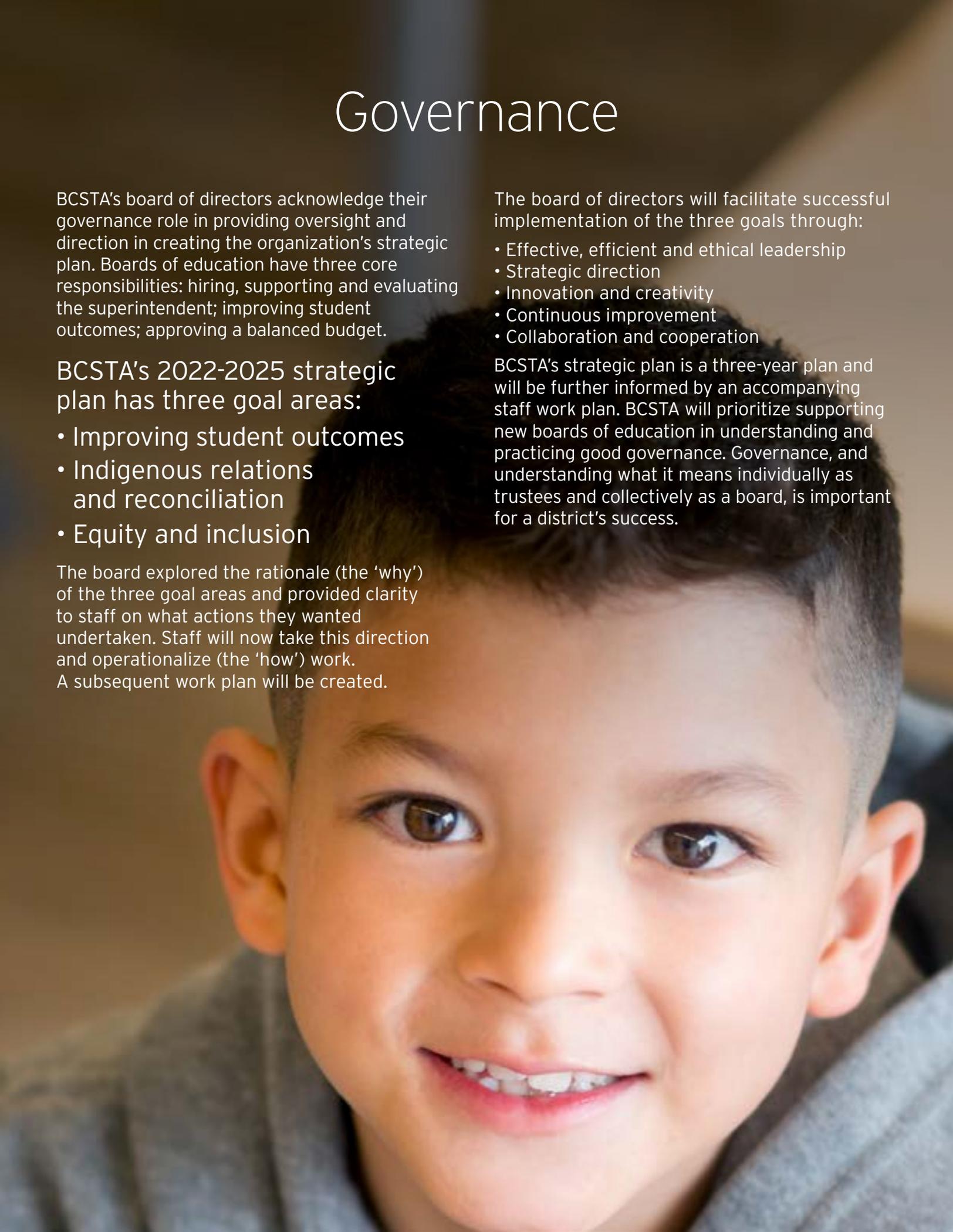
- Improving student outcomes
- Indigenous relations and reconciliation
- Equity and inclusion

The board explored the rationale (the 'why') of the three goal areas and provided clarity to staff on what actions they wanted undertaken. Staff will now take this direction and operationalize (the 'how') work. A subsequent work plan will be created.

The board of directors will facilitate successful implementation of the three goals through:

- Effective, efficient and ethical leadership
- Strategic direction
- Innovation and creativity
- Continuous improvement
- Collaboration and cooperation

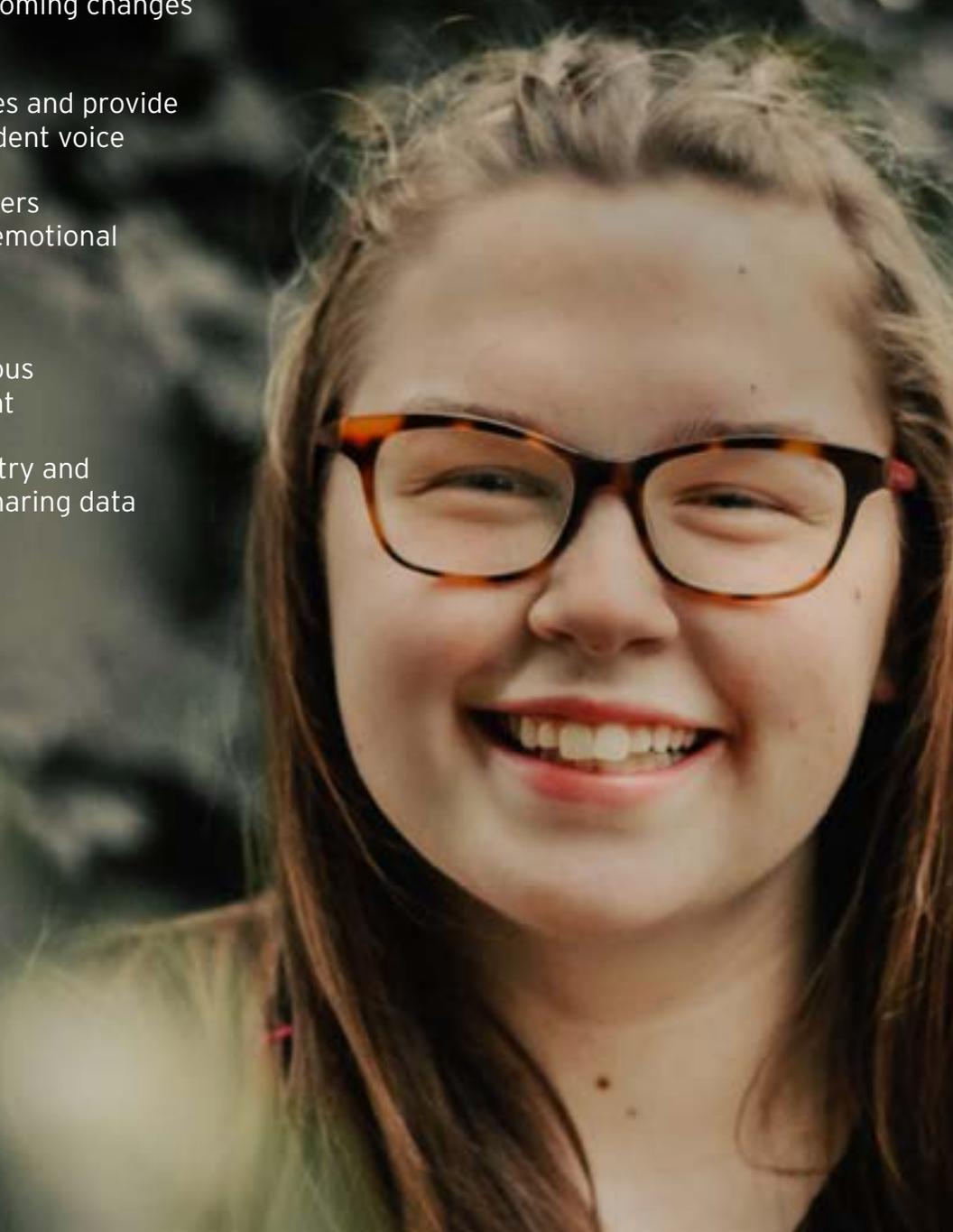
BCSTA's strategic plan is a three-year plan and will be further informed by an accompanying staff work plan. BCSTA will prioritize supporting new boards of education in understanding and practicing good governance. Governance, and understanding what it means individually as trustees and collectively as a board, is important for a district's success.



GOAL AREA ONE

Student Outcomes

- BCSTA, using the Framework for Enhancing Student Learning, will support boards of education in improving outcomes for students
- BCSTA will support boards in understanding and implementing the new classroom reporting order
- BCSTA will support boards in helping understand and implement upcoming changes in provincial assessments
- BCSTA will explore opportunities and provide guidance on strengthening student voice
- BCSTA will work with stakeholders on supporting the mental and emotional well-being of students
- BCSTA will support boards in implementing the new Indigenous focused graduation requirement
- BCSTA will liaise with the ministry and support boards on using and sharing data



GOAL AREA TWO

Indigenous Relations and Reconciliation

- BCSTA will work with the First Nations Education Steering Committee (FNESC) on the implementation of the joint [memorandum of understanding](#):
 - 3.1 *The Parties are committed to assisting the building of capacity within the BC public education system regarding matters relevant to First Nations education, including awareness and understanding of the principle of First Nations control of First Nations education, the inherent rights of Indigenous peoples, and the Indigenous human right to all levels and forms of education without discrimination affirmed in article 14 of the UN Declaration.*
 - 3.2 *The Parties are committed to supporting improved educational outcomes of First Nations learners, and seek to work together, along with other government bodies and partners as appropriate and agreed, on key matters impacting First Nation student outcomes.*
 - 3.3 *The Parties are committed to actively supporting relationships between boards of education and local First Nations.*
 - 3.4 *The Parties are committed to promoting the negotiation and implementation of effective local education agreements (LEAs) by all boards of education with local First Nations, including:*
 - a. *adhering to the LEA Guiding Principles developed by the parties to BCTEA; and*
 - b. *using the Provincial LEA, developed pursuant to BCTEA, upon the request of First Nations.*
 - 3.5 *The Parties are committed to supporting the meaningful development and implementation of First Nation language programs in public schools.*
 - 3.6 *The Parties are committed to supporting the establishment of Indigenous Education Councils in all BC school districts, as well as promoting their role as joint-decision makers in matters impacting First Nation learners.*
- BCSTA will strengthen relationships with Métis Nation BC and Inuit organizations



GOAL AREA THREE

Equity and Inclusion

- BCSTA will work to address forms of racism, discrimination and inequities
- BCSTA will work with organizations, stakeholders and education partners in developing the provincial K-12 anti-racism education plan
- BCSTA commits to promote and ensure meaningful inclusion and equitable access to learning and achievement for all students through a lens of anti-racism, equity, diversity and neurodiversity
- BCSTA will develop a policy statement on equity
- BCSTA will work collaboratively with the Ministry of Education and Child Care to support revisions to ministerial orders and policies supporting inclusive education
- The sexual orientation and gender identity (SOGI) working group will continue to support SOGI initiatives by working with the Ministry of Education and Child Care's working group
- BCSTA will support initiatives for students with disabilities



ONGOING

Relationships and Advocacy

RELATIONSHIPS

- BCSTA's board of directors will liaise and collaborate directly with the Minister of Education and Child Care, and the deputy minister and assistant deputy ministers
- BCSTA will review the Memorandum of Understanding with the Ministry of Education and Child Care
- BCSTA will fortify existing relationships with K-12 education partners while establishing new relationships that aid the collective work of improving student outcomes
- BCSTA will support boards of education in further developing their relationships with Indigenous communities.

ADVOCACY

- BCSTA will continue to advocate to government on issues such as:
 - Child care
 - Capital, deferred maintenance and seismic projects
 - Funding and inflationary costs
 - Climate change
 - Staff recruitment and retention
 - Universal food programs

