



Our Journey is **Beyond Education**



---

Operations Department  
2020-2024

# Multi-Year Strategic Operational Plan

---



June 2021



## TABLE OF CONTENTS

<b>WHO WE ARE</b> .....	<b>3</b>
MISSION STATEMENT .....	3
ABOUT US .....	3
MESSAGE FROM THE DIRECTOR .....	3
<b>MULTI-YEAR PLAN</b> .....	<b>4</b>
LEARNING.....	4
INDIGENOUS WAYS OF KNOWING .....	5
CULTURE OF CARE .....	6
FUTURE-FOCUSED SYSTEM.....	7





## WHO WE ARE

### Our Mission

*“Committed to providing excellent service out front and behind the scenes to support our District.”*

### About Us

The Operations Department of the Cowichan Valley School District strives to provide a foundation for our Schools and District that enables excellence. The vast knowledge, skills, and experience of the Department’s over 150 employees create a comprehensive and dynamic team. Our team collaborates to achieve successful outcomes that attend to the shared direction and purpose *Beyond Education*.

#### Message from the Director:

*“This is an exciting time in education as it transitions into a new way of teaching and learning. I am proud to be part of our operational team; a team that embraces this transition and the future of our learners. Our team is committed to and passionate about providing our learners with the best opportunities possible. We recognize the years ahead are full of change, and are ready and willing to put in the work to get us to where we need to go.”*

#### WE ARE:

- Capital Planning & Implementation
- Grounds
- Health & Safety
- Maintenance
- Rentals
- Transportation





# MULTI-YEAR PLAN 2020-2024

## Learning

### Strategic Goals

Integrate Operations within early learning and K to 12 programming.

Introduce and engage learners in various aspects of school operational support.

Assist with the renovations of spaces necessary to support childcare and outdoor classrooms.

“Inspire  
Young,  
Inspire  
Often”

Opportunities for creative and critical thinking are prevalent in the daily tasks of all our Operations Department staff, and over the next few years we plan to apply this thinking to engage our learners differently. It may be as simple as allowing the students to watch operational staff complete work, or by creating interactive tours and demonstrations for the students. Our goal is to engage and inspire.

We also have an opportunity to support our early learners in several ways:

- Assisting with the creation of learning furniture and materials;
- Renovating spaces to accommodate childcare and StrongStart;
- Providing transportation for field trips and outdoor learning.



## Indigenous Ways of Knowing

### Strategic Goals

Embrace an environmentally-sensitive way of thinking that will form the foundation for decision making.

Engage in knowledge sessions on the historical lands and culture of our local Indigenous peoples.

Support the schools with the creation of outdoor learning spaces.

Rethink the use of our school sites to create greater access to natural play.

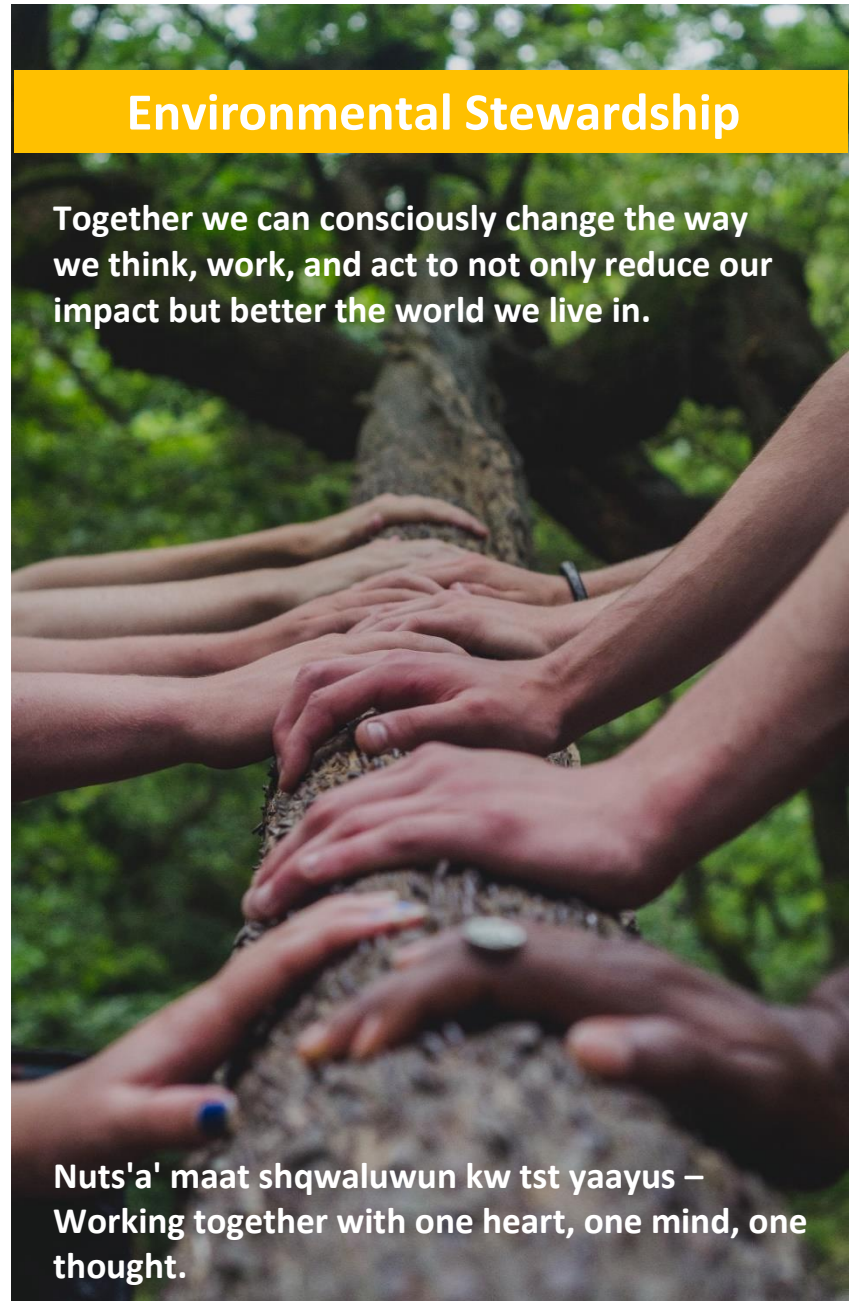
Incorporate Hul'q'umi'num' greetings and messaging on our school buses.

Encourage a district-wide composting and organics program.



## Environmental Stewardship

Together we can consciously change the way we think, work, and act to not only reduce our impact but better the world we live in.



Nuts'a' maat shqwaluwun kw tst yaayus – Working together with one heart, one mind, one thought.

We live, work and play on the traditional lands of the Coast Salish peoples. We can honour the values of the Ts'uubaa-asatx, Penelakut, Halalt, Lyackson, Stz'uminus, Malahat and Quw'utsun peoples by creating and maintaining safe, thoughtful, welcoming and respectful learning spaces for our Xe' xe' smun'eem (sacred children). Enriching our understanding of traditional ways supports not only our young learners and ourselves, but our community as a whole.

## Culture of Care

### Strategic Goals

Continue to destigmatize mental health

Encourage Operations staff to engage in school activities and events

Create a focus towards projects that promote equity and inclusivity

Explore community engagement opportunities

Expand our knowledge sessions to include SOGI, respectful workplace, Indigenous knowledge, inclusivity and diversity.



We recognize the importance of self-care and promoting wellness through positive relationship building with our learners, our staff and our community. As such, we strive to create and maintain environments rich in compassion, empathy, creativity, and inclusivity for our learners and our staff who support them. Our learners are shaped, knowingly and unknowingly by the school community around them, so it is our goal to continue to create strong and healthy relationships and environments that encourage their engagement and success.

## Future-Focused System

### Strategic Goals

Review Operational Plans quarterly for cohesive alignment with District strategies.

Create access to online learning opportunities for all Operations staff.

Expand our maintenance and renewals programs.

Create opportunities for staff knowledge-sharing sessions.

Complete a transportation review and align outcomes with the Strategic Plan.

Implement new custodial techniques including the bucket system for chemical control

Increase alternate fuel options including electric alternatives within the school bus and light-duty fleets.



Through awareness and thoughtful planning, we are able to remain flexible and adaptable which allows us to respond to an evolving educational system. Each year we evaluate the future needs of our District to not only learn from the past but to also keep looking forward. We aim to challenge the status quo and are eager to explore progressive alternative ideas. By engaging staff in knowledge-sharing sessions, we can share gained expertise and better support our learners in an efficient and rewarding way.



Our Journey is **Beyond Education**

