WCDSB Strategic Plan 2015-18

MYSP Report Card Update June 2018
Nurturing Our Catholic Community
Faith is lived and witnessed in community;
Students and staff are healthy in mind, body and spirit;
Everyone is included, respected and welcomed.

Student Engagement, Innovation and Achievement
Parents, parishes, community partners and student engagement are nurtured and valued;
Students are achieving at their highest potential in a 21st century world;
Staff are engaged in cultivating collaborative learning communities.

Living in Faith

Building Capacity to Lead, Learn and Live authentically
Professional learning for ALL staff is timely and responsive;
Leadership & succession planning is intentional and nurtured;
Our decisions, actions and stewardship of resources are evidence-based and responsive.
Indicators for Report Card

- Stakeholder Feedback
- Strategic Direction Action Reports
- Evidence / Key Performance Indicators
MYSP Grading Rubric

- Effectively Meeting Criteria: 80% or above
- Approaching Criteria: 65% to 80%
- Not Yet Meeting Criteria: Below 65%
Lens 1: Stakeholder Feedback
Perceptual Evaluation of the MYSP Implementation

- MYSP survey results from the 2017 and 2018 collections.
- The purpose for these collections was to gather input from all stakeholders to:
  1. update our evaluation of the MYSP
  2. lay the foundation to develop the new MYSP

**NOTE: Methodology Change** in 2018 survey
- The 2018 removed the "Neither Agree or Disagree" response choice.
- Removing the neutral survey response choice limits the direct comparison that can be made between surveys because we forced the respondent to either agree/disagree with each statement.
Area: Nurturing Our Catholic Community

**Strategic Direction:** Faith is lived and witnessed in community

* Difference change from previous survey (2017)

**Goals:**

- To fulfill a three year pastoral plan that places a lived witness of faith at its core

  - Strongly Agree: 35% ▲6%
  - Agree: 59% ▲8%
  - Disagree: 5% ▲1%
  - Strongly Disagree: 1% ▼1%

- To work in collaboration with our charitable and community partners to ensure our students in need are receiving the assistance they need to succeed in school.

  - Strongly Agree: 38% ▲3%
  - Agree: 54% ▲9%
  - Disagree: 7% ▲3%
  - Strongly Disagree: 1% ▼1%

- To strengthen and cultivate school, parish and home relationships

  - Strongly Agree: 33% ▲2%
  - Agree: 57% ▲7%
  - Disagree: 9% ▲4%
  - Strongly Disagree: 1% ▼1%
Area: Nurturing Our Catholic Community

Strategic Direction: Students and staff are healthy in mind body and spirit

Goals:

- To strengthen system-wide commitment to WCDSB’s vision for mental health & wellness through initiatives which engage students, parents and staff in working towards mentally healthy school communities

- To strengthen system commitment to physical health and its importance to mental and spiritual health

- To strengthen system commitment to school, student and staff spiritual health.
Area: Nurturing Our Catholic Community

Strategic Direction: Everyone is included, respected and welcomed

Goals:

- To support an environment of inclusion with improved implementation of the principles of Learning for All

  - Strongly Agree: 31% (↑1%), Agree: 54% (↑6%), Disagree: 13% (↑5%), Strongly Disagree: 3% (-)

- To increase awareness and respect of differences within our school communities

  - Strongly Agree: 40% (↑3%), Agree: 54% (↑7%), Disagree: 4% (-), Strongly Disagree: 1% (-)

- To attain improved access to Board facilities and services

  - Strongly Agree: 24% (-), Agree: 64% (↑23%), Disagree: 10% (↓5%), Strongly Disagree: 2% (-)

# indicates difference from previous survey (2017)
Area: Student Engagement, Achievement & Innovation

Strategic Direction: Parents, parishes, community partners and student engagement are nurtured & valued

Goals:

- To authentically engage parents, parishes and community in pastoral and school learning plans

- To engage students in authentic learning experiences that reflect real-life application and engagement

- To strengthen our partnerships among colleges, universities, employers and community partners.

# indicates difference from previous survey (2017)
Area: Student Engagement, Achievement & Innovation

Strategic Direction: Students are achieving at their highest potential in a 21st Century world

Goals:

- To ensure that all PD in relation to digital technology is mapped to one of the 4 pillars of the BIPSA and a specific area of student learning need
  
<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>17%</td>
<td>63%</td>
<td>15%</td>
<td>4%</td>
</tr>
</tbody>
</table>

- To focus on the competencies of critical thinking & problem solving, creativity and collaboration
  
<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>23%</td>
<td>64%</td>
<td>10%</td>
<td>3%</td>
</tr>
</tbody>
</table>

- To focus on personalized authentic and (culturally) relevant inquiry
  
<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>24%</td>
<td>62%</td>
<td>10%</td>
<td>3%</td>
</tr>
</tbody>
</table>

# indicates difference from previous survey (2017)
**Area: Student Engagement, Achievement & Innovation**

**Strategic Direction:** Students are achieving at their highest potential in a 21st Century world

**Goals:**
- To support our students in meeting the Ontario Catholic Graduate Expectations
- To optimize and support our Continuing Education and Adult Education Programs that reflect the interests and needs of the community.

![Survey Results](chart)

# indicates difference from previous survey (2017)
Area: Student Engagement, Achievement & Innovation

**Strategic Direction:** Staff are engaged in cultivating collaborative learning communities

- **Goals:**
  1. To improve student learning and achievement in mathematics
     - Strongly Agree: (↑3%) 34%
     - Agree: 57%
     - Disagree: (↑3%) 7%
     - Strongly Disagree: (-) 2%
  2. To improve student learning and achievement in Applied Level classrooms
     - Strongly Agree: (↑7%) 26%
     - Agree: 64%
     - Disagree: (↑3%) 7%
     - Strongly Disagree: (↑1%) 3%
  3. To improve student learning and achievement for those students who have an IEP
     - Strongly Agree: (↑3%) 31%
     - Agree: 59%
     - Disagree: (↑1%) 6%
     - Strongly Disagree: (-) 3%

# indicates difference from previous survey (2017)
Area: Student Engagement, Achievement & Innovation

Strategic Direction: Staff are engaged in cultivating collaborative learning communities

Goals:
- To use collaborative team structures, mapped to the School Effectiveness Framework for all professional learning

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change from 2017</td>
<td>(↑5%) 23%</td>
<td>(↑24%) 67%</td>
<td>(↑1%) 7%</td>
<td>(↑1%) 3%</td>
</tr>
</tbody>
</table>

# indicates difference from previous survey (2017)
Area: Building Capacity to Lead, Learn & Live Authentically

**Strategic Direction:** Professional learning for ALL staff is timely and responsive

**Goal:**
- To foster professional learning that is job-embedded and evidence informed

# indicates difference from previous survey (2017)
Area: Building Capacity to Lead, Learn & Live Authentically

Strategic Direction: Leadership & succession planning is intentional and nurtured

Goals:

• To increase the number of individuals who partake in our Leadership Series who then go on to apply to leadership opportunities

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Percent</td>
<td>26%</td>
<td>62%</td>
<td>10%</td>
<td>3%</td>
</tr>
<tr>
<td>Change</td>
<td>↑16%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

• To improve and to build collaborative ownership of system goals and priorities so they are owned by all

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Percent</td>
<td>16%</td>
<td>61%</td>
<td>20%</td>
<td>4%</td>
</tr>
<tr>
<td>Change</td>
<td>↑22%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

• To support Principals and educators in maintaining high levels of professional judgment and assessment

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Percent</td>
<td>29%</td>
<td>61%</td>
<td>7%</td>
<td>2%</td>
</tr>
<tr>
<td>Change</td>
<td>↑13%</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Area: Building Capacity to Lead, Learn & Live Authentically

**Strategic Direction:** Our decisions, actions and stewardship of resources are evidence-based and responsive

### Goals:

- **To commit to evidence based, responsive, timely and professionally executed planning and gap analysis in all budgetary decisions**
  
<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>(↑7%) 18%</td>
<td>56%</td>
<td>(↑8%) 21%</td>
<td>(-) 5%</td>
</tr>
</tbody>
</table>

- **To ensure all decisions connected to stewardship of environmental and capital resources are ecologically and socially responsible, in alignment with our Catholic social teachings and gospel values**

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>(↑4%) 17%</td>
<td>68%</td>
<td>(↑4%) 13%</td>
<td>(↑1%) 2%</td>
</tr>
</tbody>
</table>

- **To continue implementation of emerging technologies that enable forward thinking, global education**

<table>
<thead>
<tr>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>(↑10%) 20%</td>
<td>65%</td>
<td>(↑6%) 12%</td>
<td>(↑1%) 3%</td>
</tr>
</tbody>
</table>

# indicates difference from previous survey (2017)
Area: Building Capacity to Lead, Learn & Live Authentically

Strategic Direction: Our decisions, actions and stewardship of resources are evidence-based and responsive

Goals:

- To ensure all program offerings are tied to student need and stakeholder interests, and that they will equip students to become globally-engaged responsible citizens

  - Strongly Agree: 18% (↑4%)
  - Agree: 67% (↑17%)
  - Disagree: 12% (↑5%)
  - Strongly Disagree: 3% (-)

- To improve employee health and relations across the system

  - Strongly Agree: 23% (↑1%)
  - Agree: 60% (↑11%)
  - Disagree: 11% (↑2%)
  - Strongly Disagree: 6% (↑2%)
**Area: Building Capacity to Lead, Learn & Live Authentically**

**Strategic Direction:** Our decisions, actions and stewardship of resources are evidence-based and responsive

**Goals:**
- To increase staff efficiency and reduce workloads though process improvements
  - Strongly Agree: 10% (↑1%)
  - Agree: 45% (↓17%)
  - Disagree: 31% (↑11%)
  - Strongly Disagree: 15% (↑4%)
- To attain more equitable sharing of material and human resources across the board in ways that reflect a shared responsibility of all students and families across the board
  - Strongly Agree: 18% (↑2%)
  - Agree: 64% (↑19%)
  - Disagree: 13% (↑6%)
  - Strongly Disagree: 6% (↑2%)

# indicates difference from previous survey (2017)
Highlights for Parents

• 8 of 9 goals above 80% in Nurturing Our Catholic Community

• 6 goals in Student Engagement and Achievement strong

• Good growth year over year in parent responses*

• Many responses in Building Capacity section reflected “Does Not Apply/Don’t know”

• More work is needed in involving parents in pastoral and school learning plans

• * 2017-18 Survey eliminated Neutral response
## Highlights: Staff

**MYSP Strategic Goal**

<table>
<thead>
<tr>
<th>Range of % of Agree or Strongly Agree was 80% or better</th>
</tr>
</thead>
<tbody>
<tr>
<td>Admin</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td>Number of Goals</td>
</tr>
<tr>
<td>(25)</td>
</tr>
</tbody>
</table>
Highlights for Staff

- Nurturing Our Catholic Community strong across all 3 staff groups

- Areas for growth include:
  - Schools using SEF collaborative team structures
  - Prevalence of job-embedded PD
  - Plans collaboratively built & owned
  - Ability to serve all schools equitably

* 2017-18 Survey eliminated Neutral response
Highlights for Students

- Students affirm our inclusive and welcoming learning environments
- They have noted our investments in current technologies
- Secondary students less affirming that elementary counterparts, and more effort is needed for them to feel fully engaged and to be able to ID pastoral plan in their schools.

* 2017-18 Survey eliminated Neutral response
** Small cohort of elementary students in 2017-18 versus (too) large a cohort in 2016-17
Relevance of Board’s Statements

Vision: Our Catholic Schools: heart of the community-success for each, a place for all

Mission: As disciples of Christ, we educate and nurture hope in all learners to realize their full potential to transform God’s world.

Belief: All students nurtured in a community grounded in our Gospel values, and experiencing authentic learning environments of collaboration, inquiry and engagement, will become global citizens who transform God’s world.

Belief: We maximize the God-given potential of each child when we welcome all students, believe in all students and instill hope in all students, basing our decisions on stated priorities.

Belief: In fostering students who meet the Ontario Catholic School Graduate Expectations we also produce successful and independent global 21st century learners who give witness to their faith.
Our decisions, actions and stewardship of resources are evidence-based & responsive

Board Priorities Moving Forward

1. Encouraging Well-being
   - Strongly Agree: 49%
   - Agree: 41%
   - Disagree: 6%
   - Strongly Disagree: 3%

2. Implementing the Pastoral Plan
   - Strongly Agree: 27%
   - Agree: 60%
   - Disagree: 9%
   - Strongly Disagree: 3%

3. Improving Graduation Rates
   - Strongly Agree: 33%
   - Agree: 58%
   - Disagree: 7%
   - Strongly Disagree: 2%

4. Investing in 21st Century Technology
   - Strongly Agree: 41%
   - Agree: 51%
   - Disagree: 7%
   - Strongly Disagree: 1%

5. Promoting Equity
   - Strongly Agree: 39%
   - Agree: 53%
   - Disagree: 5%
   - Strongly Disagree: 2%
Lens 2: Action Reports

put your plan into action
Lens 3: Evidence
Report Card: Faith is Lived and Witnessed in Community

- To fulfill a three year pastoral plan

- To strengthen and cultivate school, parish & home relationships

- To Work in collaboration with our charitable and community partners to ensure our students in need are receiving the assistance they need to succeed in school
Report Card: Faith is Lived and Witnessed in Community

Key Growth:
• Pastoral Plan a point of great celebration
• Pilgrimage Cross and Faith in Action videos strongly embraced
• Strong perception of School-Home-Parish relationship
• Significant growth in PRO-Grant Activities
• School Council Chair Commissioning & Clergy dinner

Next Steps:
• Focus on better engaging SS students in pastoral plan
• Revitalizing Catholicity/Pastoral committee
• Identification of a New pastoral plan
• Implementation of an Equity Action Plan, with a focus on identifying (and eliminating) barriers to success for our most vulnerable students
Report Card:
Students and Staff are Healthy in mind, body & spirit

• To strengthen system wide commitment to WCDSB vision for mental health & wellness through initiatives which engage students, parents & staff

• To strengthen system commitment to physical health & its importance to mental and spiritual health

• To strengthen system commitment to school, student & staff spiritual health
Report Card:
Students and Staff are Healthy in mind, body & spirit

Key Growth:
• Launch of Socio-emotional literacy programming JK-3
• Emotional literacy presentations to 3500 students in grades 4-8
• Strong feedback on Spirituality and Healthy School initiatives, with strong implementation, with 2 SS earning $15k PASS grants
• 36 of 50 schools certified as ECO schools

Next Steps:
• Continue to expand “Foundations of a Healthy School” to a new FOS
• Continued implementation of resiliency survey which will help inform “well-being” plan and “mentally healthy schools”
• Steering Committee and full Coordination between 4 branches of “Well Being”
• (M.H., Equity, Safe Schools, Healthy schools)
Report Card: Everyone is included, respected and welcomed

• To support an environment of inclusion with improved implementation of the principles of Learning for All

• To increase awareness and respect of differences within our school communities

• To attain improved access to Board facilities and services
Report Card: Everyone is included, respected & welcomed

Key Growth:

• Strong spirit of inclusion across the system

• Use of Assistive technology growing, with 300 ½ day onsite training sessions with Read&Write App

• 130 more students enrolled in Indigenous Ed courses

• 35 schools were host to International Students; 210 short term stay; 175 students in our Int Cert Prog

• Redesigned website

Next Steps:

• Tracking students on IEP to reduce gaps and ensure gains over time*

• Continue to build relationships with community partners, to ensure wrap-around supports*

• *Both action items carry over from last year
Report Card: Parents, Parishes, community partners & student engagement are nurtured & valued

- To authentically engage parents, parishes & community in pastoral and school learning plans

- To engage students in authentic learning experiences that reflect real-life application and engagement

- To strengthen our partnerships among colleges, universities, employers and community partners, locally and abroad
Report Card:
Parents, Parishes, community partners & student engagement are nurtured & valued

Key Growth:
• Significant increase in social media presence (Twitter and Newswire)
• 43 PRO grant applications
• Strong participation in School Council Chair Commissioning
• 750 students between Grade 4 & 8 Elementary Skills Comp’n; Gold Medal in National SS Skills Competition
• Increase in 5 year Grad rate to 87%
• Increase in pathways awareness (particularly by girls)

Next Steps:
• Build upon synergies between parishes and schools established by Pilgrimage Cross
• More effort in the local school to share school and pastoral learning plans
• Piloting Credit bearing Service Learning at 2 SS
• Continue to work on increasing the use of experiential learning opportunities K-12
Report Card:
Students are achieving at their highest potential in a 21st Century World

• To ensure that all PD in relation to digital tech is mapped to one of the 4 pillars of the BIPSA & learning need

• To focus on the 21C competencies of critical thinking & problem solving, creativity and collaboration

• To focus on personalized authentic & (culturally) relevant inquiry

• To support students in meeting Ontario Catholic Grad Expec’ns

• To optimize & support our Con Ed and Adult Ed Programs that reflect the interests & needs of the community
Report Card:
Students are achieving at their highest potential in a 21st Century World

Key Growth:
- ILF- NPDL mapped to RMS Numeracy work; Teacher & student awareness of Global Competencies
- EnCompass usage has improved 30%
- 43 schools audited for Learning Commons Implementation Plan; 12 completed in Year 1
- Grade 6-7-8 events leading to improved grade 9 retention rates (79.8% from 76% in 2016-16)

Next Steps:
- Implementation of Year 2 of Learning Commons 5 year plan
- Knowledgehook has been purchased and inserviced; we now have to strive towards full implementation
- Greater emphasis on Safe Schools plan, mapped to well-being strategy
- Additional training in Gradebook and Assessment for Learning strategies
- Further roll-out of NPDL
Report Card: 
Staff are engaged in cultivating collaborative learning communities

- To improve student learning & achievement in mathematics

- To improve student learning & achievement in Applied level classrooms

- To improve student learning & achievement for those students who have an IEP

- To use collaborative team structures mapped to the SEF for all professional learning
Report Card:
Staff are engaged in cultivating collaborative learning communities

Key Growth:
• 87% of EMLTs are reporting that their content learning in mathematics has increased.

• 97% of grade 9 applied students in 3 of 5 SSs indicated gap-closing teacher assisted their confidence.

• In year assessments reflect 34% more students at provincial std than when they began semester.

• Increased de-privitization of practice.

Next Steps:
• Gradebook PD and adoption will support new Assessment and Evaluation Policy.

• 2017 preliminary OSSLT results suggest no growth (or decrease); greater precision is needed in preparation.

• Deepen awareness of and implementation of cross-curricular numeracy.

• Increase co-learning PD.
Report Card:
Professional Learning for ALL staff is timely & responsive

• To foster professional learning that is job-embedded and evidence informed
Report Card: Professional Learning for ALL staff is timely & responsive

Key Growth:

- Increased educator ability to notice and name learning in order to respond with greater precision (12% growth in teacher staff agreement that professional learning is job-embedded and evidence-informed; 30% growth in use of EnCompass)

Next Steps:

- Doubled number of instructional coaches and Student Success Liaisons to provide more job-embedded PD, so as to leverage shared educator leadership at school level (to move toward greater precision when responding to learner needs)

- A Collaborative Inquiry between Gap Closing and Applied level math teachers
Report Card: Leadership & Succession Planning is Intentional and nurtured

• To increase the number of individuals who partake in our Leadership series who then go on to apply to leadership opportunities

• To improve and to build collaborative ownership of system goals & priorities so they are owned by all

• To support principals and educators in maintaining high levels of professional judgement & assessment
Report Card: Leadership & Succession Planning is Intentional and nurtured

Key Growth:

- 533 people have participated in the Leadership Series since 2012-13; majority of new applicants to leadership positions are “graduates”.
- The new Board website and communication tools were launched to good effect.

Next Steps:

- Greater ownership of system priorities is needed; will include sharing MYSP survey feedback and “report card” results more broadly but needs more
- Consider rebrand and revision of Leadership Series
- Spec Ed AQ for Admin – focus on numeracy (via CPCO)
Report Card:
Our decisions, actions and stewardship of resources are evidence-based & responsive

• To commit to evidence based, responsive, timely and professionally executed planning and gap analysis in budgetary decisions

• To ensure all decisions connected to stewardship of environmental & capital resources are ecologically and socially responsible

• To continue implementation of emerging technologies that enable forward thinking, global education

• To ensure all program offerings are tied to student need and stakeholder interests; equipping globally engaged students
Report Card:
Our decisions, actions and stewardship of resources are evidence-based & responsive

- To improve employee health and relations across the system

- To increase staff efficiency and reduce workloads through process improvements

- To attain more equitable sharing of material and human resources across the board in ways that reflect a shared responsibility of all students and families across the board.
Report Card:
Our decisions, actions & stewardship of resources are evidence-based and responsive

Key Growth:

- Budget dev’t and pres’n is Internationally recognized as exemplary
- Implementation of 5 Year IT Strategic Plan (nimble)
- Healthy workplace Committee in place
- Principal meetings reflect higher engagement/hands-on
- Facility Services has a new Service Quality Action Plan, mapped to KPI’s
- Strong Energy Management Plan; winner of WR Sustainability Champion Award

Next Steps:

- Following French Immersion Review, new sites for expansion have been identified
- Sustainability plans for 2020 to be developed for each school
- A plan for Con Ed for 2020 has been developed – renovation and implementation of the plan is next
- Wellness initiatives were implemented this year but revision is needed as full success was not attained.
- Expanded performance appraisals for more employee groups
Key Next Steps

• Using feedback we have received and sharing the results with stakeholders

• Applied Level & Students on IEP under-represented but not the full story – need greater precision

• 4 & 5 Year Grad Rate, numeracy achievement & Well Being continue as key foci; more job-embedded PD

• Developing new Pastoral Plan and new MYSP for launch in Dec 2018
In Summary

- 8 of 9 Strategic Directions (or 31 of 32 goals) progressing at “optimal level”
- 1 of 9 Strategic Directions (or 1 of 32 goals) are approaching Criteria
- No goals assessed as “red” or “not meeting criteria”
Final Thought

Our Mission and Vision is firmly rooted in our faith and gospel values and has been recognized our most strongly affirmed indicator.

WCDSB - Come Experience the Difference