



SBCI

School Boards' Co-operative Inc.

Strategic Plan

2026-2029



Purpose

We are dedicated to guiding school board Members with informed workplace solutions—grounded in excellence and focused on supporting employee well-being as a foundation for student success.

Mission

We support safer, healthier, and innovative work environments through expert, proactive, school board-focused solutions.

**We are a Not-for-Profit
Co-operative:
Owned by School Board
Members for School
Board Members**



This four-year strategic plan represents a shared vision shaped by the SBCI Board and Senior Leadership team. It reflects our collective ambition, clear priorities, and deep commitment to advancing our mission. We are excited to move forward together with focus, momentum, and confidence in the path ahead.



Values

This Strategic Plan, and the principles that shape our decisions and actions, are grounded in five core values that define who we are, guide how we work, and inspire the impact we strive to achieve.



Values Defined

- **Excellence:** We pursue the highest standards through expertise, professionalism and meaningful impact.
- **Integrity:** We act with honesty and ethical responsibility.
- **Innovation:** We leverage continuous learning and creativity to deliver practical and future ready services.
- **Accountability:** We uphold transparency and clarity in fulfilling our responsibilities and foster trusting relationships.
- **Collaboration:** We foster shared goals through open communication, mutual respect and inclusive solutions.



Strategic Commitments

These four strategic commitments were developed through extensive consultation with Members, SBCI staff, and key parties across the education sector. They reflect our understanding of the sector's growing complexity and our commitment to serving Members with foresight, responsiveness, and excellence.

**Service
Innovation**

**Good
Governance**

**Communication
& Engagement**

**Digital
Transformation**

Service Innovation

Goal: Deliver high-quality services that meet the needs of our Members.

Objectives:

- 1** Monitor emerging issues, trends and promising practices to provide guidance, resources and tools that strengthen Members' capacity to adapt and thrive.
- 2** Establish and publish service standards.
- 3** Leverage strategic partnerships and networking to support Members as they navigate increasingly complex conditions.

**Service
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**Digital
Transformation**

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& Engagement**

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Digital Transformation

Goal: Modernize digital solutions to improve efficiency and provide timely and accurate data

Objectives:

- 1** Create one-stop experiences for Members through interactive dashboards that provide access to key information.
- 2** Establish business requirements and data quality standards in partnership with Members to support streamlined data processes.
- 3** Collaborate with Members' software providers to improve data transfers and validation processes.
- 4** Provide training and support to ensure effective use of digital tools and data for decision-making.

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Communication & Engagement

Goal: Strengthen communication and engagement with Members to clearly demonstrate the value of our services.

Objectives:

- 1** Provide timely and meaningful communication through a variety of channels.
- 2** Build trusted relationships with Members that equips them with the knowledge, resources, and connections to maximize our services' value.
- 3** Collect and respond to Membership needs and feedback.

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**Good
Governance**

Good Governance

Goal: Assure transparency and accountability at all levels of the organization.

Objectives:

- 1** Strengthen governance frameworks by refining policies, by-laws, and role clarity to support consistent, informed, and ethical leadership practices.
- 2** Establish and report to Members defined accountability standards.

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We are committed to delivering on the priorities set out in this plan and to reporting openly on our progress. All Members are invited to attend the Annual General Meetings, where we will provide updates on the achievement of our strategic commitments. Together, we will ensure these goals are realized.

For more information, please contact Jennifer Tusa – Coordinator of HR and Administrative Services at **Jennifer.tusa@sbcinc.org**



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