

RICHMOND BOARD OF EDUCATION

Strategic Plan

2026–2030



Message from the Richmond Board of Education

The Richmond Board of Education is responsible for setting the direction of the school district and ensuring that our work supports the success and well-being of every learner. This strategic plan builds on the foundation of the previous one and reflects our ongoing commitment to guide the organization thoughtfully and responsibly in the years ahead.

As we prepared this plan, the board heard thoughtful contributions from students, staff, families, community members and partner groups. In the Richmond School District, the term "partner groups" includes our Indigenous rights holders and all officially recognized education partner representatives for the Canadian Union of Public Employees (CUPE) 716, the Richmond Association of School Administrators (RASA), the Richmond District Parents Association (RDPA), the Richmond Management and Professional Staff (RMAPS), and the Richmond Teachers' Association (RTA).

In the years ahead, this plan will guide our decisions and support our efforts to monitor progress across the district. We will approach this responsibility with care and transparency, keeping our community informed about how our actions move the work forward.

We extend our sincere appreciation to everyone who contributed to the development of this plan. Your time, insight and care helped shape a shared vision for the future. We are proud of the strength and commitment within our community, and we look forward to working alongside you as the plan is carried out.

About our District

The Richmond School District is a connected learning community that supports student engagement, creativity and well-being in inclusive and caring learning environments. We remain committed to providing meaningful opportunities for all learners so they can develop the skills and knowledge for future success.

Richmond is located on the traditional and unceded territories of the hənqəmən̓əm language group. It is home to more than 240,000 residents who come from many cultures and backgrounds. Our district continues to celebrate and embrace the rich diversity that shapes our community. We also strive to build positive awareness and respect for everyone who calls Richmond home.

SCHOOLS

49 Schools
39 Elementary
10 Secondary

TECHNOLOGY

6,676 Macs
9,280 iPads
800 PCs

ENVIRONMENT

35 Schools with Outdoor Learning Spaces
278 Raised Garden Beds
122 Water Refilling Stations
20 Electric Vehicles

FOOD SECURITY

46 Community Fridges
13 Food Programs

Data based on 2024/25 school year





Development of the Plan

The Richmond Board of Education began the development of the 2026–2030 Strategic Plan by seeking meaningful input from those who understand our district's strengths, needs and aspirations. Over several months, the board held focused conversations and gathered feedback through meetings, surveys and discussions across the district.

The experiences and perspectives that were shared helped build a clearer picture of how the district can continue to grow. This guidance informed the development of the plan and supported the identification of the four strategic priorities that will direct our work in the years ahead.

Timeline

<p>February – March 2025</p> <h2>Community Engagement</h2> <ul style="list-style-type: none">Launched the dedicated strategic plan website and online surveyConducted public engagement sessions (in-person and virtual)	<p>April 2025</p> <h2>Analysis and Synthesis</h2> <ul style="list-style-type: none">Analyzed survey results and compiled all engagement feedbackDeveloped the <i>What We Heard</i> report summarizing key themes and insights	<p>September – November 2025</p> <h2>Review and Refinement</h2> <ul style="list-style-type: none">Reviewed and refined draft goals and objectivesFacilitated feedback sessions with trustees and partner groupsFinalized the strategic plan	<p>February 2026–2030</p> <h2>Implementation of the Plan</h2>
<p>March – April 2025</p> <h2>Focused Engagement</h2> <ul style="list-style-type: none">Facilitated student voice activities and partner group consultationsHeld distinct focus group sessions with students and community partnersContinued gathering input from all partner groups	<p>May – August 2025</p> <h2>Drafting the Plan</h2> <ul style="list-style-type: none">Developed the draft strategic plan based on engagement findingsRefined goals, objectives and key priorities	<p>January 2026</p> <h2>Approval</h2> <ul style="list-style-type: none">Plan approved by the Board of Education	

Our Vision, Mission and Values

The Board of Education recognizes the importance of the vision, mission and values statements in shaping learning, leading and teaching across the Richmond School District.

Vision

The Richmond School District is the best place to learn and lead.

Our vision is shared by all members of our learning community, including students, parents, staff and community partners. It inspires us to strive for excellence, to see potential in every learner and to create positive and engaging environments filled with possibilities. We are proud of the education we provide and encourage everyone in the district to be both learners and leaders.

Mission

The Richmond School District's mission is to cultivate a safe, accepting and engaging community that inspires a passion for lifelong learning.

Our mission forms the foundation of what we model, teach and do to support the development of lifelong learners and leaders. We are committed to ensuring that all students and staff benefit from their time with us and are supported in reaching their full potential.

Values

The values that guide our work together to achieve our vision and mission are: collaboration, creativity, curiosity, resilience, respect and equity for all.

Our values guide our operations and shape the culture of our schools and workplaces. By upholding them, we create an environment that supports everyone in reaching their full potential. These values are reflected in our work and serve as a standard for how we interact within our schools, across the district and throughout the community.



Our Strategic Priorities

Our strategic priorities were shaped through extensive engagement and consultation with our community. These priorities provide the direction for our work and outline what we aim to achieve in the years ahead.



1 | Success for All Learners

The district supports every learner to achieve their highest potential.



2 | Diversity, Equity and Inclusion

District environments are equitable and inclusive so all members of the school community can participate with dignity, purpose and options while experiencing a strong sense of belonging. These environments will also support individuals in expressing their identities with confidence in the world.



3 | Organizational Effectiveness

The district aligns resource allocation with the board's mandate and priorities.



4 | Community and Partnerships

Gather meaningful input and deepen collaboration with students, staff, families and partner groups to enhance learning, well-being and success for all.



A young man with dark hair, wearing a brown corduroy jacket over a light blue shirt, is smiling broadly. He is positioned in front of a large, dark control panel with numerous buttons, knobs, and a small screen. The background is slightly blurred, showing more of the control room environment. The overall atmosphere is positive and professional.

Strategic Priority 1

Success for All Learners

The district supports every learner to achieve their highest potential.

OBJECTIVE 1

Improve literacy and numeracy outcomes for all learners to support success in all areas of the kindergarten to Grade 12 curriculum: curriculum.gov.bc.ca and curriculum.gov.bc.ca/curriculum/overview.

OBJECTIVE 2

Enhance student preparation for post-secondary pathways, careers and opportunities by developing the skills, interests, confidence and adaptability needed to thrive in a diverse and ever-changing world.

OBJECTIVE 3

Actively support and enhance the physical and mental well-being of all learners.

A photograph of a diverse group of students and a teacher in a classroom setting. The teacher, a woman with long dark hair, is smiling and looking at a book held by one of the students. Several other students are visible in the background, some looking at the book and others looking towards the camera. The classroom has a wooden bench and some green plants in the background.

Strategic Priority 2

Diversity, Equity and Inclusion

District environments are equitable and inclusive so all members of the school community can participate with dignity, purpose and options while experiencing a strong sense of belonging. These environments will also support individuals in expressing their identities with confidence in the world.

A vertical photograph of a young boy with dark hair, wearing a grey hoodie, sitting and reading a book. He is looking down at the book, which has some handwritten text on the cover. He is wearing blue pants and blue Nike sneakers. The background is a plain, light-colored wall.

OBJECTIVE 1

Provide equitable opportunities for all students to achieve their physical, intellectual and personal potential.

OBJECTIVE 2

Ensure equitable access to opportunities, resources and all areas of the curriculum to support every students' success.

OBJECTIVE 3

Promote inclusive school environments where all students develop a strong sense of personal identity, feel safe and have a deep sense of belonging.

OBJECTIVE 4

Cultivate a culture of truth and reconciliation, diversity, anti-racism and anti-oppression throughout the organization.

A photograph of three young girls of diverse ethnicities smiling at the camera. They are outdoors in a sunny, well-maintained garden with various plants and flowers in the background. The girl on the left has dark hair and is wearing a light pink t-shirt. The girl in the middle has dark hair and is wearing a white sleeveless top with a floral pattern. The girl on the right has long, orange-brown braided hair and is wearing a blue t-shirt with a red and white logo. The image is slightly blurred, creating a soft, natural feel.

Strategic Priority 3

Organizational Effectiveness

The district aligns resource allocation with the board's mandate and priorities.

OBJECTIVE 1

Utilize secure, stable and current technologies to enhance teaching and learning, ensure equitable and inclusive access, and strengthen operational effectiveness.

OBJECTIVE 2

Build organizational capacity by recruiting, developing and retaining a diverse workforce while strengthening a culture of well-being, professional learning, leadership and engagement to support student success and system excellence.

OBJECTIVE 3

District communication practices are clear, inclusive and responsive in support of a well-coordinated, engaged and trusted education system.

OBJECTIVE 4

Provide safe, inclusive, well-maintained and sustainable learning environments.

OBJECTIVE 5

Effectively allocate district resources and sustain a balanced multi-year fiscal plan that aligns with the board's mandate and strategic priorities.



Strategic Priority 4

Community and Partnerships

Gather meaningful input and deepen collaboration with students, staff, families and partner groups to enhance learning, well-being and success for all.



OBJECTIVE 1

Provide opportunities for community and partner groups to actively participate in decision-making by attending open houses, public forums and board advisory committees.

OBJECTIVE 2

Provide timely, transparent and culturally responsive communication to students, families and partner groups to build trust and a shared understanding of district priorities.

Board of Education

The Richmond Board of Education is comprised of seven trustees who are elected to a four-year term during civic elections. The board is responsible for governing the district in a progressive and educationally sound manner, and is accountable to the public.

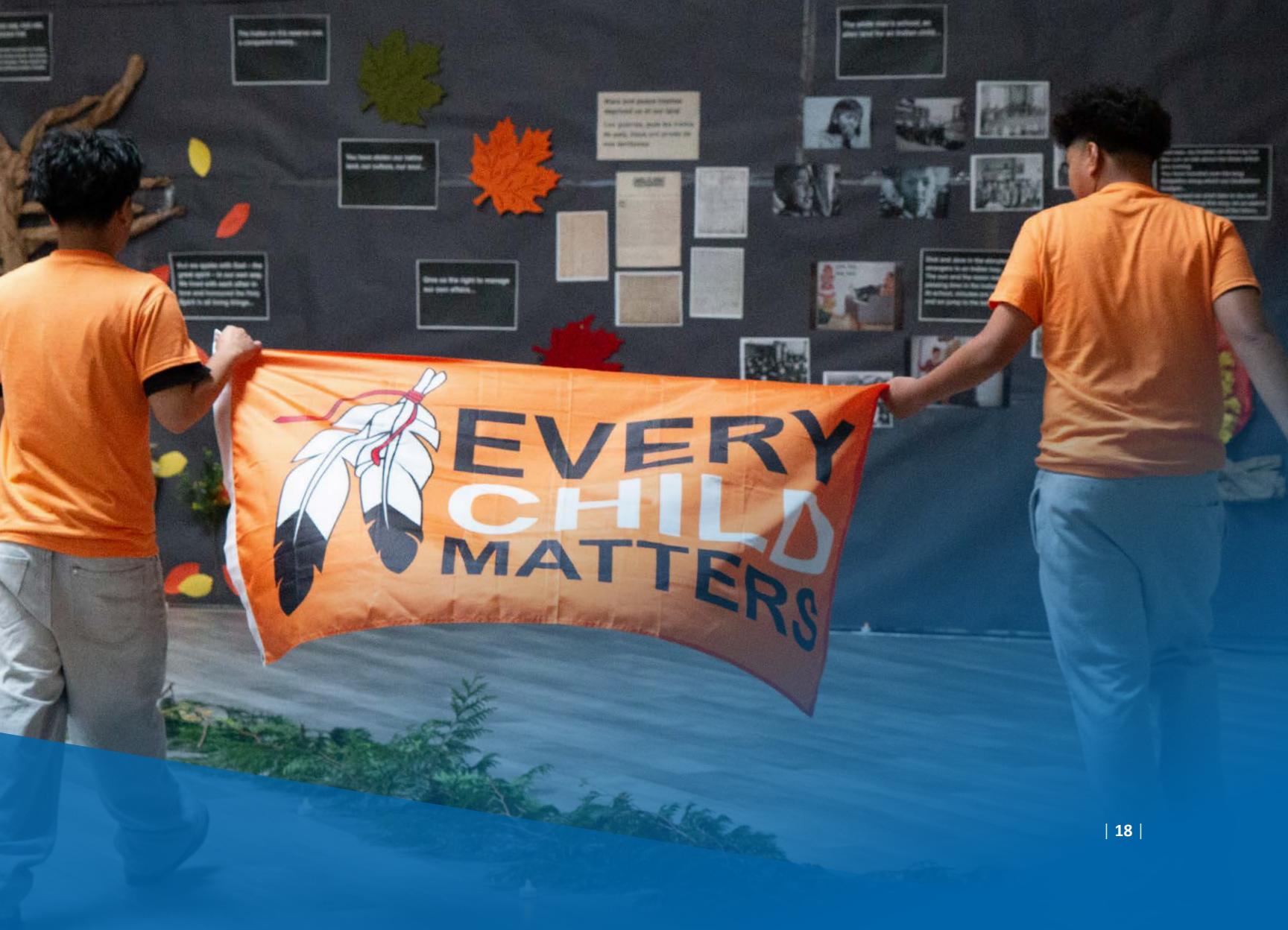
In general, the following are the most important functions of the board:

- Formulating and setting policies and by-laws.
- Providing overall administrative direction through the superintendent of schools.
- Overseeing the district's operating and capital budgets.
- Monitoring the operation of educational programs.
- Developing and monitoring the district's strategic plan.

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To view the full strategic plan, visit our website sd38.bc.ca/strategicplan.







RICHMOND
SCHOOL DISTRICT NO. 38