

OUR MISSION

The Division is dedicated to educational excellence through challenging and enriching experiences for all in a safe, inclusive, and caring community.

OUR VISION

The Division will be known as the school division that inspires staff and students to be productive global contributors in an ever-changing world.

PUBLIC SERVICE VALUES

The Code is founded on the values for an ethical public service, as described in Part 2, Sections 4 and 5 of *The Public Service Act*. These values provide a common framework to guide the public service in serving the public in an ethical manner. The following are the values for an ethical public service, including examples of how these values are demonstrated through the actions and behaviours of employees. These values are a compass to guide public servants in everything they do. They cannot be considered in isolation from each other as they will often overlap.

Respect for Others:

Employees must treat others with respect, courtesy and dignity, and value the diversity of their fellow employees and the public we serve by being open to the exchange of different perspectives and ideas. Employees should treat others equitably, with fairness and honesty, and remain committed to fostering workplaces free of discrimination and harassment, including sexual harassment and bullying.

Integrity:

Employees must exhibit honesty, integrity, consistency, and impartiality while maintaining the highest standards of personal and professional conduct. Employees must not conduct themselves in a manner that would reflect adversely on the Division. To ensure employees are acting in the public interest, they must resolve conflicts of interest in favour of the public interest; maintain confidentiality of information; handle sensitive information appropriately and discreetly; and conduct themselves in a non-partisan manner.

Accomplish Anything

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Accountability:

Employees serve the needs, interests, and expectations of the people of the Division. Further to this, employees should demonstrate leadership and take responsibility for decisions and actions. It is imperative that employees are fiscally responsible and are careful stewards of public resources.

Skill and Dedication:

To provide high quality and prompt service, employees must give their best to meet performance standards and organizational requirements. Employees must be open to continual learning and innovation and must promote excellence through reflection and by maintaining and improving their knowledge, skills, abilities, and competencies, as well as assist in enhancing those of their colleagues.

Service:

To provide high quality service, employees must provide services fairly, reliably, and competently. Employees should focus on quality and outcomes to achieve performance standards and be transparent to enable public scrutiny of the Division.

Collaboration:

Employees should invite teamwork and collaboration to maximize strategic investment in delivering services. Employees must engage and collaborate with the public to provide the opportunity to inform, develop and implement services; and advance reconciliation (as outlined in the “Truth and Reconciliation Commission of Canada: Calls to Action” #62 Education for Reconciliation) through concrete and constructive partnerships with Indigenous peoples.

Innovation:

Employees need to be flexible and creative in the delivery of public services to adapt quickly and effectively to changes in priorities and needs of the public. Employees must engage in strategic and predictive decision-making; and test new methods and measure results to identify opportunities for new responses to complex problems.

Sustainability:

Employees must exercise skill and judgement in the use of public resources in delivering services, and continually evaluate services to determine if those services are meeting the needs of the public in an efficient and responsive manner.

Accomplish Anything

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VALUES OF THE DIVISION

Respect:

We demonstrate respect when we honour our traditions and beliefs and listen actively to the perspective of others.

Ethics:

We demonstrate ethical behaviour when we adhere to the policies, guidelines, and procedures of our organization.

Growth:

We demonstrate growth when we support individuals and provide challenging learning opportunities for all.

Well-Being:

We demonstrate our care for safety and well-being when we focus on the psychological and physical safety of our communities.

Stewardship:

We demonstrate good stewardship when we are accountable to our stakeholders and exhibit care for the environment.

— *Accomplish Anything* —

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