

2024-25 Strategic Plan Process

1. *Updated External & Internal Assessment*
2. *Updated Core Competencies*
3. *Updated SWOT Analysis*
4. *Emerging Areas of Need*
5. *Stakeholder Feedback*
 - *Engagement Portal Feedback (1824 Aware participants, 436 engaged participants)*
 - *District Planning Team Feedback*
 - *Joint Partner Feedback*
 - *Other sources of feedback*
6. *Update 2024/25 Strategic Plan Goals, Objectives & Initiatives*
 - *Cut Before You Add*
 - *Prioritizing New Initiatives*
7. *Recommendations to the Board (May 14)*
8. *Board approval (June 18)*



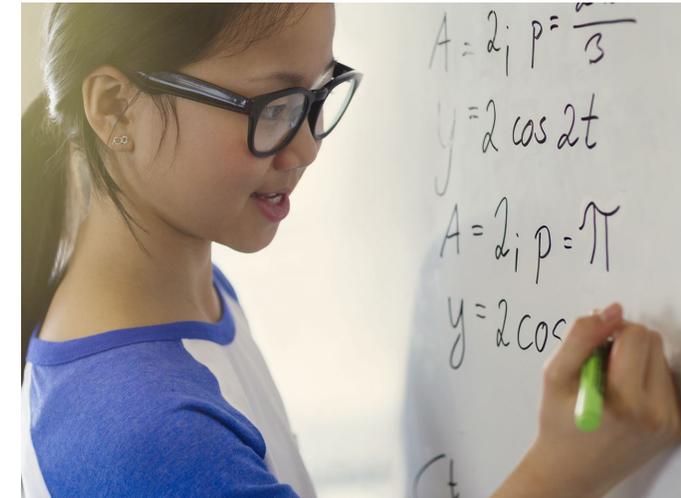
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Trustee Prioritization of Strategic Pillars

2023-24	Updated 2024-25	2023-24
Student Success	2	1
Optimized Resources	4	2
Engaging Opportunities	1	3
Progressive Workforce	3	1

Trustee Prioritization of Student Success Objectives

Student Success	
Improve student success in literacy. (FESL)	1
Improve early learning.	2
Improve student sense of well-being. (FESL)	3
Improve student success in numeracy. (FESL)	4
Improve core competencies so students can achieve career/life goals.	5
Improve graduation rates. (FESL)	6



Trustee Prioritization of Optimized Resources Objectives

Optimized Resources	
Increase of capacity of our school facilities.	1
Increase staffing resources.	2
Maintain a healthy financial position.	2
Increase the resources available to fund capital equipment.	3
Improve the condition of school facilities.	4
Ensure adequate IT infrastructure is maintained.	4
Improve financial/budget transparency.	5
Reduce the net costs of student transportation.	6



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Trustee Prioritization of Engaging Opportunities Objectives

Engaging Opportunitites	
Increase parent and community engagement.	1
Increase student participation in extra-curricular activities.	2
Improve the use of current technologies (AI).	3



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Trustee Prioritization of Progressive Workforce Objectives

Progressive Workforce	
Increase employee engagement.	1
Improve recruitment and retention of staff.	2
Improve leadership capacity.	3
Improve employee health, safety and resiliency.	4
Improve employee connections.	5
Improve internal communications.	5



Highest Ranking Objectives

Top Ranking Objectives	Strategic Pillar
1. Improve student success in literacy.	Student Success
2. Increase parent and community engagement.	Engaging Opportunities
3. Increase student participation in extra-curricular activities.	Engaging Opportunities
4. Improve early learning.	Student Success
5. Improve student sense of well-being.	Student Success
6. Improve student success in numeracy.	Student Success
7. Increase employee engagement.	Progressive Workforce
8. Increase capacity of our school facilities.	Optimized Resources
9. Improve core competencies so students can achieve career/life goals.	Student Success
10. Improve recruitment & retention of staff.	Progressive Workforce

2024-25 Preliminary Budget - Assumptions

Current Budget Assumptions

- Enrolment increase of approximately 218 FTE students
 - 214 ELL, 111 Special Education
- No shifts in provincial operating grants
- Collective Agreement & exempt salary/benefit increases will be fully funded by the Province (2% GWI + 1% COLA)
- Staffing adjustments relate to enrolment increases only
 - Teachers: 3 FTE (operating), 24 FTE (CEF)
 - Support Staff: 30FTE Education Assistants
- No major service or programming changes
- Updated ***Strategic Plan***



2024-25 Preliminary Budget - Budget Pressures

Budget Pressures

- Inflationary pressures (3%-6%) unfunded
- Employee benefits (unfunded)
- Continuing Board contributions to capital projects (final year \$0.50 million)
- Environmental cost pressures
- Recruitment challenges
- New ERP implementation
- Student transportation – services & costs
- Increasing demand for space (portable classrooms)
(SD is at 101% total capacity-utilization of schools)



2024-25 Operating Budget Estimates

Operating Fund Budget (in Millions)	2023-24 Budget	2023-24 Forecast	2024-25 Budget
REVENUE			
Provincial Grants, Ministry of Education	222,038,450	222,538,450	231,861,397
Provincial Grants, Other	265,400	265,400	265,400
Federal Grants	-	6,600	-
Tuition	5,220,200	5,220,000	5,500,000
Other Revenue	1,618,595	1,720,000	1,700,000
Rentals & Leases	450,000	450,000	470,000
Investment Income	675,000	675,000	675,000
Total Revenue	230,267,645	230,875,450	240,471,797

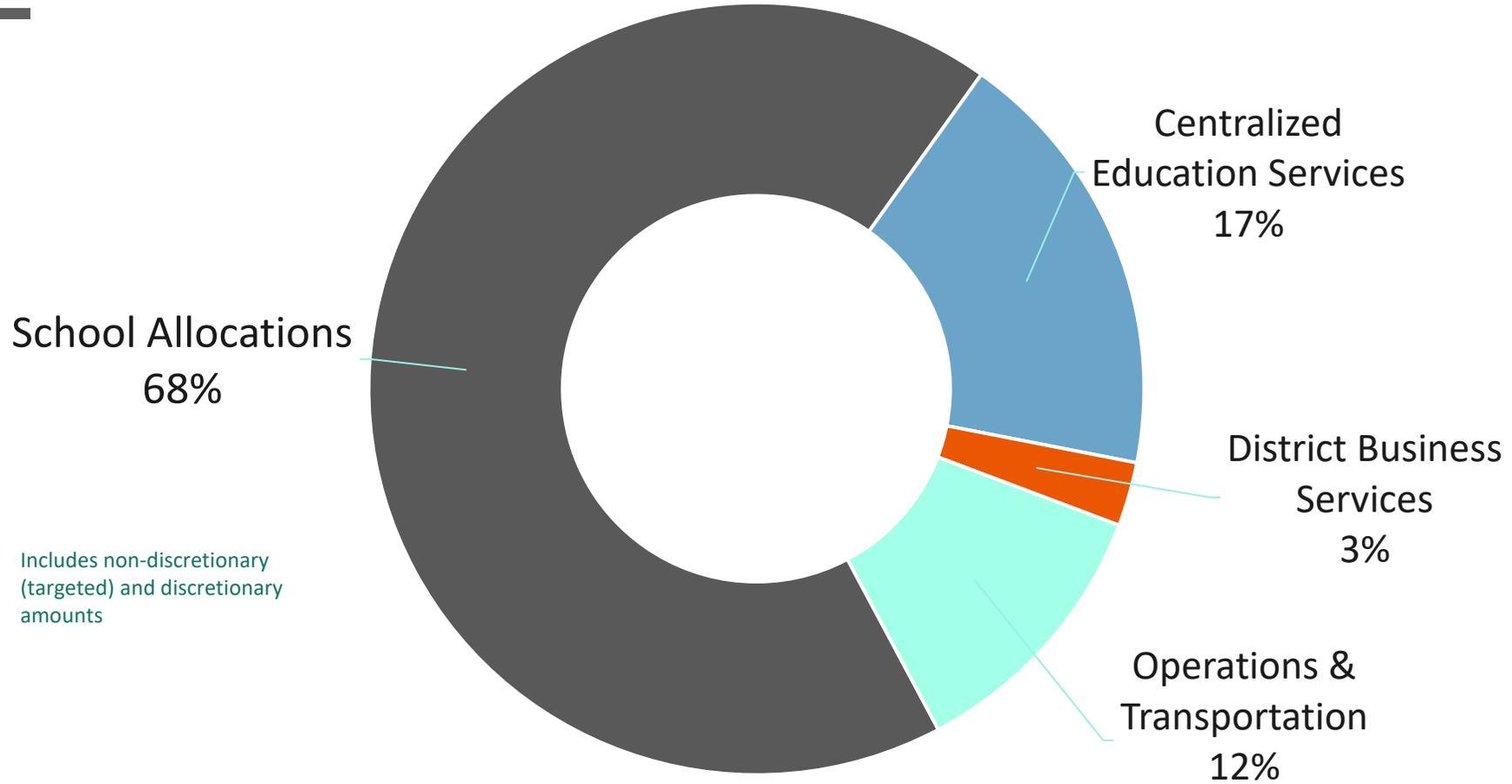
2024-25 Operating Budget Estimates

Operating Fund Budget (in Millions)	2023-24 Budget	2023-24 Forecast	2024-25 Budget
EXPENSE			
Salaries			
Teachers	100,639,842	99,500,000	103,565,000
Principals & Vice-Principals	13,853,435	13,720,000	14,182,000
Education Assistants	20,930,078	20,750,000	22,272,500
Support Staff	18,128,986	18,300,000	18,849,000
Other Professionals	5,832,240	6,010,000	6,400,000
Substitutes	7,552,100	6,500,000	7,200,000
Total Salaries	166,936,681	164,780,000	172,468,500
Employee Benefits	41,517,853	41,500,000	44,660,000
Total Salary & Benefits	208,454,534	206,280,000	217,128,500
Services & Supplies	22,373,723	23,850,000	23,500,000
Total Expense	230,828,257	230,130,000	240,628,500
Net Revenue (Expense)	(560,612)	745,450	(156,703)
Total Interfund Transfers	(934,558)	(934,558)	(650,000)
Surplus (Deficit) for Year	(1,495,170)	(189,108)	(806,703)

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Surplus (Deficit) for Year	(1,495,170)	(189,108)	(806,703)
Accumulated Surplus (Deficit), Beginning of Year	7,055,739	7,055,739	6,866,631
Accumulated Surplus (Deficit), End of Year	5,560,569	6,866,631	6,059,928

Budget Allocations



Consider Risks

Risks to the Budget

- Unplanned enrolment changes
- International enrolment fluctuations
- Staffing shortages
- Increased inflation
- Unplanned expenditures
- Technology security risks
- Demand for temporary portables
- Potential for increasing employee absence costs





QUESTIONS