





Section 1: School Board at-a-Glance

Overview

The Sir Wilfrid Laurier School Board (SWLSB) is the third-largest English school board of the province of Québec. Its territory comprises the administrative regions of Laval, Lanaudière, and the Laurentides, spanning over 35,000 square kilometres. It is situated on territory covering the traditional territory of the Mohawk and Algonquin Nations. The student population is over 14,000 students, attending classes in 26 elementary schools, nine secondary schools and two Adult Education and two Vocational Training centres. The school board also offers business training services (*Service*

Adult Education

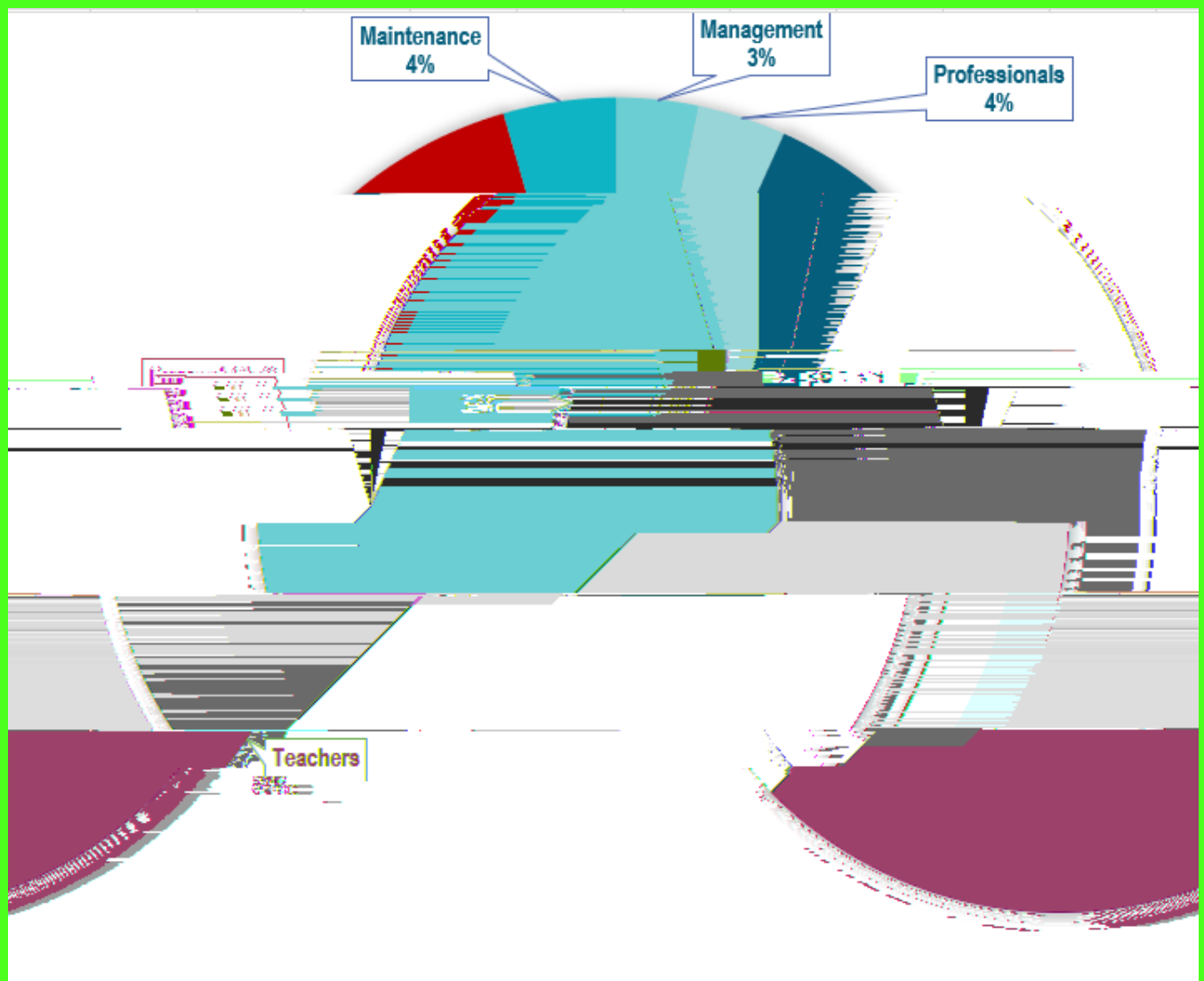
We have two centres located in Laval and the Laurentides where education is tailored for each student. Our centres are inclusive

Workforce

As we continue to grow our team, we provide our workforce of dedicated employees high quality professional development opportunities so they can thrive and contribute to student success.*

Management = 91
Professionals = 98
Teachers = 1,557
Support Staff = 920
Maintenance = 125

**Data as of June 2023.*





Vision and Mission

Vision | The Sir Wilfrid Laurier School Board believes that all students deserve its complete commitment to their success.

Mission | The Sir Wilfrid Laurier School Board's mission is to provide engaging and innovative learning where everyone achieves success and well-being. To accomplish its mission the school board:

- Supports student success;
- Prepares students for the future;
- Offers equitable and varied educational options.

Declaration of Services

In line with our mission and values, the Sir Wilfrid Laurier School Board is dedicated to serving its stakeholders with excellence and integrity, as well as a studenting where everyone



Section 2: Analysis of Current Situation

Student Success

The graduation and qualification rate by cohort corresponds to the proportion of students newly enrolled in Secondary 1 who have obtained a diploma or a qualification after seven years.¹ Diplomas and qualifications can be obtained after five, six or seven years of schooling, in the Youth Sector, Adult Education or Vocational Training Sectors. The official graduation and qualification rate for an organization is the seven-year cohort.

The official graduation and qualification rates for all schools in Québec, for the English boards and for SWLSB are presented in Figure 1. The graduation and qualification rate trend appear to be stable since the past four years. While the total graduation rate in Québec is at 81% after seven years, SWLSB's graduation and qualification rate hovers over 88%, which is two points higher than that of the other English boards, and approximately 7% higher than that of the province.

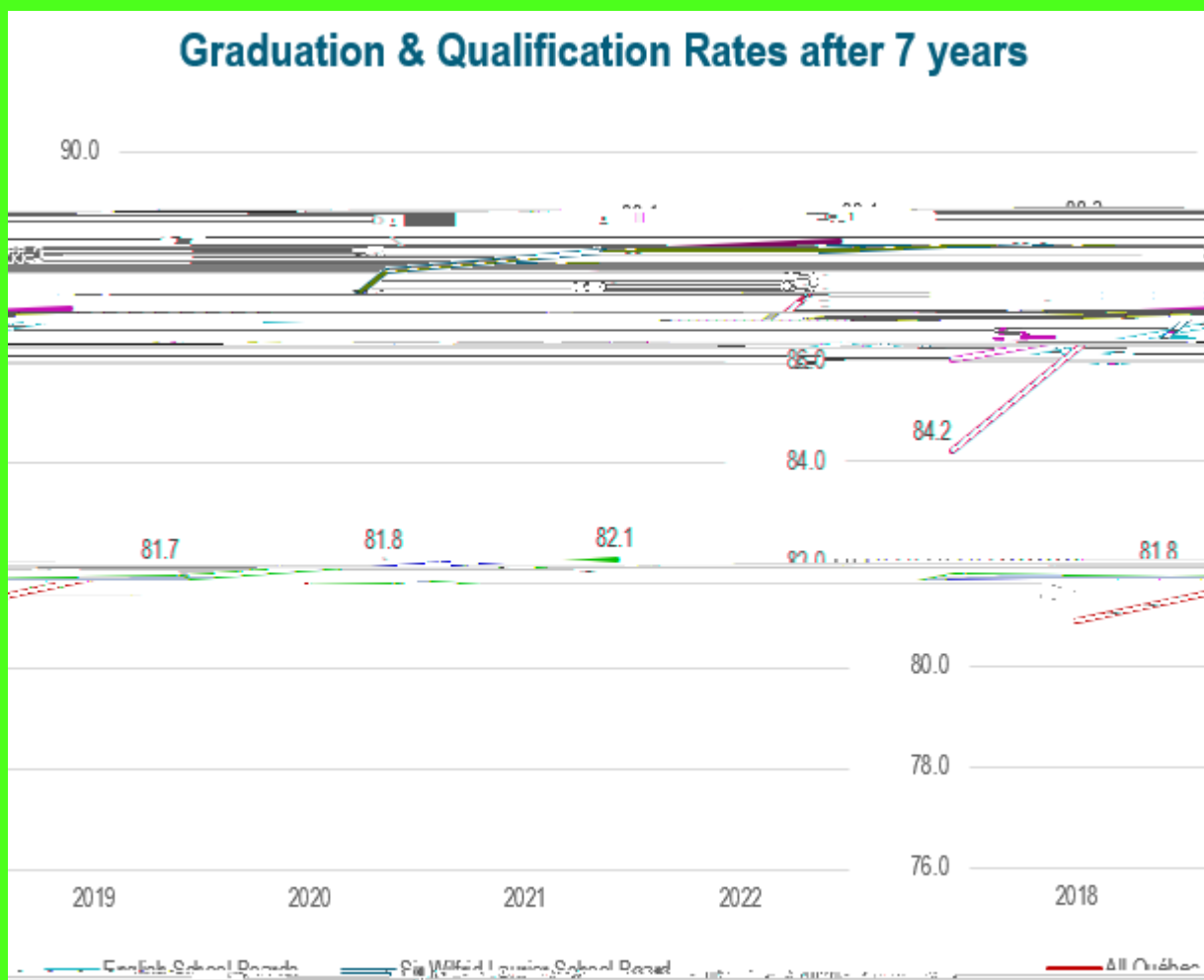


Figure 1. Graduation and Qualification Rate, After Seven Years: Québec, English Schools and SWLSB.²

¹ For a complete explanation, refer to p. 5 of the *Rapport de diplomation*.

² *Ibid.*

Another important indicator of student performance is the successful completion of “compulsory” subjects, which include uniform ministerial examinations. The final grade in a subject is a weighted combination of the exam mark and the class mark.

To obtain their Secondary School Diploma, students must obtain a passing grade in the following courses:

Secondary 4: Mathematics, Science and Technology, and History of Québec and Canada.

Secondary 5: English Language Arts (ELA) and French as a second language (FSL) *base* or *enrichi*

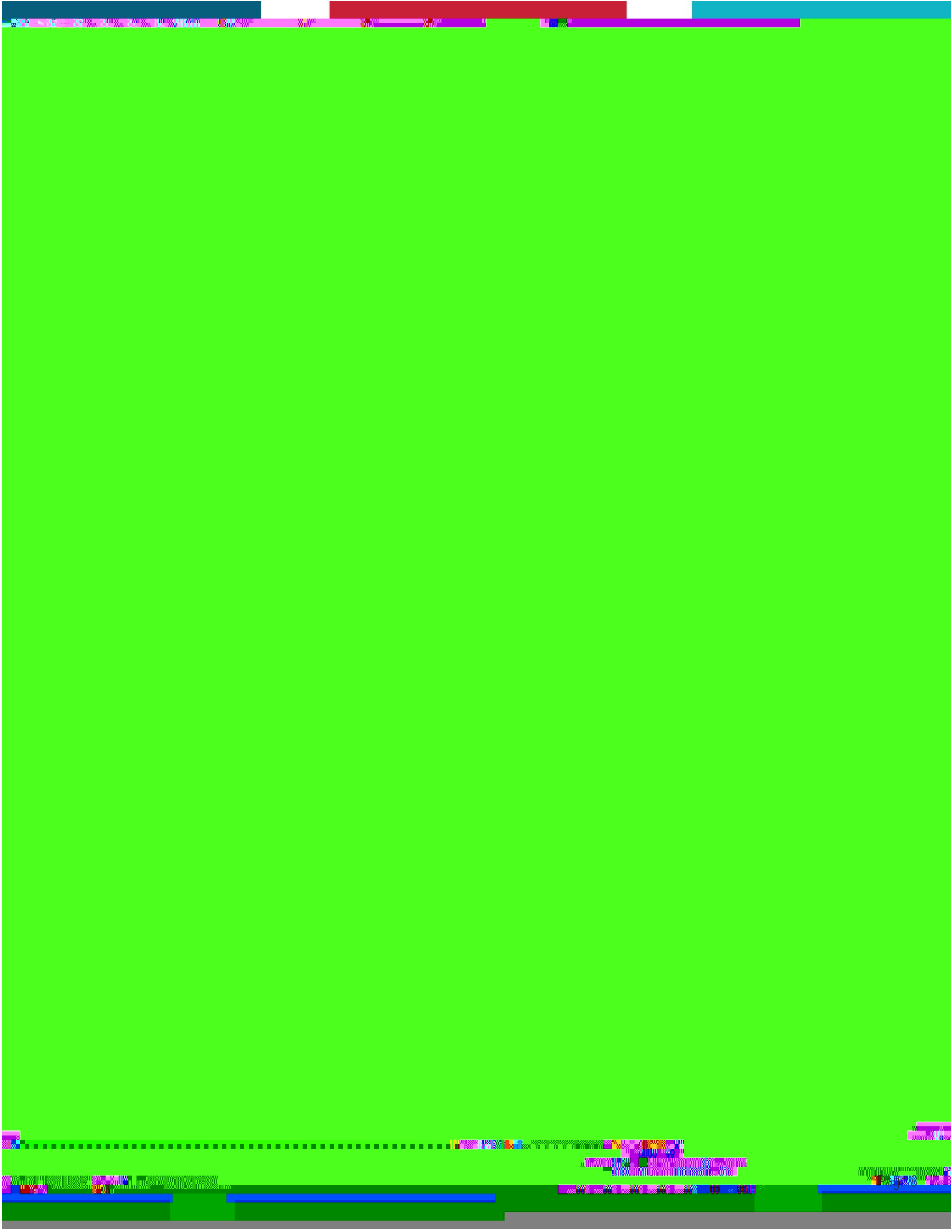
Table 1. Ministerial Exam Results by Subject: June 2022.³

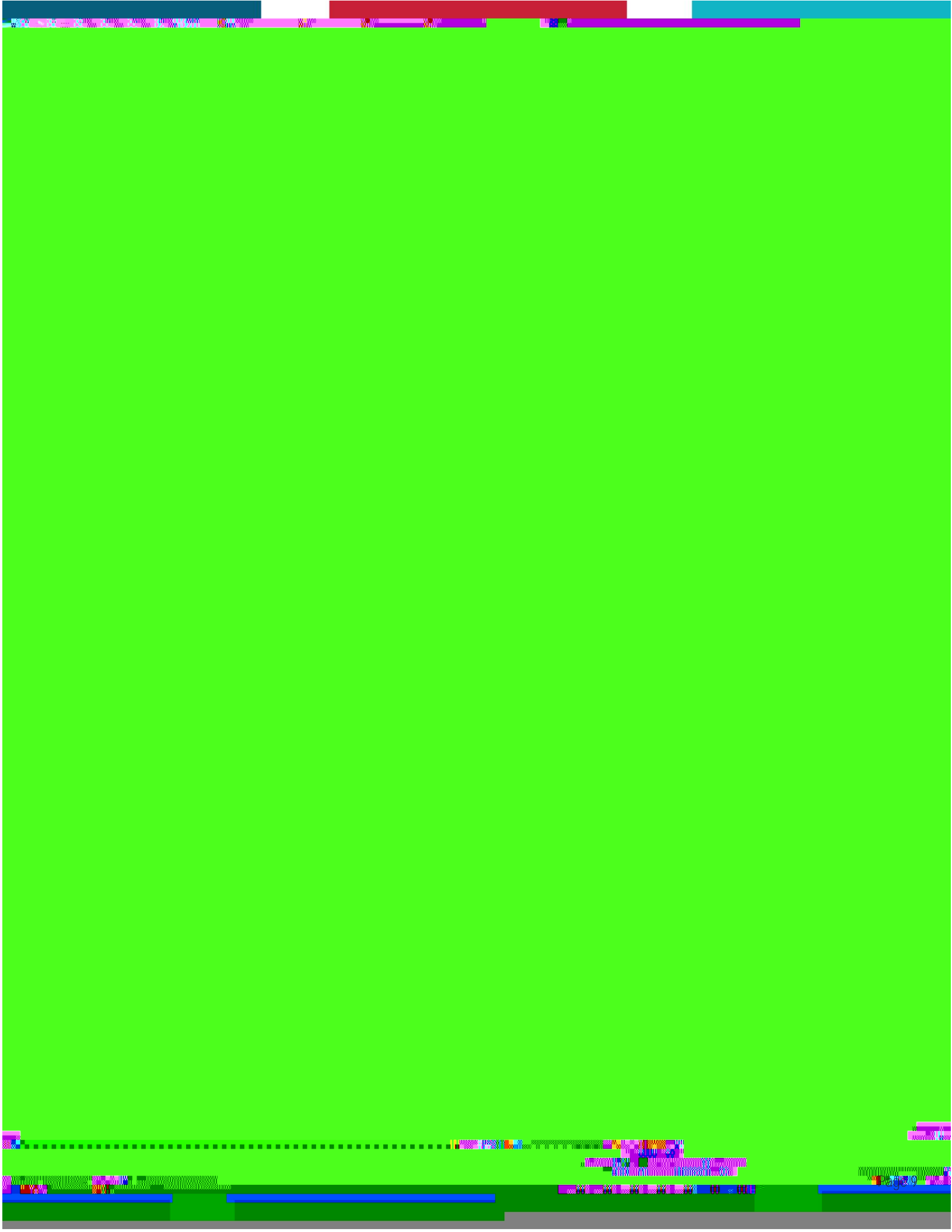
| Subject | Grade Level | Success Rate | No. of Students |
|--|-------------|--------------|-----------------|
| English Language Arts | Sec. 5 | 93.8% | 868 |
| French as Second Language, programme de base | Sec. 5 | 90.3% | 709 |
| French as Second Language, programme enrichi | Sec. 5 | 96.2% | 156 |
| Mathematics (CST) | Sec. 4 | 69.6% | 628 |
| Mathematics (NS) | Sec. 4 | 88.3% | 376 |
| Science and Technology | Sec. 4 | 77.7% | 830 |
| Applied Science and Technology | Sec. 4 | 80.9% | 115 |
| History of Québec and Canada | Sec. 4 | 85.1% | 953 |

Note: The success rate for ministerial exams is an interesting gauge of success in general. However, the disruption to optimal learning conditions that occurred during the pandemic must be considered when analyzing these results. More specifically, the important number of student and staff absences as well as emergency measures in effect, such as removing ministry exams during the 2019 and 2020 school years, affect the reliability of interpretations based on this trend data.

School Climate

School climate is the learning environment and relationships found within a school and a school community. A positive school climate exists when all members of the school community actively promote positive interactions, have a sense of belonging and





Challenge #3: Employee Recruitment, Retention and Professional Learning

The current labour market is plagued with difficulties in attracting employees to the public sector. In all organizations, re

to providing support on learning about various indigenous cultures, especially those on the SWLSB territory, a network of teachers from all schools and centres was established in 2020 to act as a

| SWLSB Orientations | Objectives |
|---|---|
| <p>1. To support and increase the success of diverse learners and at-risk students academically, socially, and emotionally.</p> | <ol style="list-style-type: none"> 1. To improve board-wide special needs students' reading levels through targeted interventions. 2. To ensure that SMART goals are fixed and that legal requirements are met when developing a student's IEP. 3. To provide training to enable all categories of employees to better support special needs and at-risk students. |



CTSP indicators

| Objectives | 2023-2024 | 2024-2025 | 2025-2026 | 2026-2027 |
|--|-----------|-----------|-----------|-----------|
| Increase student achievement | | | | |
| First diploma or qualification attainment rate in 7 years after entering high school | | | | |
| Starting value: 84.1% | 84.7% | 85.4% | 86.1% | 86.8% |
| SWLSB Starting value: 88.3% | 88.7% | 89.1% | 89.5% | 89.9% |
| Success rate of boys | | | | |
| Starting value: 80.1% | 80.7% | 81.3% | 81.9% | 82.5% |
| SWLSB Starting value: 83.2% | 84.0% | 85.0% | 86.0% | 86.5% |
| Success rate of students with <i>handicaps, social maladjustments or learning difficulties</i> (HDA) | | | | |
| Starting value: 62.2% | 62.6% | 63.0% | 63.4% | 63.8% |
| SWLSB Starting value: 71.0% | 71.2% | | | |



Section 5: Timeline ì Consultations

| Date | Consultation |
|--------------|---|
| August 2022 | Communication of CTSP process Creation of CTSP working table |
| October 2022 | |

Individuals and groups who were consulted

- Student councils of our high schools
- All SWLSB employees
- All SWLSB families
- Community partners on our territory
- Special education advisory committee (SEAC)
- Parents' committee (PC)
- Management Team and Commissioners

