



Richmond Board of Education
Strategic Plan
2020-2025

Our Strategic Priorities and Goals



Our Vision, Mission and Values

Vision

The Richmond School District is the best place to learn and lead.

Mission

The Richmond School District's mission is to cultivate a safe, accepting and engaging community that inspires a passion for lifelong learning.

Values

The values that guide our work together to achieve our Vision and Mission are: collaboration, creativity, curiosity, resilience, respect and equity, for all.

Inspired Learners

We are all learners—our students and parents, our staff, our community partners. We will provide welcoming and engaging school environments where all can thrive. We aim to inspire everyone in our educational community to be lifelong learners.

GOALS

1. Learners have increased capacity to adapt and thrive in an ever-changing world.
2. Richmond School District fosters resilient and healthy life-long learners.
3. Indigenous Peoples history, perspectives, and learning approaches are embedded within district planning and practices.
4. The district builds literacy, numeracy and digital literacy through innovation and a commonly held vision.

Equity and Inclusion

Equity and inclusion are foundational to learning and leading, and are critical to success, wellbeing, and fulfillment. It is our mission to ensure that all of our students, families, and staff feel welcomed, are treated respectfully, and have a sense of belonging. We acknowledge our responsibility to support all learners so they may successfully complete their education with a sense of dignity, purpose, and options.

GOALS

1. District learning environments are equitable and inclusive.
2. Richmond School District actively addresses unconscious bias and privilege, systemic discrimination and marginalization based on factors such as ability, colour, cultural identity, gender, gender identity, Indigeneity, political beliefs, race, religious beliefs, sexual orientation and socio-economic status.

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Optimized Facilities and Technology

We will optimize and improve our facilities and our technology to provide a learning environment that is safe, secure, accessible and inspires innovation and creativity.

GOALS

1. The district's technology infrastructure is stable, secure, and relevant to support learning.
2. The district's facilities are well-maintained, equitable, safe, and conducive to learning.
3. The district fosters energy efficient and environmentally sustainable facilities and practices.

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A Progressive Workplace

We will attract and retain the best people by promoting and supporting the health and wellness and professional development of our workforce. We will raise awareness of Richmond School District as an employer of choice and the best place to learn and to lead.

GOALS

1. Inclusion, equity, and diversity are foundational to employment at every level of the district.
2. Professional learning, leadership and skill development for all staff is promoted, encouraged and supported.
3. Employee health and well-being is valued and supported within a culture of caring.
4. High quality staff with growth potential are recruited and retained in all positions across the district.
5. All staffing allocations are determined equitably, responsibly, and responsively.
6. The district has effective risk management policies and practices in place to ensure safety and stability.

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A Connected Learning Community

Communication and collaboration are crucial within our district, within our schools, and with our partners and communities. We will model collaboration and put in place the opportunities, tools and techniques needed for our communities to connect and to work together.

GOALS

1. External communication practices effectively serve and inform the public.
2. Internal communication practices effectively improve collaboration and productivity.
3. Our students' voices and perspectives are valued, encouraged and embedded.
4. The Richmond School District is an engaged and collaborative community partner.

Message from the Richmond Board of Education

The Board of Education is committed to supporting the educational journey of every student in the Richmond School District. We recognize that the world is in a state of continual change, and we must therefore adapt our learning environments to ensure that every student can thrive and be successful. Through thoughtful planning and deliberate action, we believe that we can inspire and support everyone in our educational community to be lifelong learners.

From the beginning of the strategic planning process, the board has made a determined effort to engage the community in purposeful consultation. It was critical that our priorities and goals were understood and affirmed by our students, staff, parents and stakeholders. Of particular importance to the board has been the input of students, whose ideas provided the foundation of the plan.

A significant amount of time and effort was put into developing this plan, and the feedback that was received during this process was thoughtful, engaging, considerate and meaningful. The board truly appreciates the time and effort that our stakeholders and members of the community gave to the development of this plan.

Over the next five years, this plan will guide our decision-making. Our commitment to you is to continue to adapt and be flexible to achieve the goals that we have set together. The board thanks all who were involved in creating this plan and looks forward to implementing it alongside our community.

RICHMOND
SCHOOL DISTRICT NO. 38

Learn More About the Richmond School District

Richmond School District

7811 Granville Avenue
Richmond, BC V6Y 3E3
604.668.6000
questions@sd38.bc.ca
sd38.bc.ca



[@RichmondSD38](https://www.instagram.com/RichmondSD38)

If you have questions or comments about the District's Strategic Plan, please contact us at questions@sd38.bc.ca

A glossary of terms is available at sd38.bc.ca/strategicplan