

**Our Hope and Dream**

Education is valued in society and people are empowered to achieve their goals, contributing to a thriving Saskatchewan.

**Our Mission**

Prairie South Schools serves students and families by understanding their needs and focusing on operational excellence, benefiting urban and rural communities in southern Saskatchewan. We provide leadership and empowerment to schools through strategic direction and prioritization, resource allocation, and supports to deliver high quality education, aligned with our provincial mandate.

**Our 4 Year Vision**

Prairie South Schools equips and inspires students through education to become happy, thriving, contributing members of their communities. Learners and team members feel a sense of belonging in our schools, leading to results-based achievement exceeding the provincial average. As a top employer in the province, Prairie South Schools empowers leaders in the organization to make decisions in alignment with our strategy, and fosters continued growth and evolution to meet the needs of our changing environment.

**Our Values**

**Inclusion**

We cultivate belonging for all through being a caring and inclusive leader in education.

**Quality**

We value, champion, and strive for excellence. We focus on quality in education, in relationships, and as an employer.

**Accountability**

We are a trusted leader in education, owning our collective and individual roles, accountable to our stakeholders and to each other.

**Resilience**

We are prepared and equipped to respond to a rapidly changing environment, demonstrating strength and adaptability as we evolve.

**Positivity**

We are driven by hope to focus on optimism and are solutions-oriented. Our people are engaged, happy, and recognized.

**Our Strategic Imperative**

Attendance Rates

5.0 Deliverables (Four-Year Objectives)	<b>5.0 We meet our vision by accomplishing the following:</b>			
	<b>5.1 Skills &amp; Knowledge</b> 5.1.1 Develop and implement a system-wide approach to instruction/intervention 5.1.2 Increase to and maintain a 90% + graduation rate 5.1.3 Increase the number of students writing and reading at grade level, and achieving grade level outcomes in math 5.1.4 Create a division wide plan for career education and consultation	<b>5.2 Mental Health &amp; Well-being</b> 5.2.1 Increase awareness of mental health wellness supports and resources available 5.2.2 Increase professional learning regarding mental health wellness and our role in education 5.2.3 Explore community partnerships and improve inter-agency work that focuses on mental health & wellness	<b>5.3 Connections &amp; Relationships</b> 5.3.1 Develop and administer a yearly SCC engagement plan 5.3.2 Tailor learning to meet the diverse needs of students 5.3.3 Formalize comprehensive student transition plan for each student 5.3.4 Encourage leaders to use classroom innovation opportunities	<b>5.4 Inclusive, Safe &amp; Welcoming</b> 5.4.1 Increase attendance rate to 90%+ 5.4.2 Increase positive sense of belonging for students 5.4.3 Increase positive connections with adults and students in the school
4.0 Who We Serve	<b>4.0 Our success comes from serving:</b>			
	<b>4.1 Students</b> "This is my favourite school! I am having fun, enjoying learning, and I like my teacher."	<b>4.2 Families</b> "The school cares about my child – they are safe, and they learn a lot, which provides many opportunities."	<b>4.3 Staff</b> "I want to come to work for this excellent school division because they support me, and I would encourage others I know to apply."	<b>4.4 Communities</b> "I'm glad there is a school here because it is the heart of my community, and Prairie South Schools produce great people."
3.0 Financial Goals and Objectives	<b>3.0 We ensure accountability by:</b>			
	<b>3.1 Sustaining</b> 3.1.1 Enhance processes to ensure financial responsibility through measures & controls 3.1.2 Build partnership and communication with school-based budget managers 3.1.3 Maintain operations within Board approved budget	<b>3.2 Growing</b> 3.2.1 Ensure resource allocation is informed by impact to student well-being and learning 3.2.2 Explore new funding partnership opportunities (rural and urban)		
2.0 Operational Goals and Objectives	<b>2.0 We strive for operational excellence with specific emphasis in:</b>			
	<b>2.1 Communications &amp; Public Relations</b> 2.1.1 Establish an Organizational Planning Cycle 2.1.2 Standardize internal communication of Division Priorities and Goals 2.1.3 Review and enhance Division Strategic Communications Plan (information sharing, reputation, promotion, etc.)	<b>2.2 Capacity &amp; Catchment Planning</b> 2.2.1 Review Transportation Plan annually 2.2.2 Complete Urban Catchment Review	<b>2.3 Infrastructure &amp; Facilities</b> 2.3.1 Build, approve, and execute annual PMR Plan 2.3.2 Support ongoing effort and build of new school	<b>2.4 Data Collection &amp; Analysis</b> 2.4.1 Establish appropriate data strategy to support our priorities
1.0 Organizational Goals and Objectives	<b>1.0 We strive for organizational excellence with specific emphasis in:</b>			
	<b>1.1 Building a Culture of Inclusion</b> 1.1.1 Create culture of psychological safety through professional learning for school-based administrators 1.1.2 Encourage accountability and ownership through performance management 1.1.3 Maintain strong relationships of respect, confidence, and support between Board and Administration	<b>1.2 Improving Recruitment &amp; Retention</b> 1.2.1 Increase staff retention rate 1.2.2 Explore succession planning within PSS 1.2.3 Support innovative hiring practices (early out, marketing, direct recruitment, creative incentives with rural communities)	<b>1.3 Building Skill &amp; Capacity</b> 1.3.1 Increase awareness of professional development opportunities (internal and external) 1.3.2 Increase number of attendees to professional development offerings 1.3.3 Create Leadership Development Training for school-level and department leaders 1.3.4 Conduct an overall organizational resourcing assessment to define scope, priorities and timelines for 4-year Strategic Plan	<b>1.4 Good Governance</b> 1.4.1 Formalize communication roles of Board and Administration 1.4.2 Review Board Trustee onboarding and orientation processes 1.4.3 Board to provide ongoing clear, unified direction on decisions rooted in 4-year Strategic Plan 1.4.4 Build public awareness around the role of a Trustee and Policy Governance at PSS 1.4.5 Maintain effective critical discussions, finding alignment, and making strong decisions