

## **POLICY 100 FOUNDATIONAL STATEMENTS**

The Board of Education of School District No. 83 (Kwátsalktnéws ne Secwepemcúl'ecw), in its role as both governor and advocate for public education, has established the organization's core values, vision, and mission to ensure that all learners are supported in achieving their fullest potential. The Board believes that educational systems are best able to meet the needs of their communities when they are guided by shared values and goals that provide clear direction and coherence for ongoing development and operation.

Together, these guiding principles serve as a foundational lens through which decisions are made and actions are taken. They create a shared understanding and collective responsibility among trustees, leaders, staff, and partners, ensuring that all efforts remain aligned, purposeful, and focused on learner success, well-being, and future readiness.

### **Our Vision**

Preparing students to become educated citizens who contribute to a dynamic, sustainable, and diverse world.

### **Our Mission**

Empowering students to become confident, curious, and caring individuals who thrive in their learning, relationships, and community.

### **Foundational Framework**

We have six core value commitments:

- 1. Belonging:** We encourage relationships that support a culture of respect, empathy, and collaboration where individuals are supported, represented, and empowered to reach their full potential.
- 2. Respect:** We nurture respectful and inclusive communities where everyone feels valued, safe, and appreciated.
- 3. Reconciliation:** We are committed to true reconciliation through working together and honouring Indigenous ways of knowing and doing.
- 4. Empathy:** We offer kindness, compassion, and respect while recognizing a deep understanding of others.
- 5. Equity:** We seek to understand individual perspectives and needs in order to provide access to opportunities, resources, and learning, and we honour our commitment to true reconciliation.
- 6. Perseverance:** We foster resilience and self-empowerment, recognizing one's journey toward success involves overcoming difficult challenges.

## Operational Framework

### Strategic Plan Priorities and Outcomes

#### 1. Intellectual Development

**Goal:** Each student will develop their literacy skills, numeracy skills, and competencies to become their most capable self.

**Outcomes:**

- Students will work to meet or exceed literacy and numeracy expectations at each grade level or as documented within an Individual Education Plan.
- Support the transition of students from grade to grade with their peers.
- Support families with children with learning differences who are transitioning into our schools.
- Enhance student choice and voice in their learning to increase personal autonomy and accountability.
- Provide opportunities for learners to develop communication, critical and creative thinking skills.
- Engage all learners through innovative and responsive learning opportunities.
- Pursue inclusive education practices to ensure all students have equitable access to learning.
- Support and expand teaching and learning practices and opportunities that address climate change and environmental sustainability.

#### 2. Human and Social Development

**Goal:** Each student will feel welcome, safe, and connected to peers and adults in their school.

**Outcomes:**

- Students will report feeling welcome, safe, and a sense of belonging to their school community.
- Ensure safe, inclusive spaces exist in our schools for all students.
- Develop, expand, and implement inclusive and collaborative practices and processes.
- To improve educational outcomes and well-being of Children and Youth in Care.
- Prioritize Truth and Reconciliation to expand local Secwépemc perspectives for all.
- Support the successful transition of children 0-5 years of age into K-12 education.

#### 3. Career Development

**Goal:** Each student will develop the skills and competencies necessary to be successful in a career or community pathway of their choice.

**Outcomes:**

- All students who graduate with a Dogwood or Evergreen will have a meaningful transition plan based on their personal strengths and skills so they can be successful in navigating future transitions to post-secondary, employment opportunities, or community living.
- Priority Learners will have more involvement in, and successful completion of, dual credit programs and dual credit pathways.
- Support successful transitions as learners enter and progress through to graduation and determine a life pathway.

#### 4. Community Partnership Development

**Goal:** We will strengthen existing and develop new strategic partnerships in gap areas.

**Outcomes:**

- Engage Rightsholders, Parent Advisory Councils (PAC), community partners, educational partners, and families through the International Association for Public Participation (IAP2) Spectrum of informing, consulting, involving, collaborating, and empowering.
- Co-construct the Local Education Agreement with Splantsin.
- Fulfill the responsibilities and commitments of the Local Education Agreements with the four local First Nations.
- Expand our culture of social responsibility and implement long-term commitments that support society and protect the environment.
- Develop, expand, and implement respectful, effective, and transparent communications.
- Strengthen and expand our relationships with community groups.

#### 5. Organizational Development

**Goal:** We will develop and enhance procedures and practices that will assist in meeting the Strategic Priorities.

**Outcomes:**

- Establish school configurations that support positive relationships and educational outcomes for all students.
- Foster a culture where staff feels socially, emotionally, and mentally supported within their schools and the District.
- Build a shared commitment and capacity to facilitate an inclusive, safe, and healthy work culture.
- Continue to invest in growing leadership capability and capacity across the District.
- Provide targeted professional development and skills training which support the professional groups of our employees.
- Develop an equitable and sustainable financial plan which supports the achievement of the Strategic Plan.
- Provide safe and efficient transportation services that are as equitable as possible.
- On-board and maintain digital technologies that improve workflow and organizational efficiency.
- Create safe, healthy, and functional learning and working spaces.
- Continue to develop, expand, and implement a culture of wellness.
- Review operational processes and procedures to improve efficiency and service delivery.
- Develop an Administrative Procedure Handbook to complement existing and future Board Policies.
- Establish recruitment and retention processes which provide greater opportunities for visible minorities to become part of the District workforce.
- Develop and implement exemplary practices to recruit and retain staff.

#### 6. Effective Governance and Leadership

## The Board of Education of School District No. 83 (K̓wsalktnéws ne Secwepemcúl'ecw)

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**Goal:** The Board of Education will work to represent the interests of all students by actively advocating for student learning and well-being through Strategic Planning Policy and responsible stewardship.

**Outcomes:**

- Ensure that financial reporting is accessible, current, and consistent with best practice.
- Ensure annual budgets and resource allocation align with the Board's strategic priorities.
- Increase stakeholder input into the development of the annual budget.
- Continue the review, revision, and refinement of Board policies.
- Advocate with various levels of government for programs, services, and facilities to meet the needs of the District.
- Continue visibility within the District and the communities which it serves.
- Increase opportunities for Rightsholders, staff, and community engagement.
- Continue building capacity around the roles and responsibilities of governance.
- Promote environmental stewardship and sustainability.
- Continue commitment to Truth and Reconciliation.

### Logo Design and Use



Board of Education of School District No. 83 (K̓wsalktnéws ne Secwepemcúl'ecw ) logo has deep significance and meaning as it depicts not only the geography of our District but also the commitment to reconciliation by honouring the Rightsholders of this place.

Its circular shape represents healing, unity, and equality as we journey toward Truth and Reconciliation. The animals chosen have significant meaning in the Secwépemc culture. The bear is a symbol of strength and courage. Coyote is often tied to oral stories about societal values and traditional knowledge with the salmon symbolizing endurance and perseverance through hardship. Mt. Ida was chosen to represent the geographic landmark of the District office, where the Board conducts its business. The golden colour within the logo symbolizes the rich contribution of the agricultural communities within the District and green represents the beauty of the vast forest that surrounds us.

The logo intentionally makes a distinction between sky, land, and water, recognizing that together they make up the ancestral lands of the Secwépemc people since time immemorial.

The logo is the property of the Board of Education and shall only be used by external organizations with prior approval of the Superintendent.

**Legal Names**

Board of Education of School District No. 83 (Kwáaltktnéws ne Secwepemcú'ecw)  
School District No. 83 (Kwáaltktnéws ne Secwepemcú'ecw)

**Operational Names**

Kwáaltktnéws ne Secwepemcú'ecw School District No. 83  
SD83

References: *School Act*, RSBC 1996 ss 65, 75, 85  
District Strategic Plan 2023-2028

Adopted: January 19, 2024

Amended: February 17, 2026