



# Palliser School Division Board Five-Year Strategic Plan

Approved June, 2025



# Introduction to Palliser School Division's Five-Year Strategic Plan 2025–2030

The Palliser School Division Board of Trustees' Five-year Strategic Plan (The Strategic Plan) reflects the shared vision, priorities, and hopes of its students, families, staff, and communities. The plan is the result of meaningful collaboration, shaped by diverse voices across the division.

In January 2025, the Board invited students, staff, parents, caregivers, and community members to share their ideas through surveys, interviews, and in-person conversations. The engagement process included:

Digital surveys completed by over 400 participants, including 202 staff and 207 community members.

In-person, small group discussion style sessions in Vulcan, Coaldale, and Coalhurst, where small groups gathered to share ideas on key questions about student support, communication, learning pathways, and creating safe, inclusive schools.

In-person, small group discussion session with alternative programming society partners.

Interviews with 13 division leaders, including trustees and senior administrators.



Participants in these sessions represented the diversity of the division: students, parents, grandparents, staff (current and former), community leaders, and local partners. Regardless of role or background, all participants shared a common goal: to help make Palliser schools the best they can be for students.

This input helped identify what matters most to the community: wellbeing, inclusive learning, clear communication, meaningful engagement, strong leadership, and responsible stewardship of resources. These community-driven priorities directly shaped the goals outlined in the plan. Palliser School Division extends its gratitude to everyone who contributed their time, ideas, and passion. Together, the division and its communities are building a stronger, more inclusive future for Palliser students.

# Feedback



## Staff Said:

Want more support for student & staff wellbeing  
Need clarity in communication and decision-making  
Desire transparency in resource allocation  
Want compensation and workload addressed

## Community Said:

Need better access to supports (mental health, diverse learning)  
More financial literacy programming  
More communication & trust-building needed  
Want inclusive and engaging learning experiences  
Safety, respect, and accountability matter

## Leadership Said:

Emphasize financial sustainability  
Strengthen governance and engagement  
Prioritize alignment between strategy and operations  
Focus on equity, well-being, and leadership development

## Community-Driven Goals

**Goal 1:** Nurture a Strong, Empowered Culture Rooted in Empathy, Belonging, Collaboration, and Wellbeing

The community emphasized the importance of student and staff wellbeing, safe learning environments, and inclusive school cultures. This goal reflects those priorities by focusing on fostering environments where everyone feels valued, respected, and supported.

**Goal 2:** Achieve Strategic, Transparent Resource Allocation to Ensure a Future-Ready Division

Participants called for clarity and accountability in resource allocation. This goal commits the division to aligning budgets with strategic priorities and making data-informed, transparent decisions that serve all students.

**Goal 3:** Establish a Trust-Based Ecosystem for Meaningful and Regular Stakeholder Engagement

Feedback highlighted the need for stronger relationships, more open dialogue, and shared decision-making. This goal focuses on building trust and deepening connections with students, staff, families, and community partners.

**Goal 4:** Develop and Implement Purposeful and Effective Communication and Advocacy Strategies

Community input underscored the need for clear, consistent, and accessible communication. This goal ensures that the division shares information effectively, listens to stakeholders, and advocates for the needs of its schools and students.

**Goal 5:** Create an Inclusive, Diverse, and Engaging Learning Environment Where All Stakeholders Are Empowered to Grow and Contribute

The community expressed a desire for learning that reflects the diversity of students, supports varied learning needs, and prepares students for real-world success. This goal promotes equity, inclusion, and innovative educational opportunities.

**Goal 6:** Foster High-Performing, Collaborative Leadership Across the Division, While Focusing on Efficiency and Innovation

Feedback emphasized that strong, accountable leadership is essential to achieving the division's vision. This goal focuses on building leadership capacity, encouraging collaboration, and promoting continuous improvement across Palliser.

## Key Initial Priorities

From these goals, Palliser School Division's administration developed three key priorities to focus on immediately:

### **Priority 1:** Strengthen Communication

Palliser School Division is committed to improving how we share information, celebrate achievements, and keep our communities informed. This priority focuses on making communication clear, consistent, and accessible so that students, families, staff, and community members feel connected and confident in our shared work.

This includes highlighting student and staff successes, providing regular updates from leadership, and creating communication tools such as newsletters and plans that ensure everyone stays informed.

### **Priority 2:** Build School and Leadership Capacity

Strong schools need strong leaders. This priority focuses on providing meaningful professional development, mentorship, and collaboration opportunities for principals, supervisors, and staff. By growing leadership capacity at every level, we aim to foster a culture of continuous improvement, innovation, and support for student success.

This includes co-developing learning plans, strengthening leadership skills, and ensuring our school leaders are equipped to guide positive change.

### **Priority 3:** Strengthen Partnerships and Collaboration

Palliser recognizes that strong schools are built through strong relationships. This priority is about deepening connections with community partners, families, and other schools to enhance opportunities for students. By working together, the division can provide richer learning experiences and better support for diverse needs.

This includes building and maintaining a network of partnerships, sharing the impact of collaborative efforts, and creating opportunities for schools and partners to work together.

# Looking Ahead: Accountability and Continuous Engagement

As part of the board commitment to accountability and transparency, the success metrics, priorities and progress will be reported on regularly. New priorities will be integrated based on progress and continued engagement with our school communities and stakeholders.

Here is a snapshot of how Palliser School Division will measure and track progress:

Goal	Tracking Progress
Goal 1: Culture of Wellbeing	<ul style="list-style-type: none"><li>- Student &amp; staff engagement surveys</li><li>- Wellbeing program participation</li><li>- Attendance trends</li></ul>
Goal 2: Financial Transparency	<ul style="list-style-type: none"><li>- Budget transparency reports</li><li>- Stakeholder feedback on resource alignment</li></ul>
Goal 3: Stakeholder Engagement	<ul style="list-style-type: none"><li>- Engagement session participation</li><li>- Survey trust ratings</li><li>- Feedback on consultation processes</li></ul>
Goal 4: Communication and Advocacy	<ul style="list-style-type: none"><li>- Survey feedback on clarity of communications</li><li>- Awareness of board priorities, policies, and advocacy</li></ul>
Goal 5: Engaging Learning Environment	<ul style="list-style-type: none"><li>- New program creation &amp; uptake</li><li>- Satisfaction with learning opportunities</li><li>- Access to inclusive supports</li></ul>
Goal 6: High Performing Leaders	<ul style="list-style-type: none"><li>- Leadership development participation</li><li>- Feedback on leadership collaboration</li><li>- Evidence of continuous improvement</li></ul>



## Ongoing Commitment

Palliser School Division's five-year Strategic Plan is just the beginning. Achieving these goals is part of a shared journey with its communities, families, students, and staff. The division is committed to ongoing engagement as the plan is implemented, providing updates on progress, listening to new ideas, and ensuring that the goals reflect the evolving needs, hopes, and priorities of the families, staff and students in Palliser.

Palliser School Division thanks its partners for contributing to a stronger future for Palliser students.

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