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## Issue Analysis

### “Life at Laurentian”

#### What is working well at the school?

1. Kids enjoy attending the school
2. Awesome sense of family and diverse community
3. Good JK program
4. JK/SK programs have improved and they are wonderful
5. Teacher recruitment and retention is excellent
6. School is very clean
7. Mobile computer lab
8. Really good extracurricular program in part due to a talented staff
9. Good volunteer base
10. Always positively evaluating and changing things
11. A lot of student interaction
12. Approachability of teachers – willing to work with parents
13. Positive reinforcement for kids – “ROAR” awards
14. Financial stability
15. Excellent communication between Board/membership/staff
16. Current strategic plan is terrific – caretakers of the plan and presentations to membership
17. Membership has caught onto the strategic plan
18. Membership is confident about the roadmap of the strategic plan
19. Transportation plan works well
20. Bussing logistics work well
21. Board/committee structure is working well – reduced Board meetings
22. Governance structure is working well
23. Constitution was restructured and passed
24. Empowered committee structure
25. Board is more strategic
26. Board is proactive
27. Grandparents day
28. Positive attempt to integrate faith and curriculum and help children understand who they are – largely because of teachers
29. Have an experienced and enthusiastic teaching staff
30. In times of tragedy, the kids spend lots of time working through it with God involved
31. Prompt and effective communication with front office
32. Telephone system to connect office and classroom
33. Access to school for assemblies and kids involvement in the assemblies
34. Living curriculum in the school
35. Kids really enjoyed going to seniors residence
36. Efficient use of our facilities
37. HUGO !!
38. The parent prayer group
39. So much parental involvement in the school
40. Parents volunteering to do a lot of things
41. Great student art in halls

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**What are the current concerns?**

1. Facility limitations
2. Costs of portables and the fact we have them
3. Experienced administrative team and possible retirement of two people in next 5 years
4. Limited pool of administrators available
5. No succession plan currently in place
6. Accessible education and the rising cost of education
7. Less volunteers for fundraising
8. Greater points for serving on committee than fundraising
9. As we grow, we don't want to sacrifice the good things
10. Maintaining and advancing enrolment
11. Teachers strike impacts on our enrolment
12. Roller coaster ride of enrolment
13. Is there an optimum size for our school to run well?
14. How to handle and plan for growth?
15. Part time JK/SK program is a problem for working parents
16. No fence around school – safety concern especially with JK
17. A lot of split classes
18. Kids are not always understanding kids with special needs
19. Integrating kids with special needs into the classroom and working with them
20. Lack of teacher education /awareness of special needs issues
21. Competition from other private/public schools
22. Poor attendance at membership meetings
23. Transportation not totally supported by the school as a whole
24. 80% of school is transported but not all using the bus
25. Parking lot is far too small and poses some dangerous situations
26. We are land locked
27. Not promoting the school well enough in Christian community
28. Promotion is mostly word of mouth
29. Year to year enrolment planning and not longer term
30. Not widespread understanding or buy into the strategic plan
31. Moved away from community way of running the school to a business model
32. No development director
33. Lack of ongoing file on special needs kids to help each teacher continue with program and development – student profile
34. Staff not trained on incorporating technology into the curriculum and making it a teaching tool or enriching curriculum
35. Struggle to stay connected with our broader community (non parent members and supporters)
36. Relationship between society and school



**Issue 4 School Succession Planning****A Human Resource**

1. Inventory which positions/jobs are going to be considered for succession planning over the next 2 years, 5 years .... (staff, board, committees, volunteer, development director)
2. We need detailed job descriptions for each position considered in succession planning (what is done by each job?)
3. Will new administrator/board etc “fit” with our strategic plan, as it evolves?
4. Do some roles need to be split, in the future? (ex. 2 people doing administrator job)
5. Training opportunities to go into administration

**Issue 5 Financial Accessibility and Sustainability of School****A Financial Management**

1. Generate non-parental sources of financial support
2. Define what accessible means ie. Is it realistic and possible for everyone, regardless of income, to expect to send their child to LHCS
3. Pursue stable funding models that can withstand “blips” in registration numbers
4. Idea – determine what is “affordable”
5. Consider long term (as opposed to year to year coverage) financial assistance
6. How to get to the point where nobody gets turned away because of finances

**Issue 6 Accessibility of Exceptional Programs (special needs, gifted)****B Program Development**

1. What are “exceptional needs”? - physical, behavioural, academic
2. What types of facilities are required?
3. Staffing and training
4. What’s our philosophical stance re: exceptional students
5. Are we going to be kept aware of what government assistance is available for exceptional students

**Issue 7      Efficient and Cost Effective Transportation**

**A      Financial Management**

1. What kind of ownership to non-users? Value to school as whole? Subsidize?
2. Policy for school transportation communication
3. Role of bus transportation in attracting new students
4. Why aren't people using the bus when 80% transported?
5. Woodland a priority because they administer the transportation. LHCS couldn't support the 3 routes without that. LHCS ahead financially
6. Do we want all transported on the bus? Philosophy – all pay for students from this geographic area and you can opt out or user pay?
7. Does the current bussing make a difference to LHCS?
8. Does LHCS need bussing?

**Issue 8      Current Facility Expansion**

**A1      Facility Improvement**

1. Enlarge JK/SK rooms
2. Possibility of day care
3. PARKING
4. Possibility: obtaining space at the Price Chopper Plaza (building, parking)
5. Safety – fencing issue. Possibility of fenced in JK/SK playground?
6. How to address needs of working parents?
7. What types of programs and impact on type of expansion?

**Issue 9      Balance within the Volunteer Program**

**B      Human Resource**

1. Consider going a cost-benefit analysis of individual fundraisers
2. Is there fundraising volunteer fatigue? How can we be good stewards of people's time?
3. Consider 2 tiered system for GIFTS (fundraising and "helping" at school)
4. Consider raising reward incentives, these incentives seem to be working
5. How to get people who aren't involved to get involved?

### Action Research on Day

#### What Went Well

1. Everything flowed very well
2. Got to say the things I wanted to say
3. Opportunity to participate
4. Successfully drilled down to some core ideas
5. Good input
6. Good facilitator
7. Lunch
8. Open ended methods – creative, think outside the box

#### What Concerns

1. Should have been more people here
2. Used a classroom instead of gym
3. Have we covered all the different aspects
4. Tough to grasp rating system