

ACCOUNTABILITY PLAN: ANNUAL EQUITY, INCLUSION, AND DIVERSITY REPORT | September, 2019



SCHOOL DISTRICT NO. 73
(Kamloops - Thompson)

EXECUTIVE SUMMARY & 10 POINT EQUITY, INCLUSION AND DIVERSITY ACTION PLAN

Executive Summary

Achieving equity and excellence is ambitious but attainable. Equity, achieved through the meaningful inclusion of all learners while honouring their diversity, builds a school system that supports the achievement of each individual learner's potential and the well-being of all learners.

School District No. 73 (Kamloops-Thompson), recognizes that ensuring equity is the foundation for improving student achievement – it is central to the learner's experience and engagement. Linking student achievement to equity, inclusion and diversity will highlight areas of learner well-being, engagement and school connectedness.

This Annual Equity, Inclusion and Diversity Report supports the six priorities outlined in the District's strategic plan. These six priorities are central to the District's vision, which is:

- To be a dynamic school district, achieving success for all students through a commitment to equity and excellence

It is vital to ensure that the District addresses how each individual's potential connects to SD73's mission, which is as follows:

- We connect each student to their future by transforming the way all partners collaborate to create relevant, innovative and inclusive learning environments.

This report outlines how SD73 supports school connectedness and focuses on neurological, physical and cultural diversity; mental and physical wellness; and student safety in order to:

- Minimize negative aspects of school life by reducing bullying and harassment, threats, injury and student disengagement;
- Diminish stereotyping and discrimination, fear, anxiety and depression;
- Enhance feelings of well-being and focus on positive mental and physical health; and,
- Encourage students to respect others and become educated citizens.

To afford its students with the potential for success, the District supports students' ownership of learning, builds positive relationships within the learning community and develops social-emotional learning. SD73's goal of achieving equity within the District, is to honour the diversity of and maintain a constant striving for inclusion of all learners.

In 2019–2020, the equity, inclusion and diversity action plan will support this goal, as outlined by the action plan in the following section.

Equity, Inclusion and Diversity Action Plan 2019-20

Action Plan Items

1. Expand the vision screening program for each Grade 3 and Grade 6 student in the District.
2. Introduce the Preventure program to Grade 9 students at three pilot schools to enhance substance use problems programming.
3. Develop a multi-agency plan to reduce student vaping across the District.
4. Create an administrative procedure for partial day programs to outline a process for such programs so that students and their families are aware of the process.
5. Develop and implement a formal District program for middle and secondary school transitions for Aboriginal youth.
6. Develop a comprehensive District-wide plan for implementing evidence-based social-emotional learning for Kindergarten to Grade 7 (K–7) students. This plan will provide educator training to primary and intermediate lead teachers throughout the year.
7. Offer trauma-informed practice training sessions to education staff members, through after-school sessions and professional development days.
8. Form a District-level gender sexuality alliance group to plan for District events and create collaborative opportunities between school sites and District and community groups.
9. Provide Options for Sexual Health (OPT) curriculum training to physical and health education (PHE) teachers.
10. Develop a refreshed interagency protocol on violence threat risk assessment (VTRA).

The District acknowledges that its learners are unique individuals, all of whom have the right to equitable access to, and equitable participation in, quality education. The District and its schools value diversity and will respond to the diverse social, cultural and educational needs of the individuals and of the communities in which we learn, lead and work. By promoting the understanding of others and respect for all and by creating safe and welcoming learning environments that are free from discrimination, harassment and violence, educational excellence and equity are attainable.

