

# WCDSB Strategic Plan 2015-18

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MYSP Report Card Update June 2018



Waterloo Catholic  
District School Board

## 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%



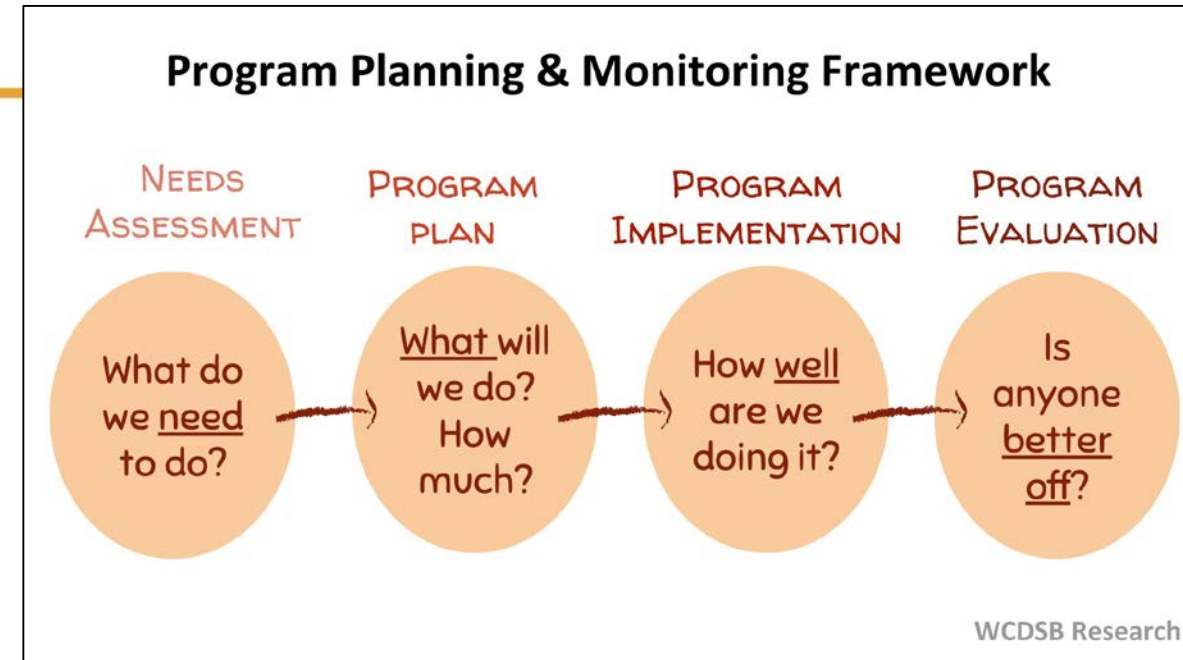
# Lens 1: Stakeholder Feedback

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# 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

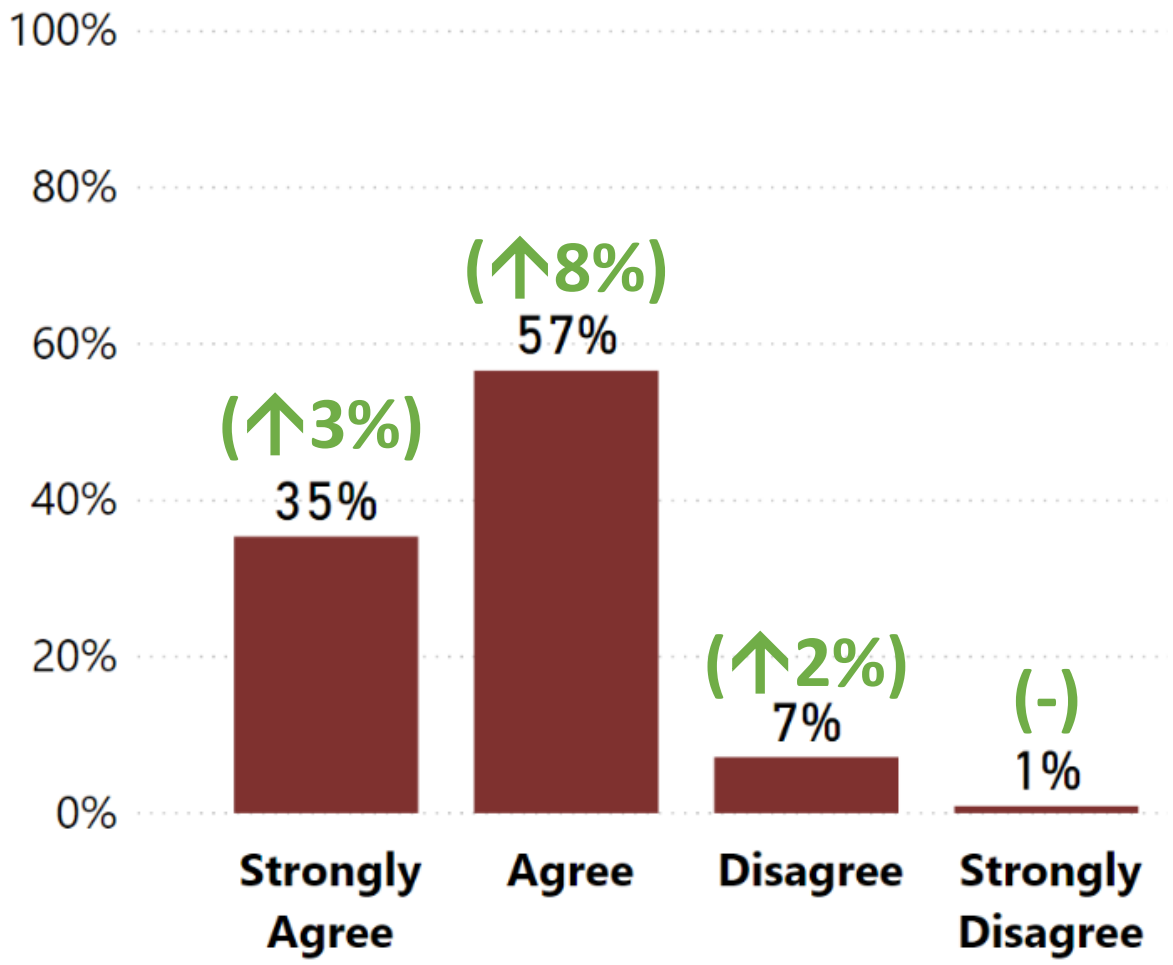


## **NOTE: Methodology Change** in 2018 survey

- 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

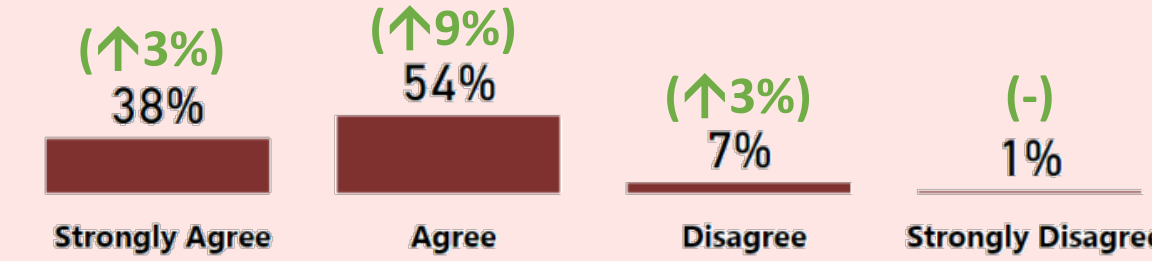
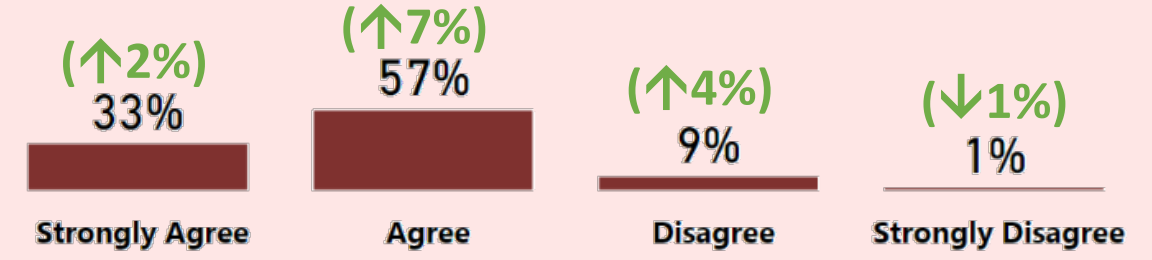
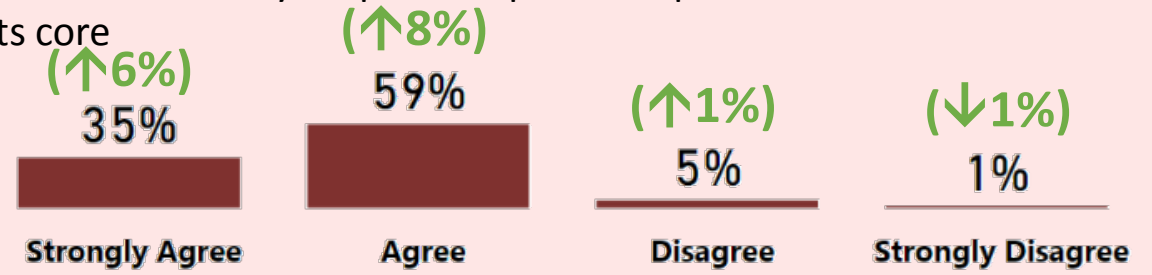
## Strategic Direction: Faith is lived and witnessed in community



\* Difference change from previous survey (2017)

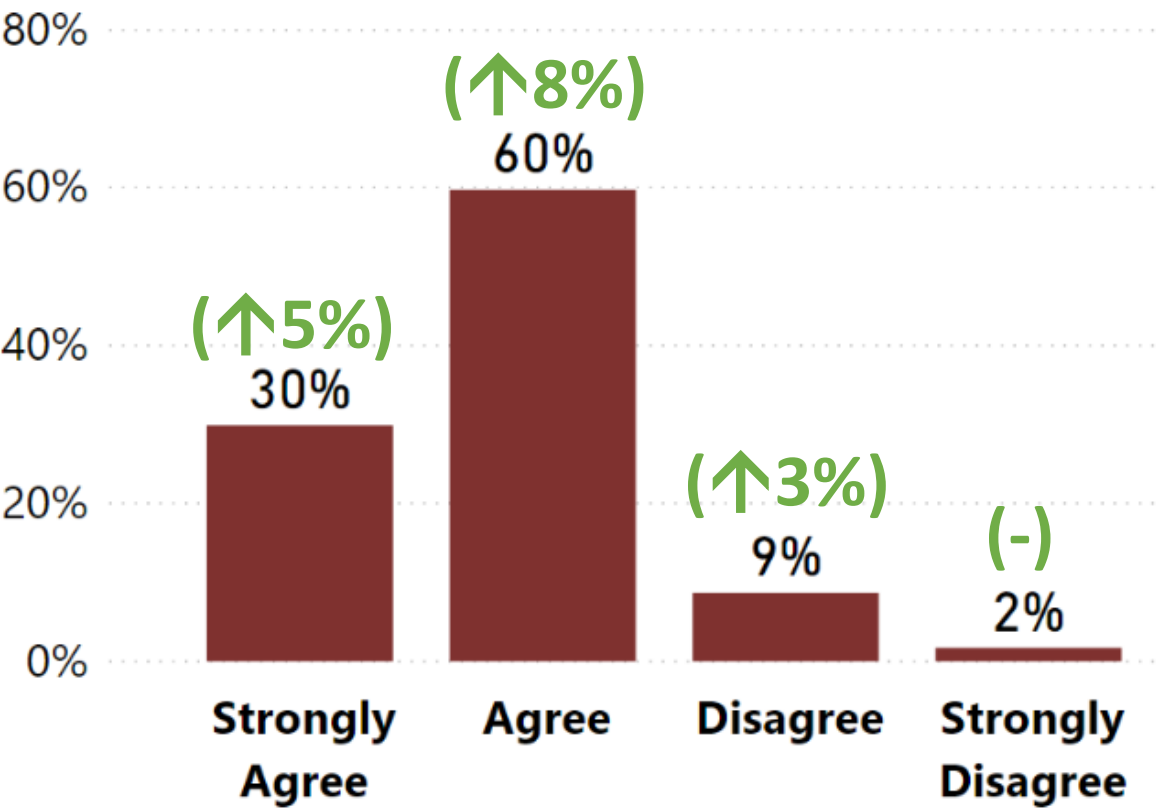
## Goals:

- To fulfill a three year pastoral plan that places a lived witness of faith at its core
- To strengthen and cultivate school, parish and 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.



# Area: Nurturing Our Catholic Community

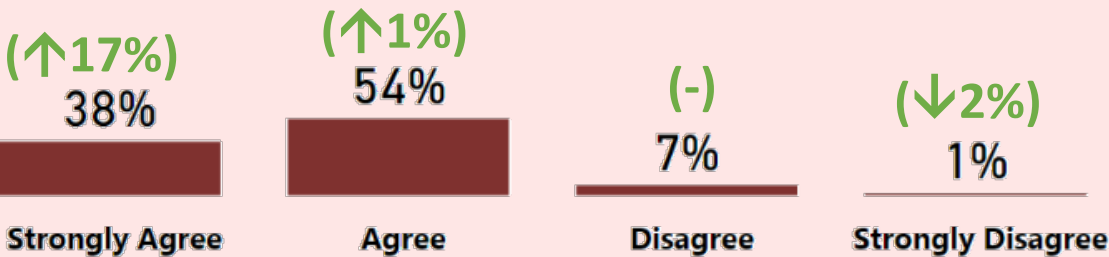
**Strategic Direction:** Students and staff are healthy in mind body and spirit



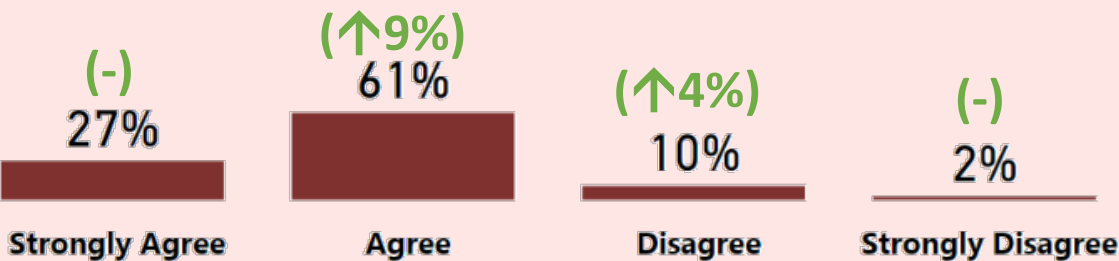
# indicates difference from previous survey (2017)

## Goals:

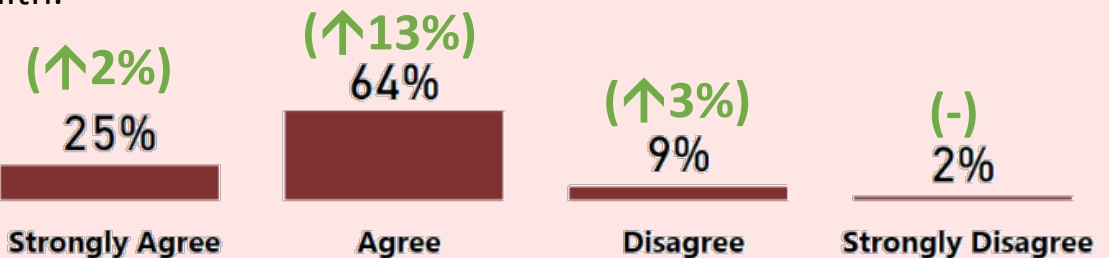
- To strengthen system-wide commitment to WCDSB's vision for mental health & wellness through initiatives which engage students, parents and staff in working towards mentally healthy school communities



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



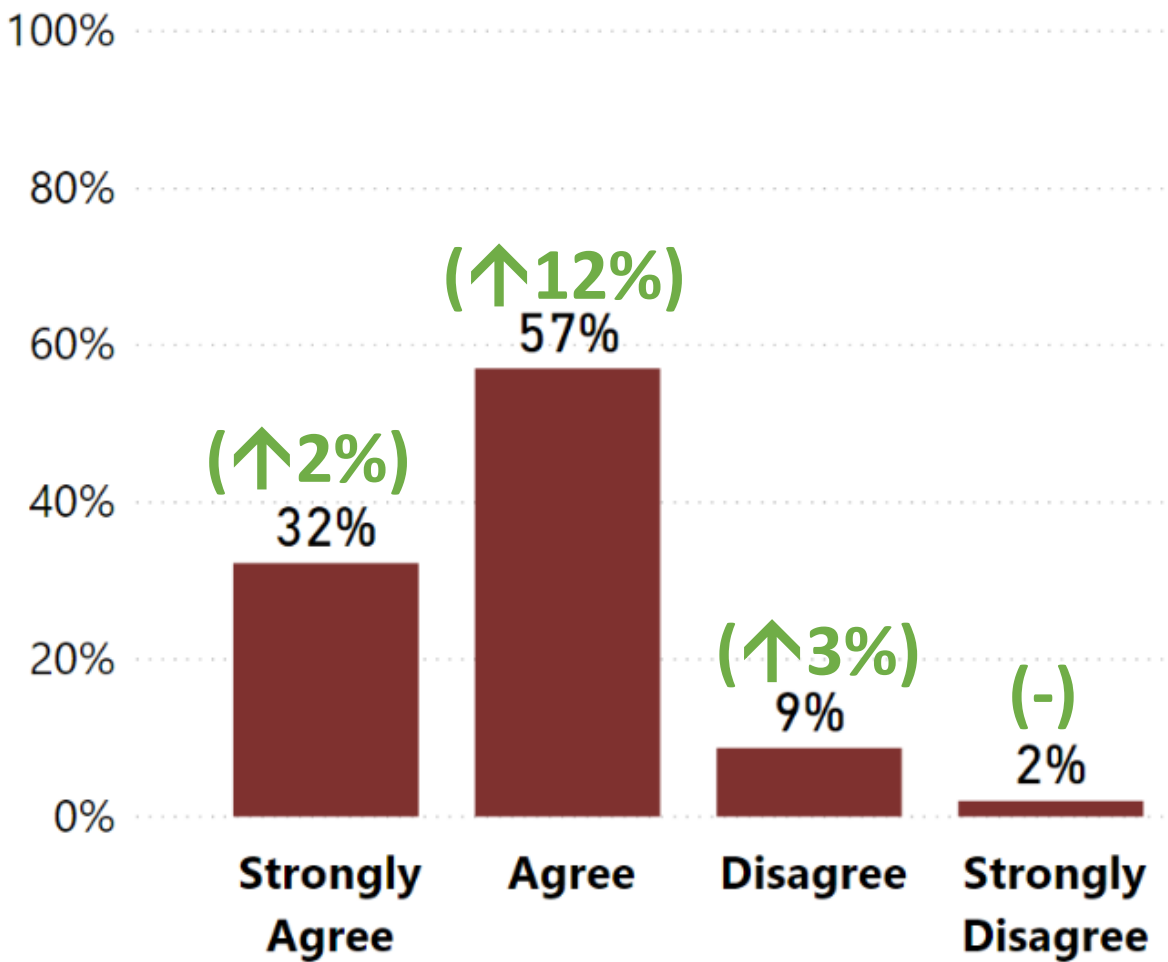
- To strengthen system commitment to school, student and staff spiritual health.





# Area: Nurturing Our Catholic Community

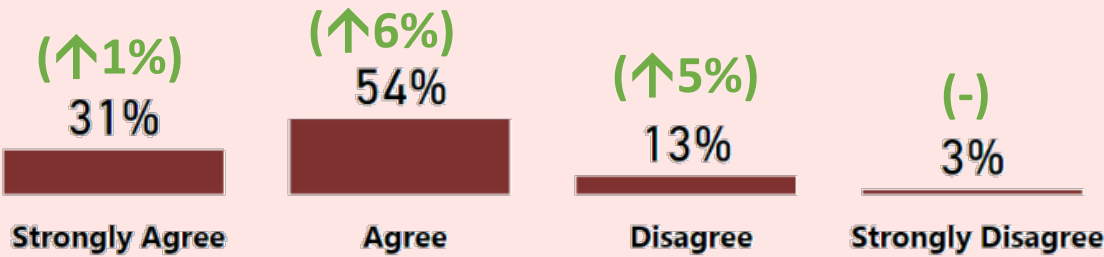
**Strategic Direction:** Everyone is included, respected and welcomed



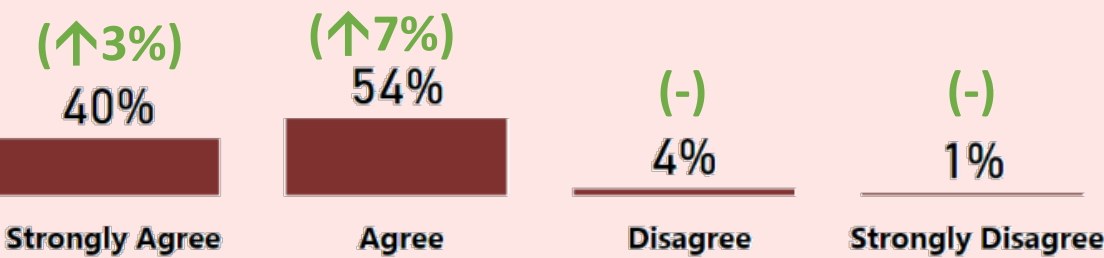
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## Goals:

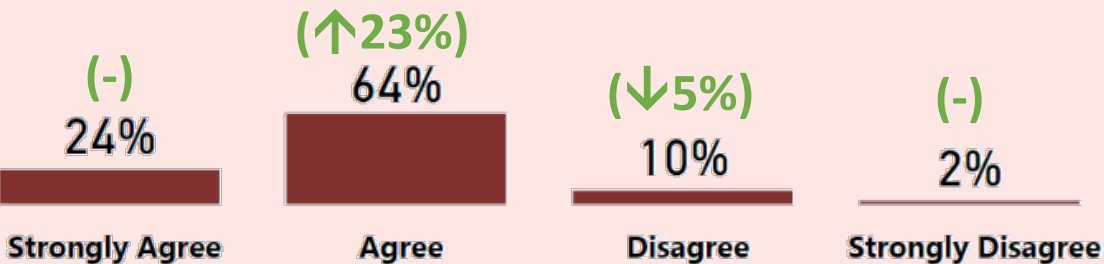
- To support an environment of inclusion with improved implementation of the principles of Learning for All



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

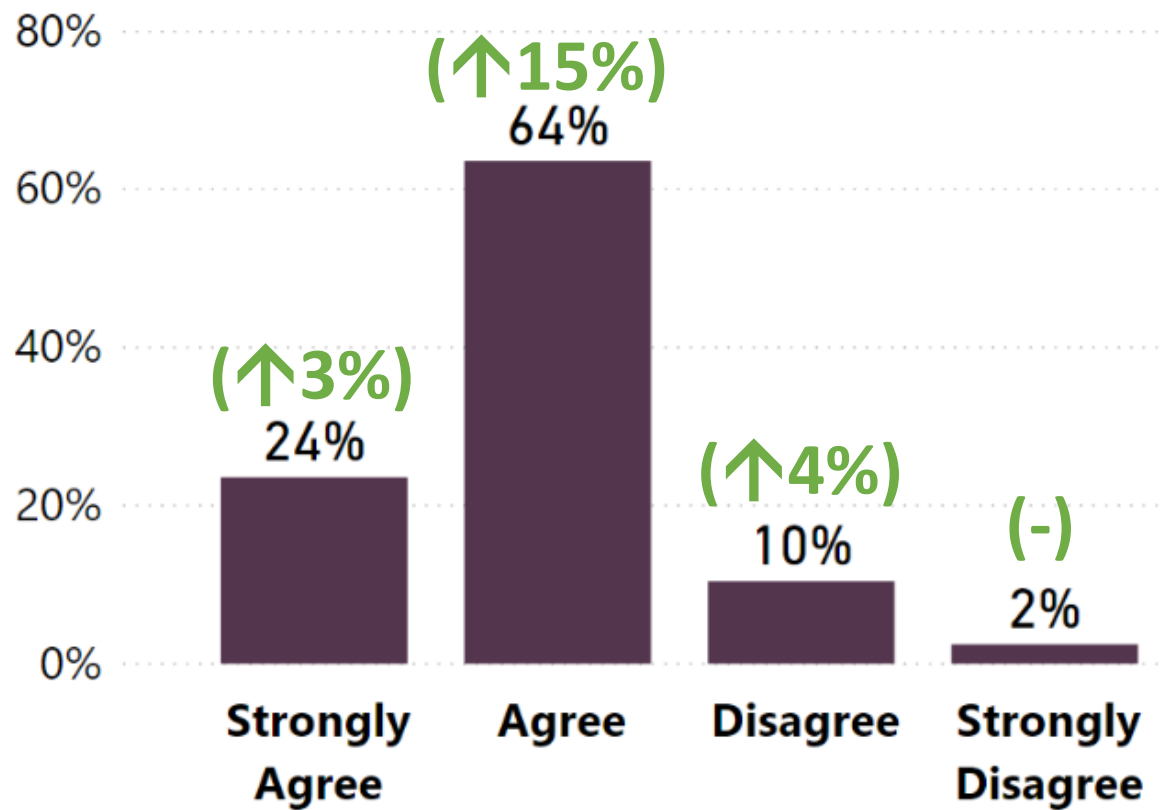


- To attain improved access to Board facilities and services



# Area: Student Engagement, Achievement & Innovation

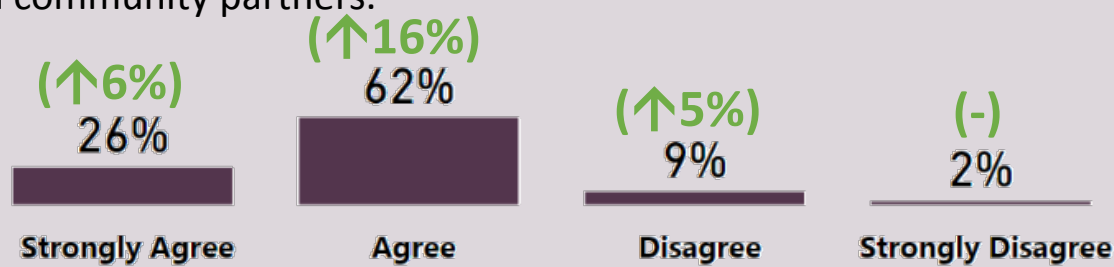
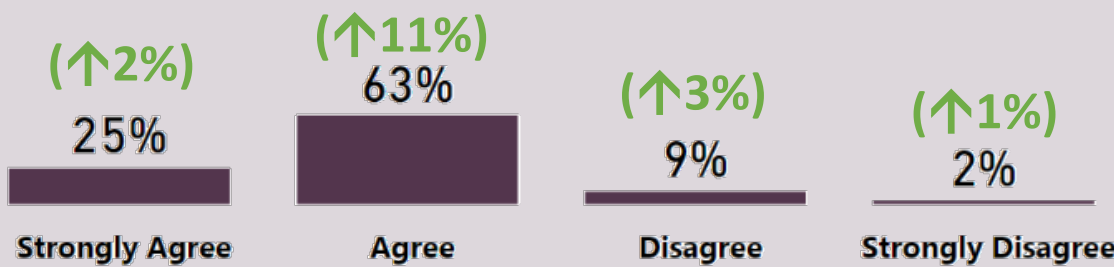
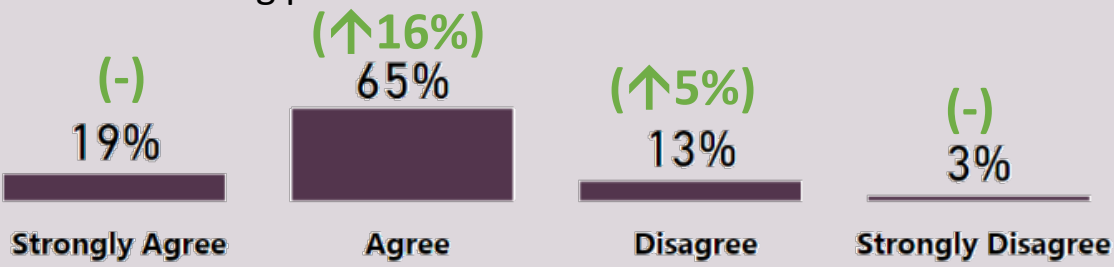
**Strategic Direction:** Parents, parishes, community partners and student engagement are nurtured & valued



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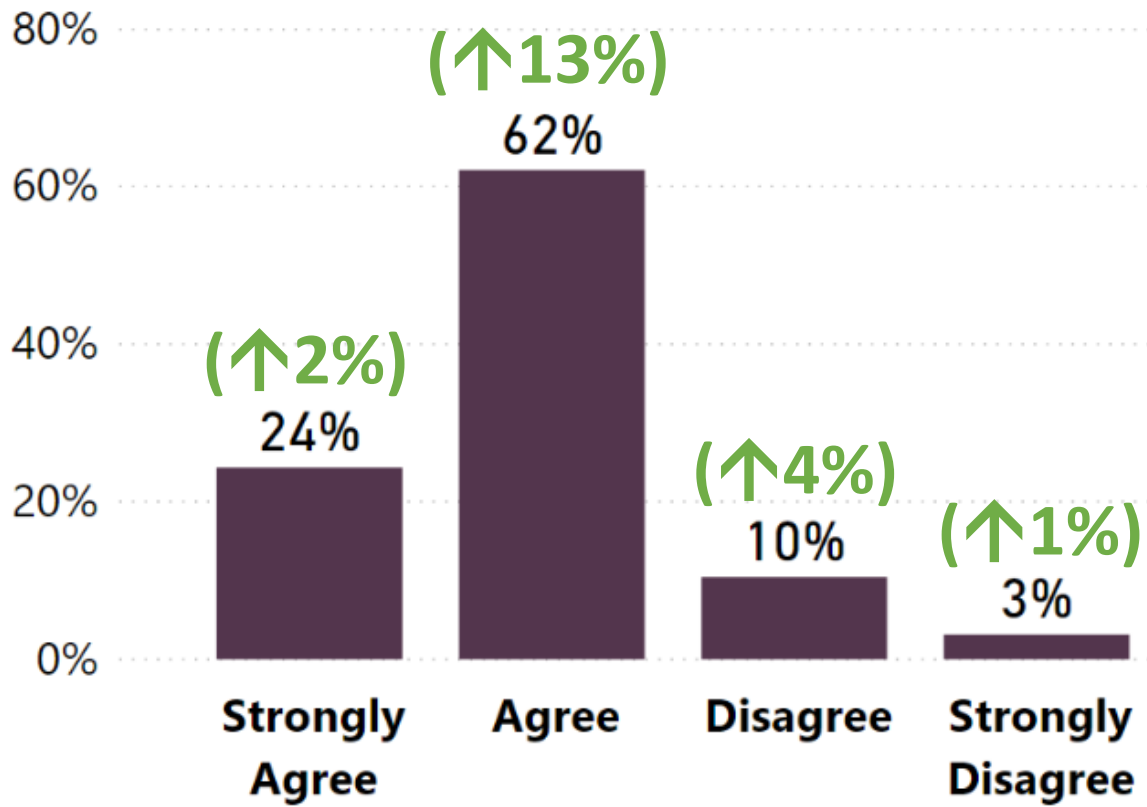
## Goals:

- 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.



# Area: Student Engagement, Achievement & Innovation

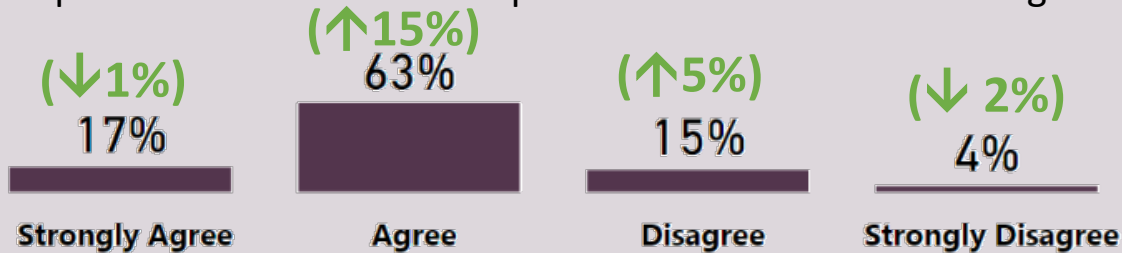
**Strategic Direction:** Students are achieving at their highest potential in a 21st Century world



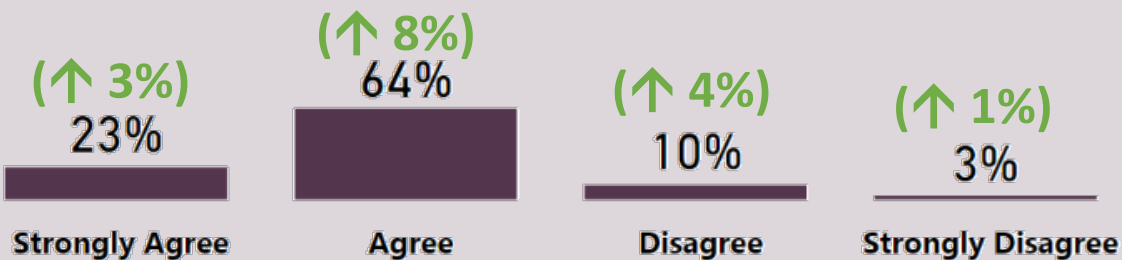
# indicates difference from previous survey (2017)

## Goals:

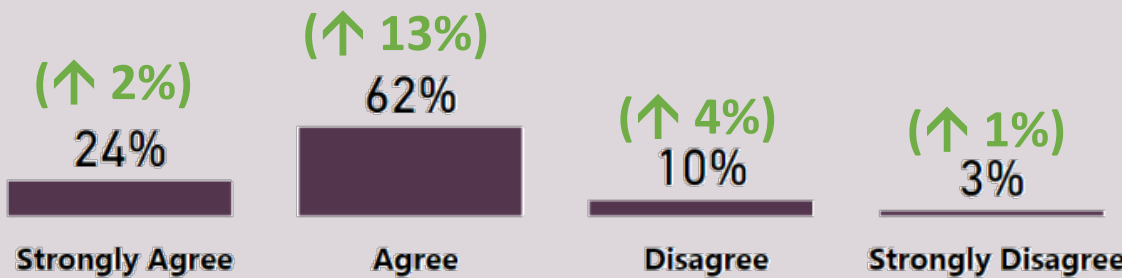
- To ensure that all PD in relation to digital technology is mapped to one of the 4 pillars of the BIPSA and a specific area of student learning need



- To focus on the competencies of critical thinking & problem solving, creativity and collaboration

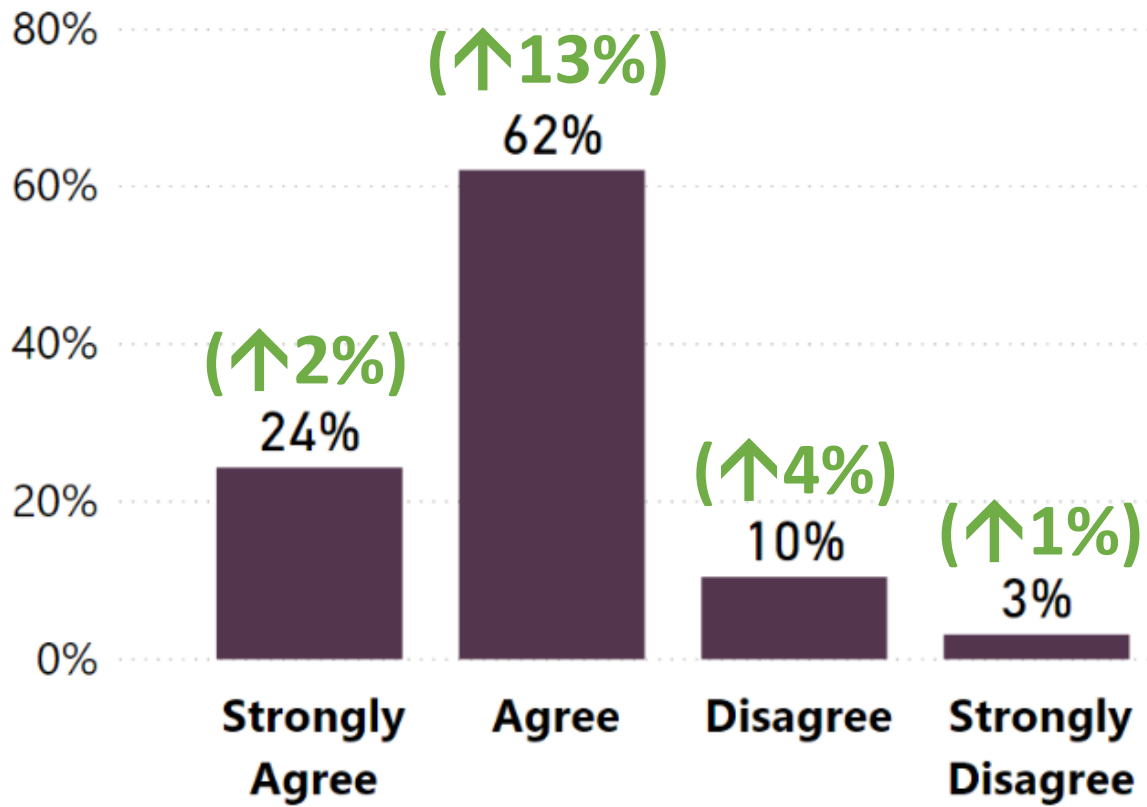


- To focus on personalized authentic and (culturally) relevant inquiry



# Area: Student Engagement, Achievement & Innovation

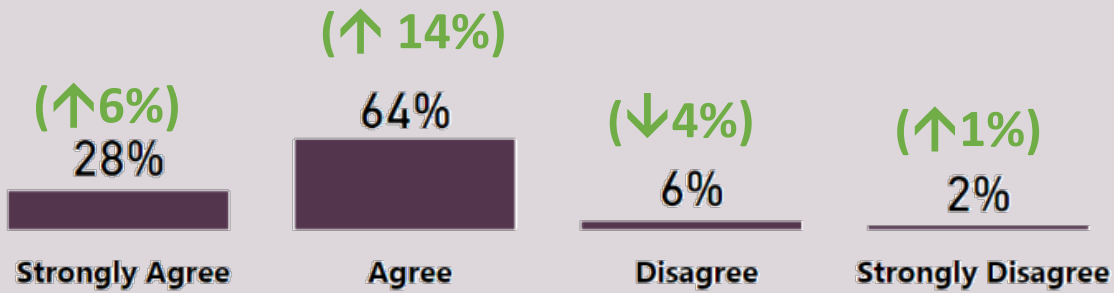
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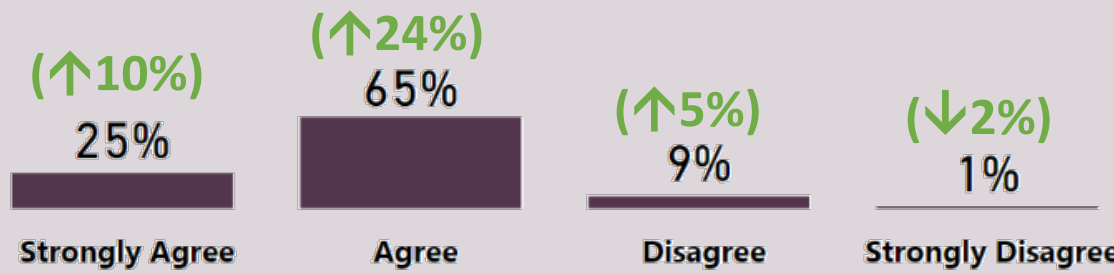
# indicates difference from previous survey (2017)

## Goals:

- To support our students in meeting the Ontario Catholic Graduate Expectations



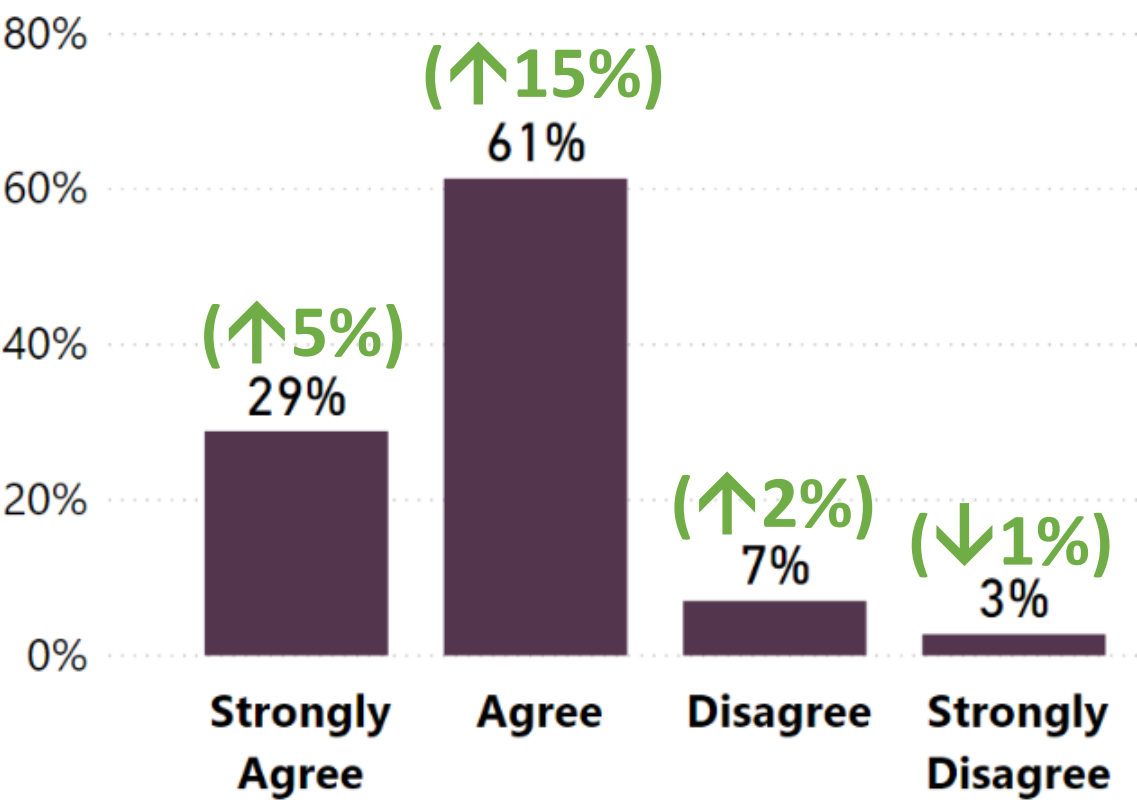
- To optimize and support our Continuing Education and Adult Education Programs that reflect the interests and needs of the community.





# Area: Student Engagement, Achievement & Innovation

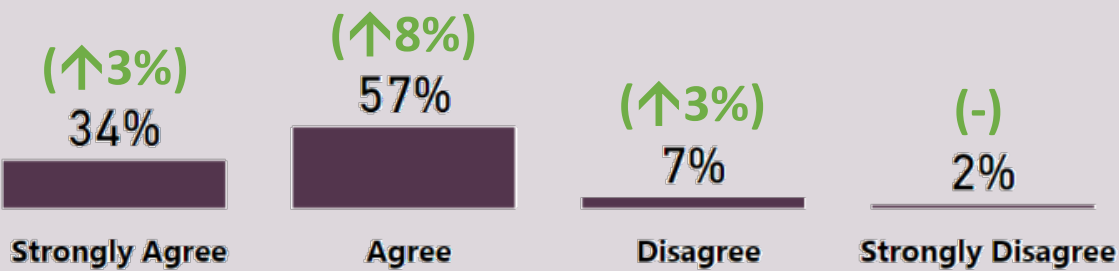
**Strategic Direction:** Staff are engaged in cultivating collaborative learning communities



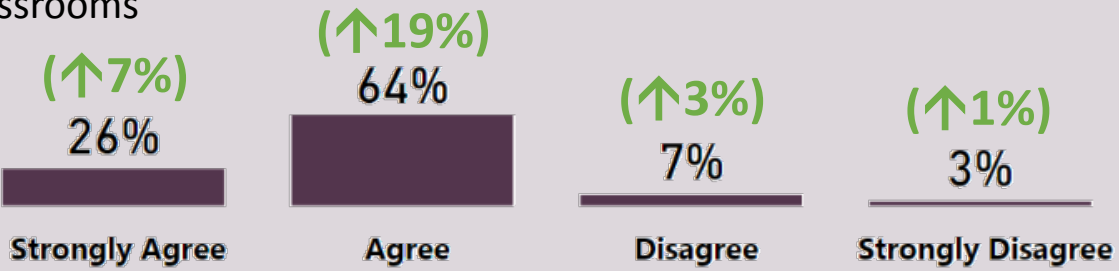
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## Goals:

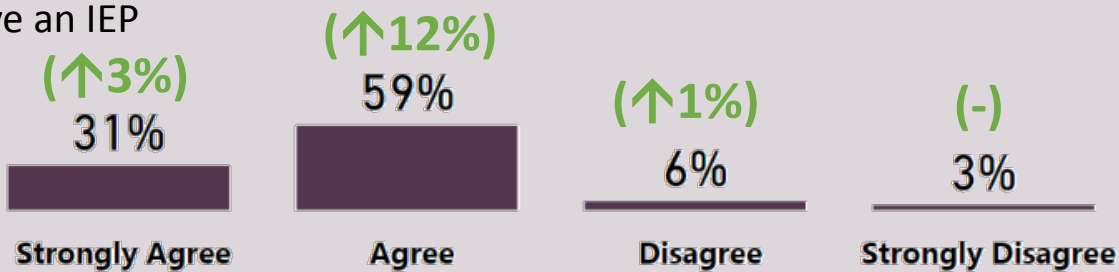
- To improve student learning and achievement in mathematics



- To improve student learning and achievement in Applied Level classrooms

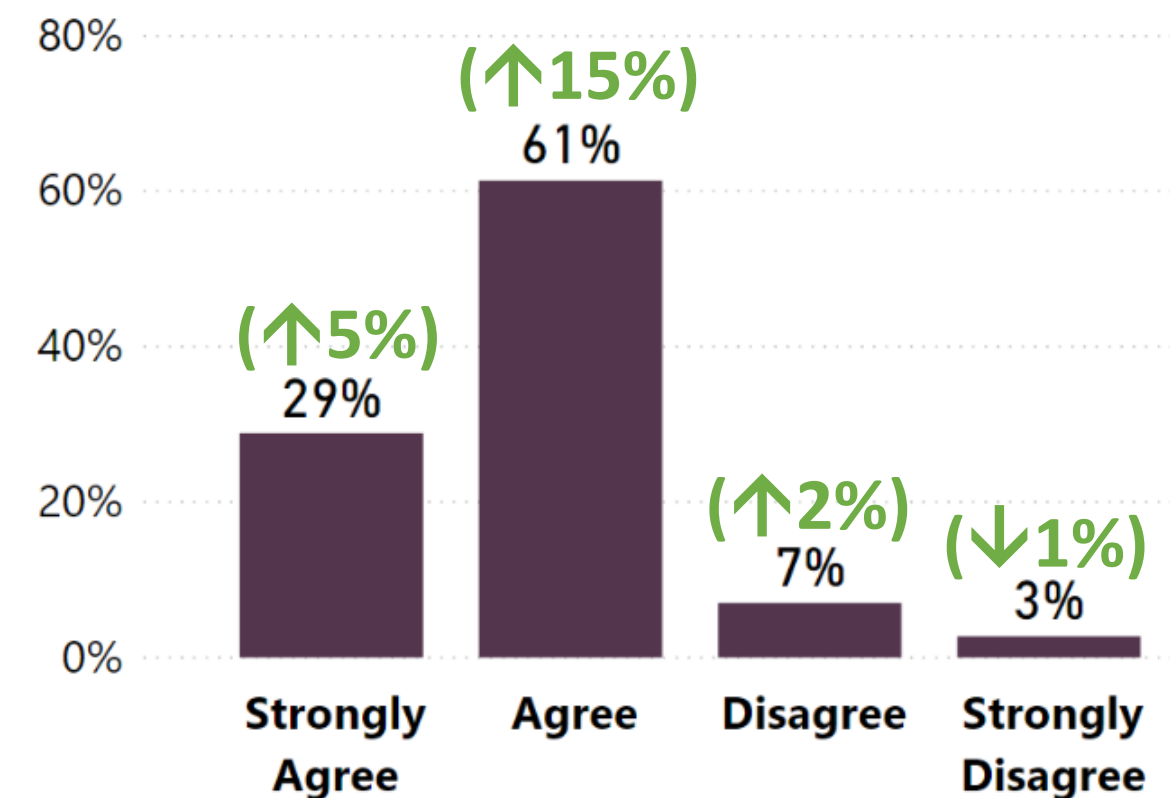


- To improve student learning and achievement for those students who have an IEP



# Area: Student Engagement, Achievement & Innovation

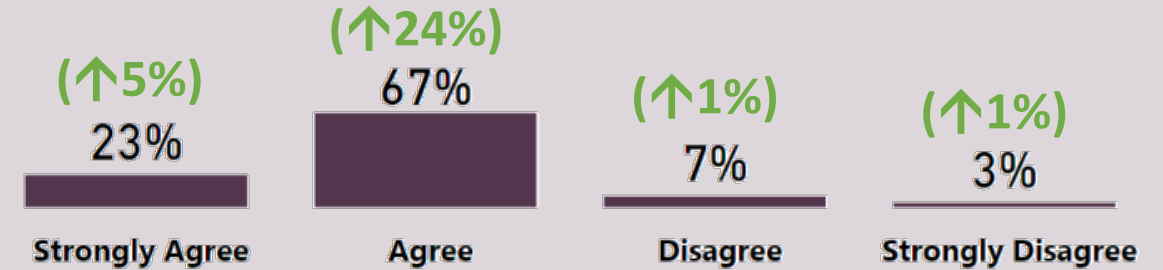
**Strategic Direction:** Staff are engaged in cultivating collaborative learning communities



# indicates difference from previous survey (2017)

## Goals:

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

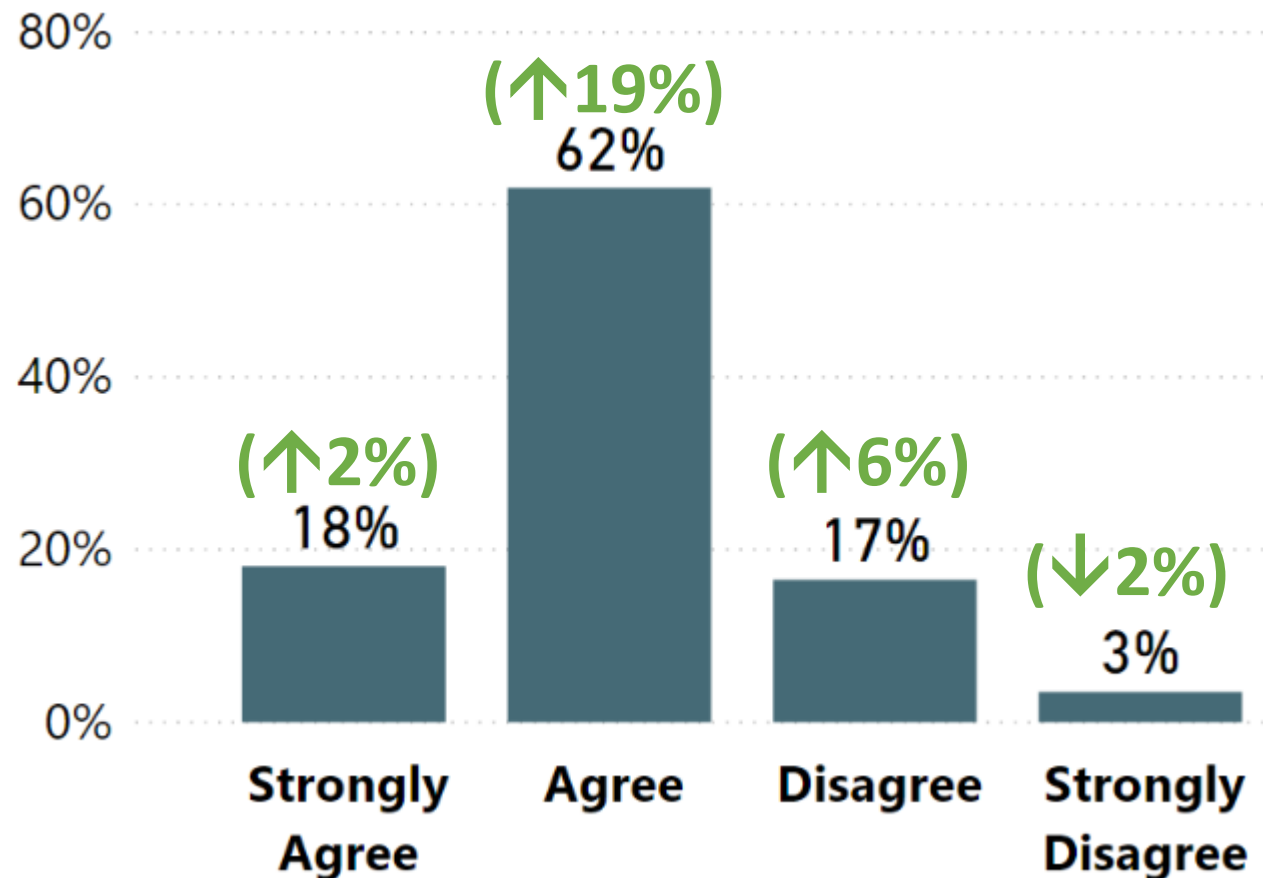


# Area: Building Capacity to Lead, Learn & Live Authentically

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

## Goal:

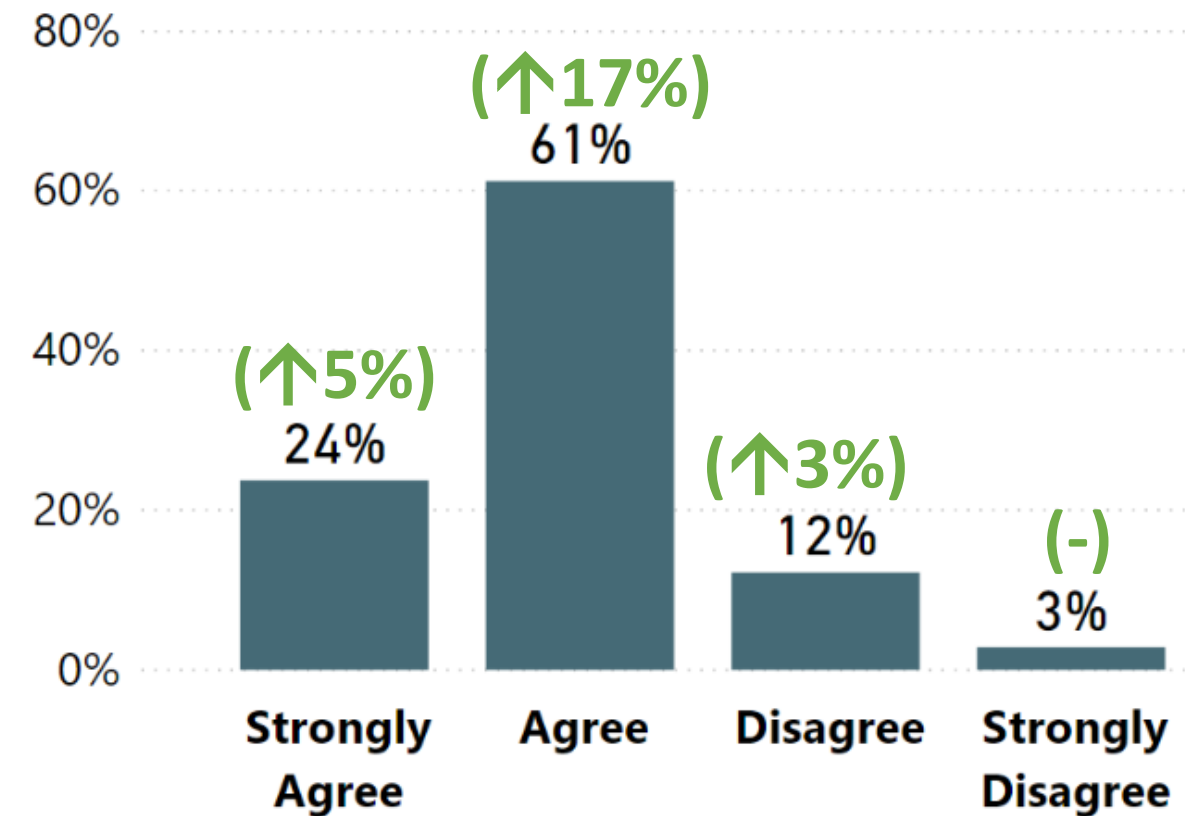
- To foster professional learning that is job-embedded and evidence informed



# indicates difference from previous survey (2017)

# Area: Building Capacity to Lead, Learn & Live Authentically

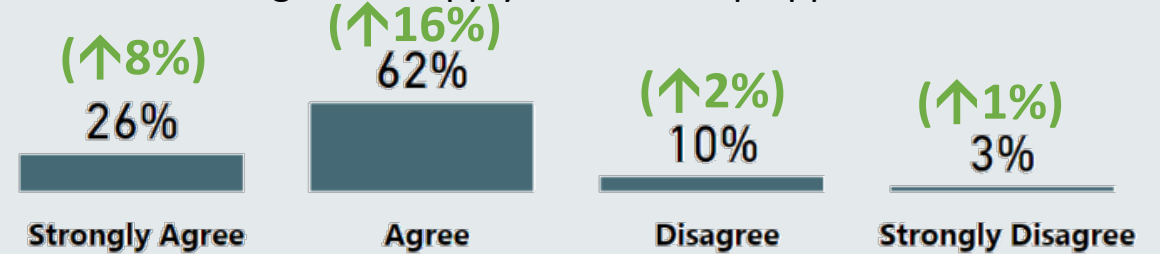
**Strategic Direction:** Leadership & succession planning is intentional and nurtured



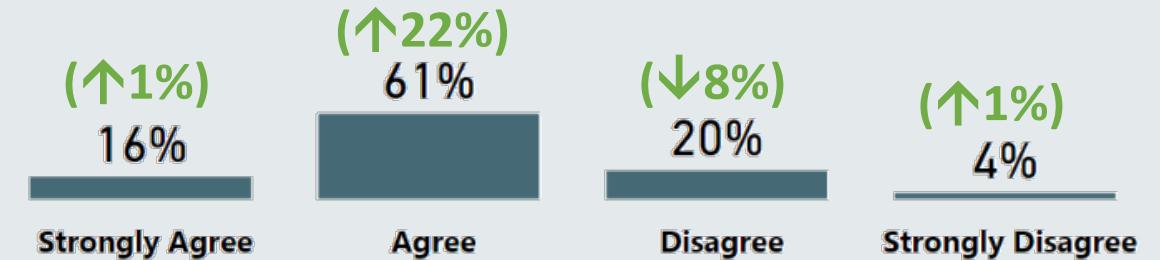
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## Goals:

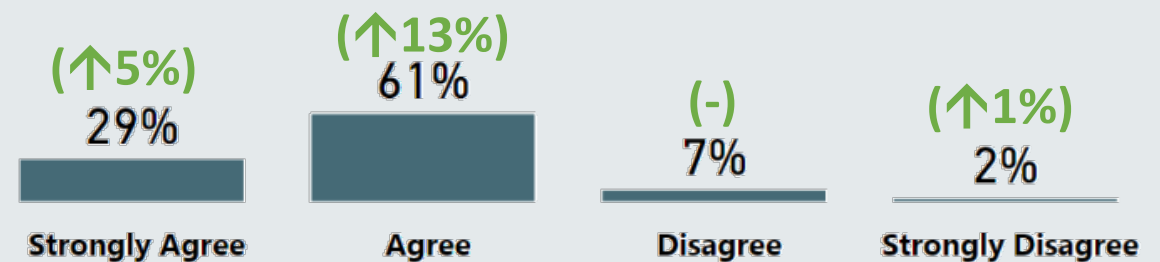
- To increase the number of individuals who partake in our Leadership Series who then go on to apply to leadership opportunities



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



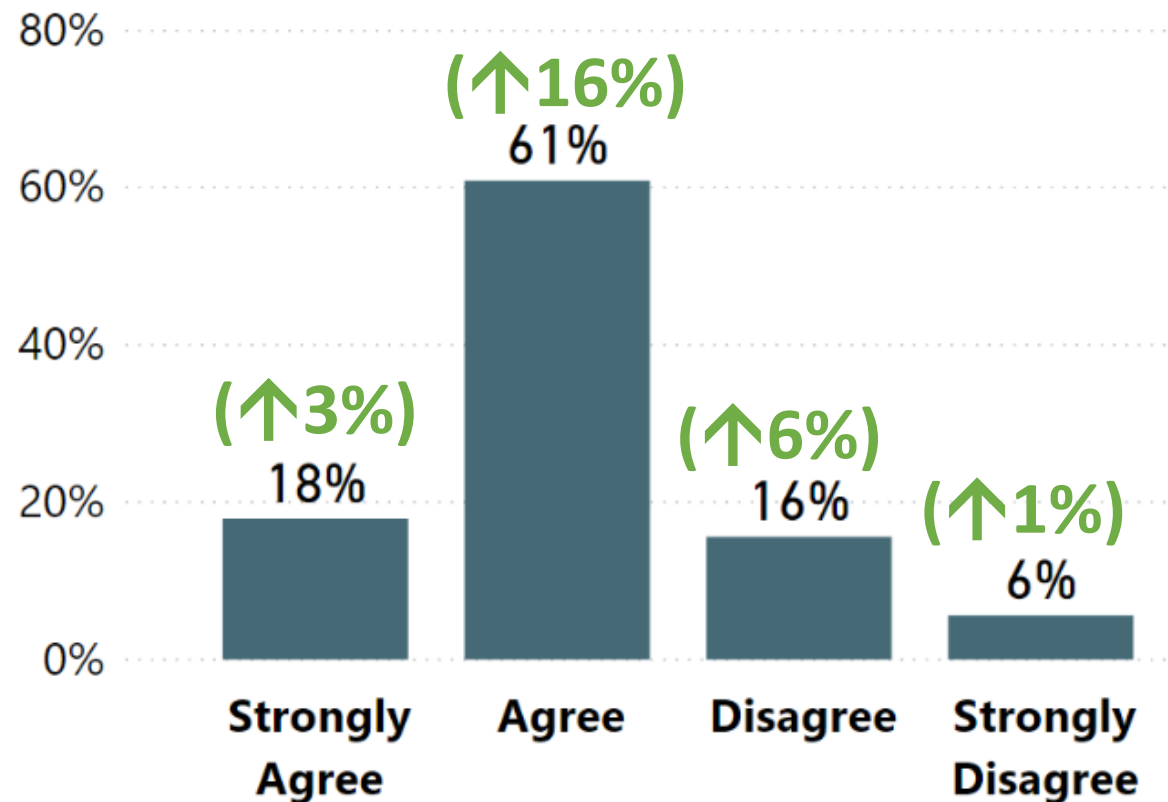
- To support Principals and educators in maintaining high levels of professional judgment and assessment





# Area: Building Capacity to Lead, Learn & Live Authentically

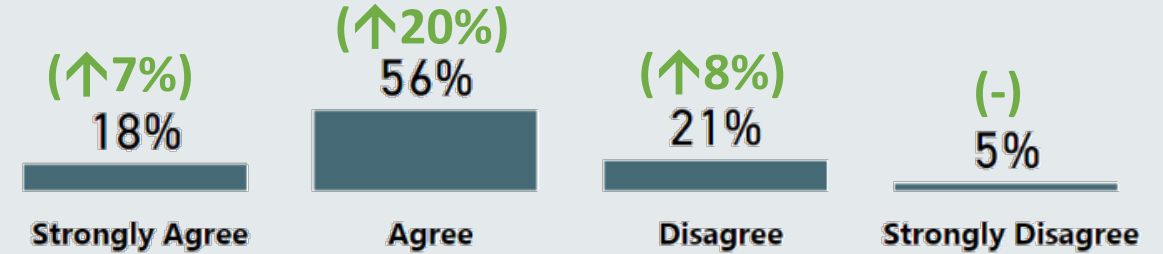
**Strategic Direction:** Our decisions, actions and stewardship of resources are evidence-based and responsive



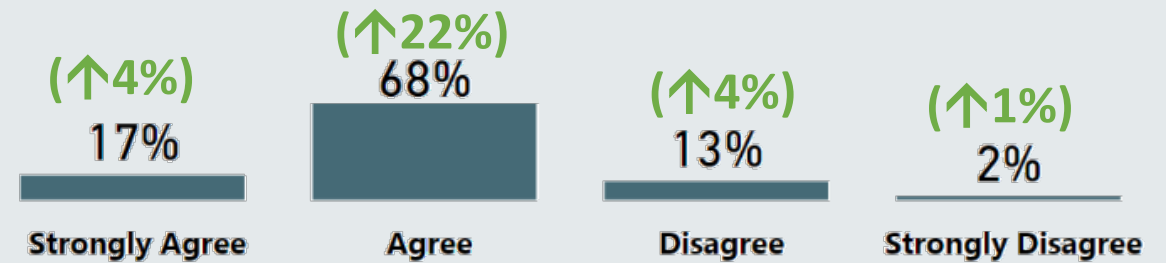
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## Goals:

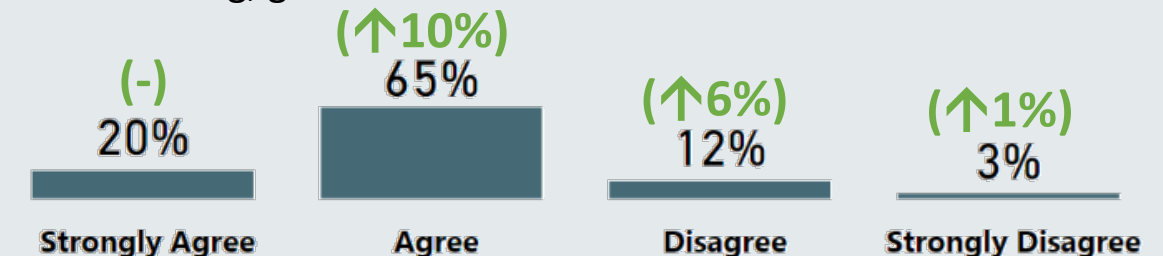
- To commit to evidence based, responsive, timely and professionally executed planning and gap analysis in all budgetary decisions



- 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

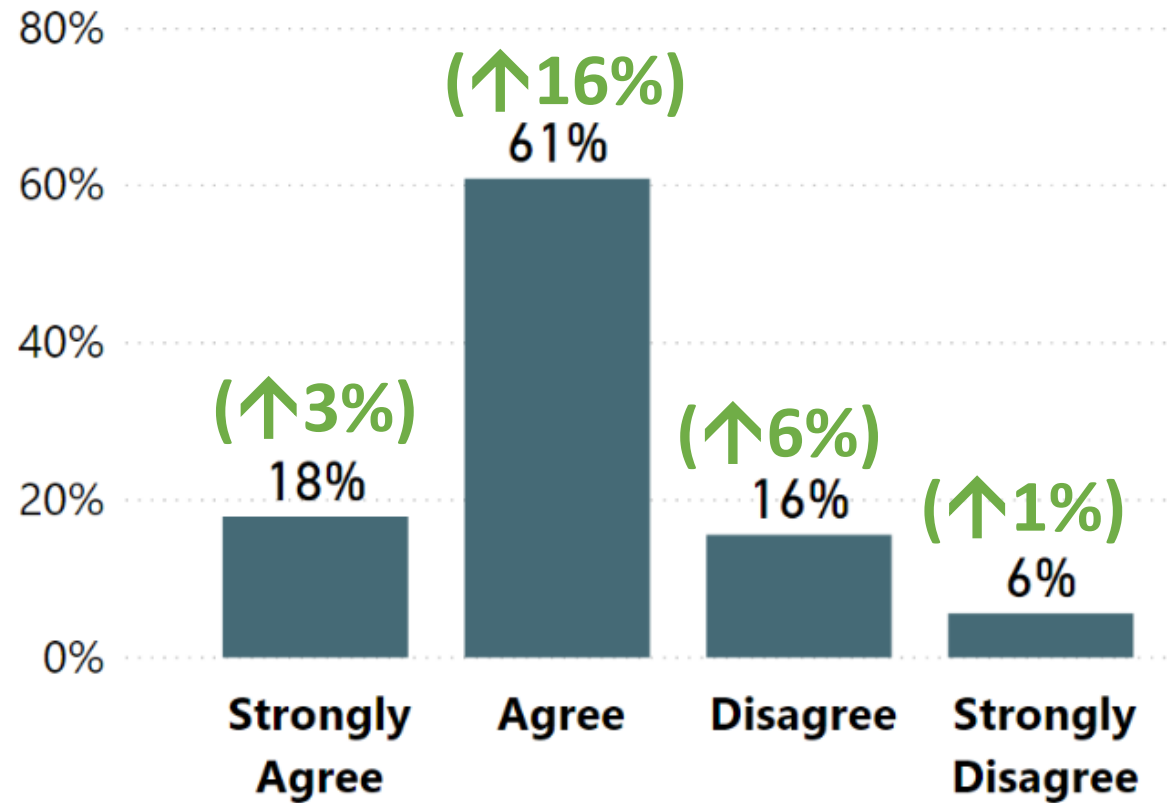


- To continue implementation of emerging technologies that enable forward thinking, global education



# Area: Building Capacity to Lead, Learn & Live Authentically

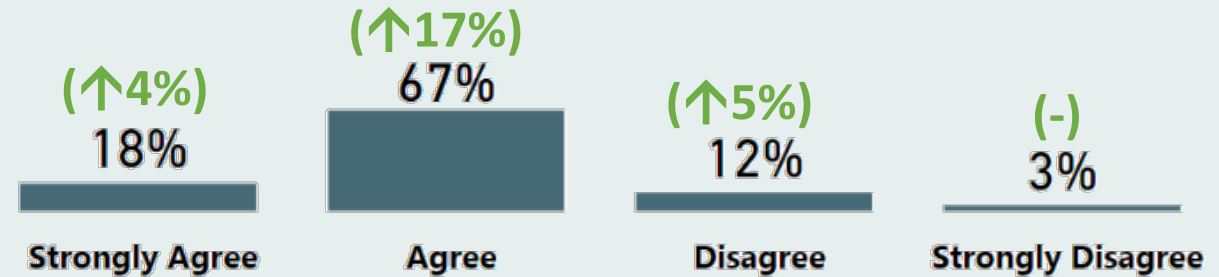
**Strategic Direction:** Our decisions, actions and stewardship of resources are evidence-based and responsive



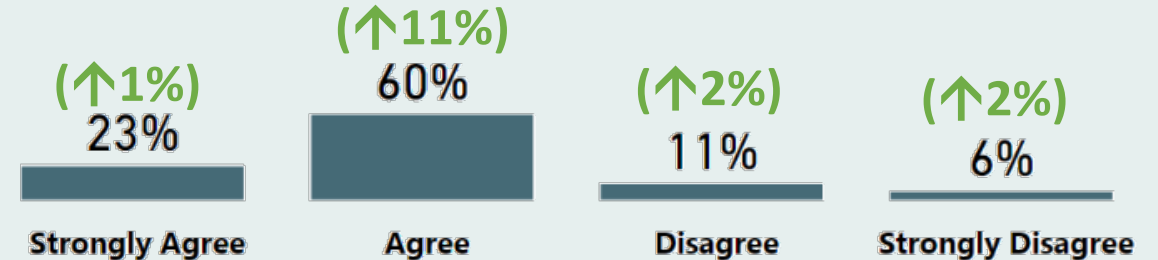
# indicates difference from previous survey (2017)

## 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

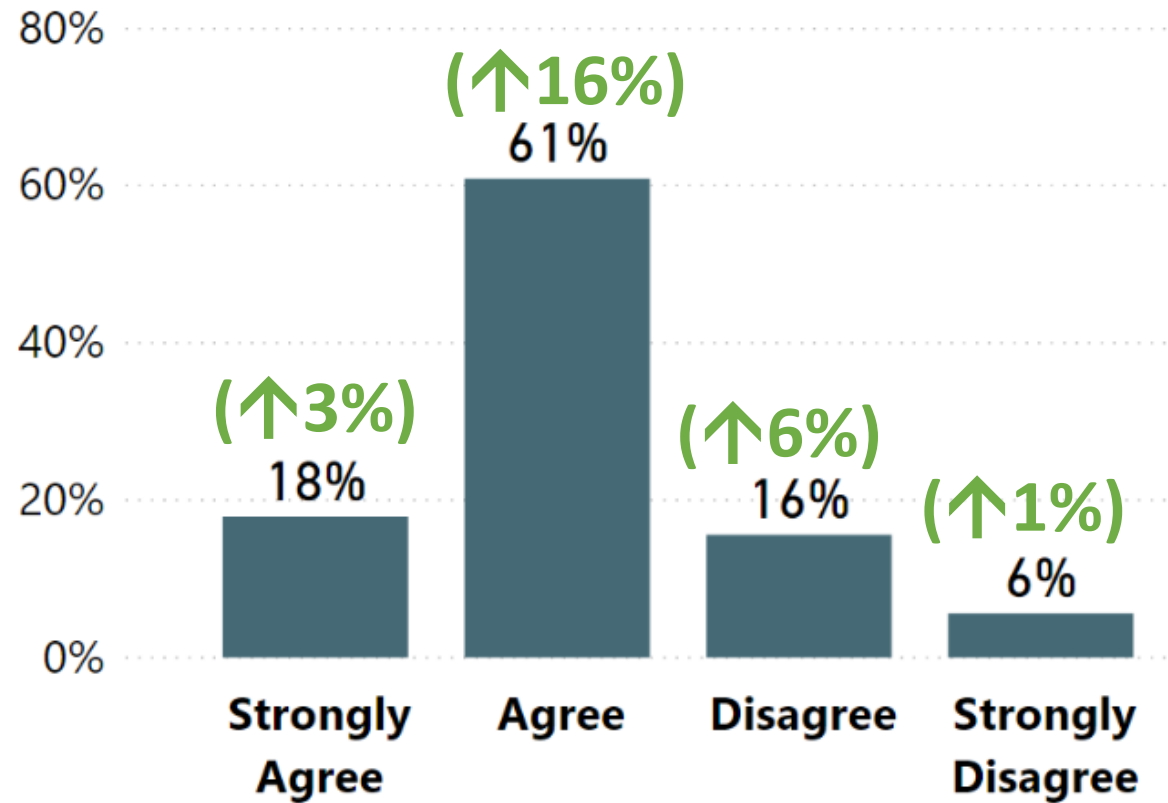


- To improve employee health and relations across the system



# Area: Building Capacity to Lead, Learn & Live Authentically

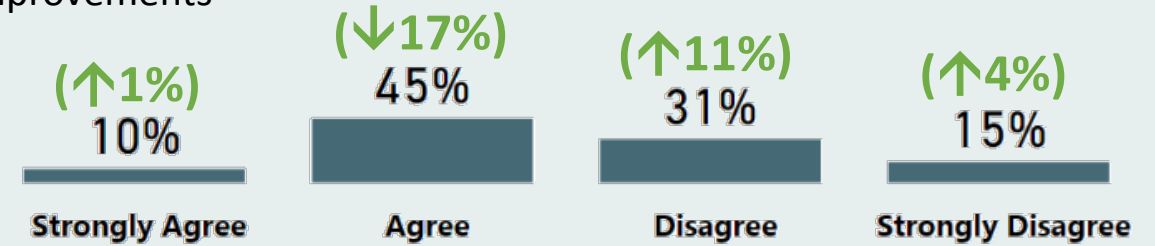
**Strategic Direction:** Our decisions, actions and stewardship of resources are evidence-based and responsive



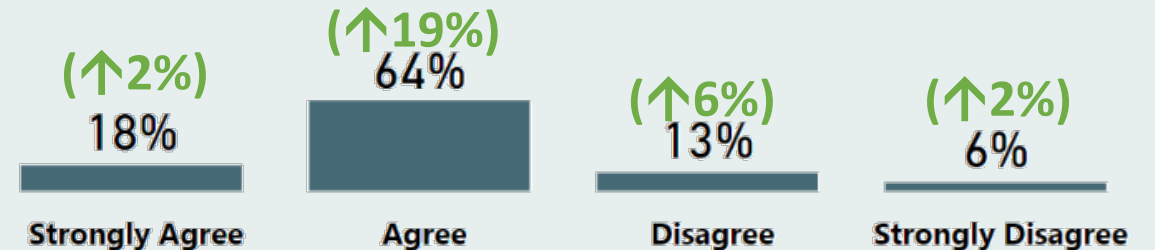
# indicates difference from previous survey (2017)

## Goals:

- To increase staff efficiency and reduce workloads though 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



# Highlights for Parents

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- 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

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MYSP Strategic Goal	Range of % of Agree or Strongly Agree was 80% or better		
	Admin	Teachers	Support
Number of Goals	27	16	11
	(25)	(13)	(2)

# Highlights for Staff

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- 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**

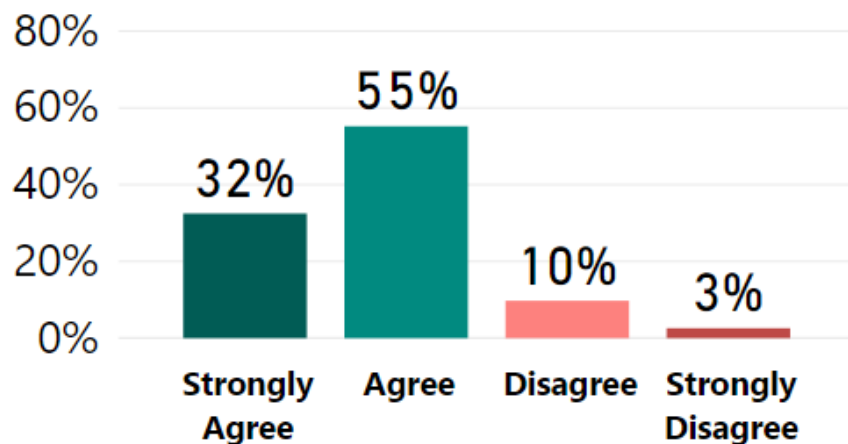
# Highlights for Students

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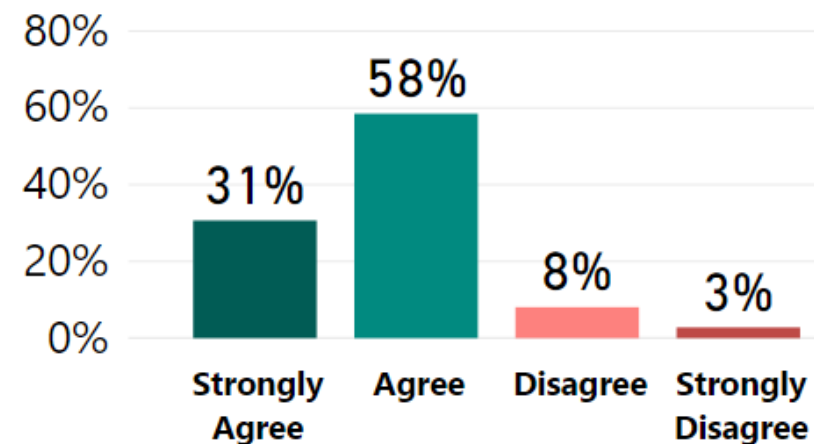
- Students affirm our inclusive and welcoming learning environments
- They have noted our investments in current technologies
- Secondary students less affirming that elementary counterparts, and more effort is needed for them to feel fully engaged and to be able to ID pastoral plan in their schools.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

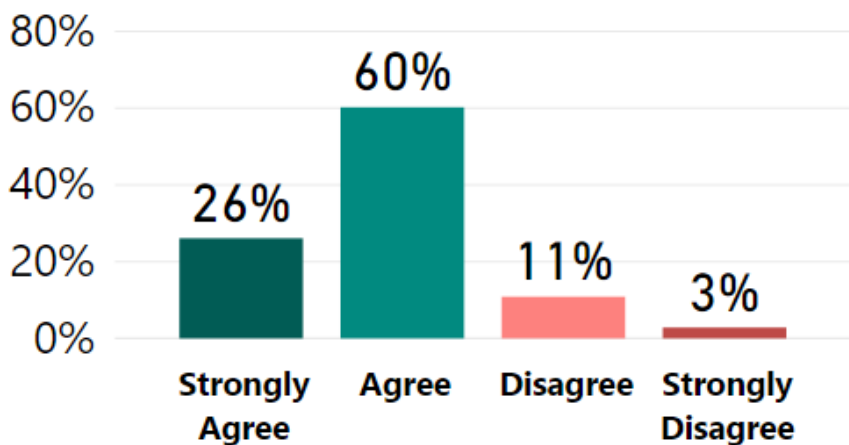
**Vision:** Our Catholic Schools: heart of the community-success for each, a place for all



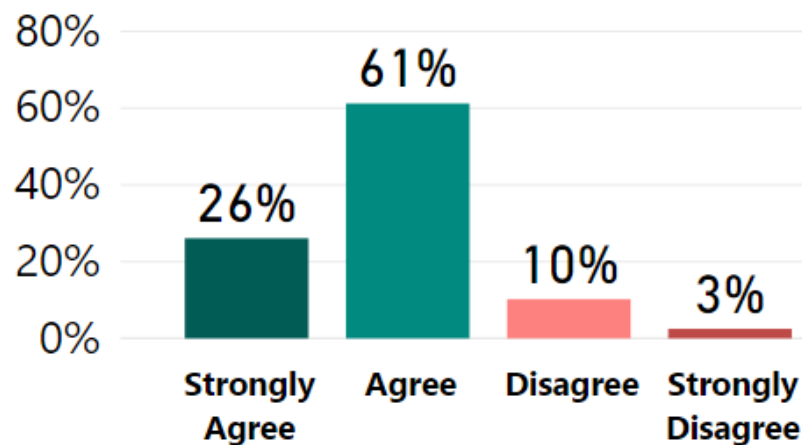
**Mission:** As disciples of Christ, we educate and nurture hope in all learners to realize their full potential to transform God's world.



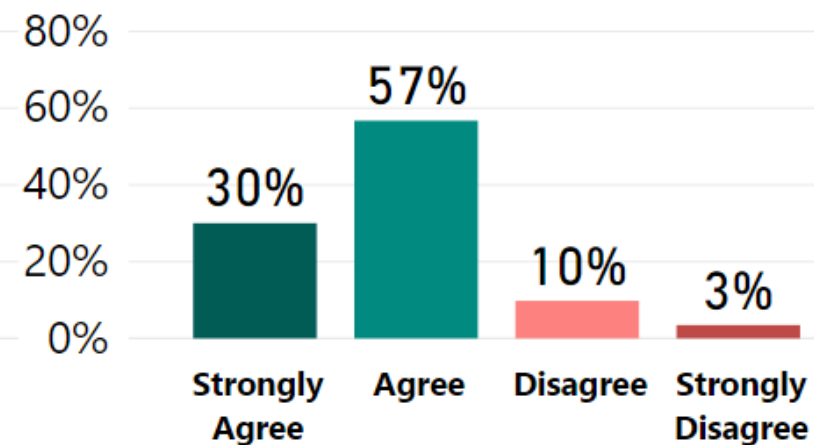
**Belief:** All students nurtured in a community grounded in our Gospel values, and experiencing authentic learning environments of collaboration, inquiry and engagement, will become global citizens who transform God's world.



**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.



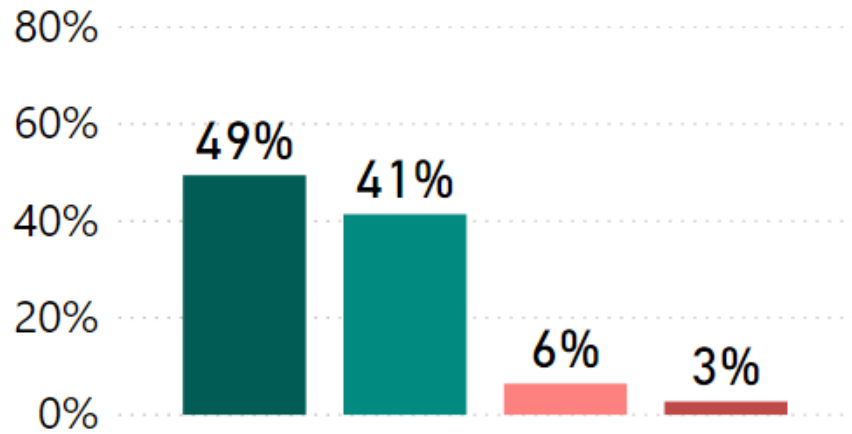
**Belief:** In fostering students who meet the Ontario Catholic School Graduate Expectations we also produce successful and independent global 21st century learners who give witness to their faith.



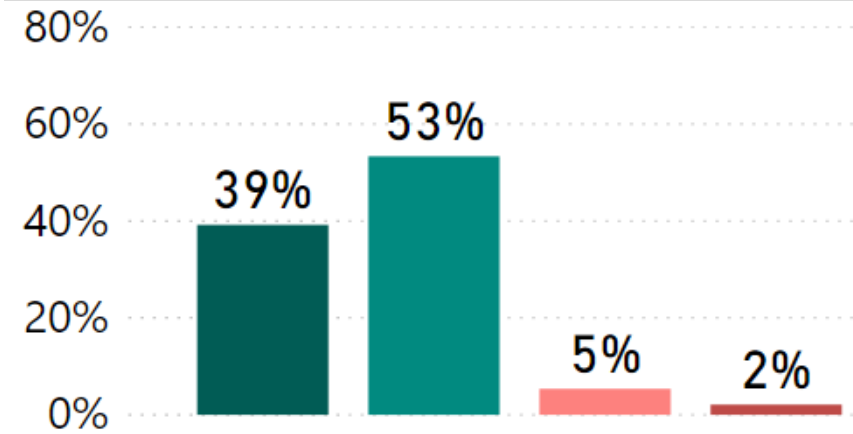


# Board Priorities Moving Forward

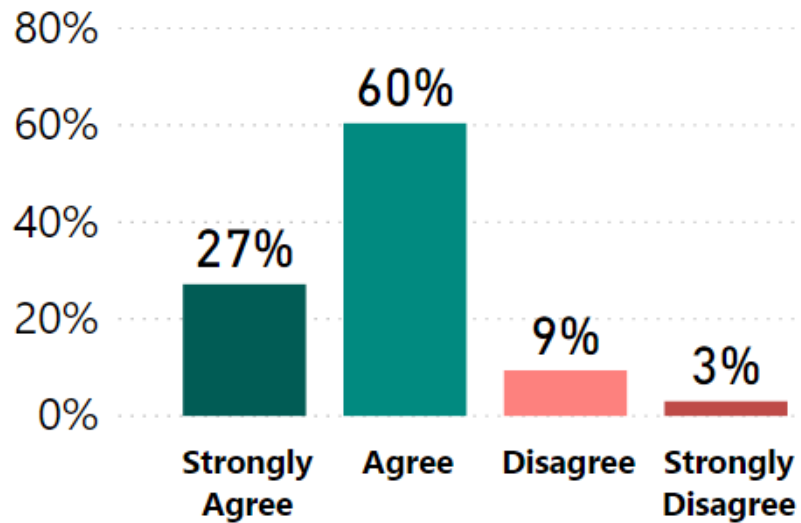
## 1. Encouraging Well-being



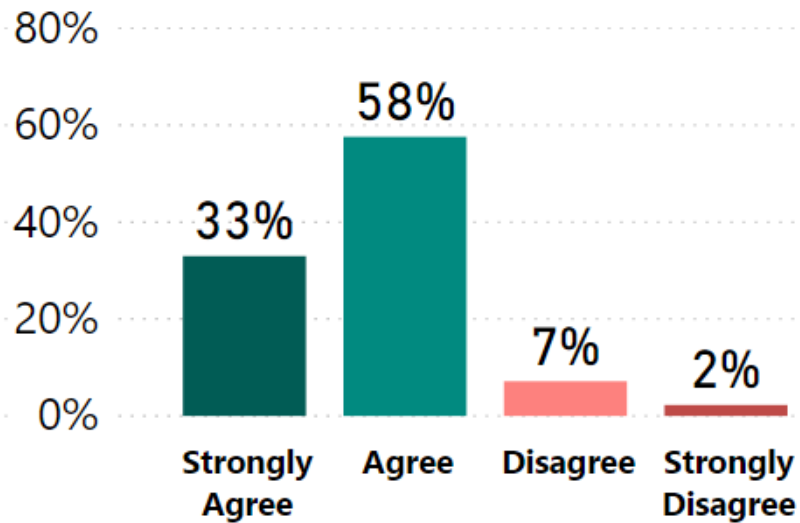
## 5. Promoting Equity



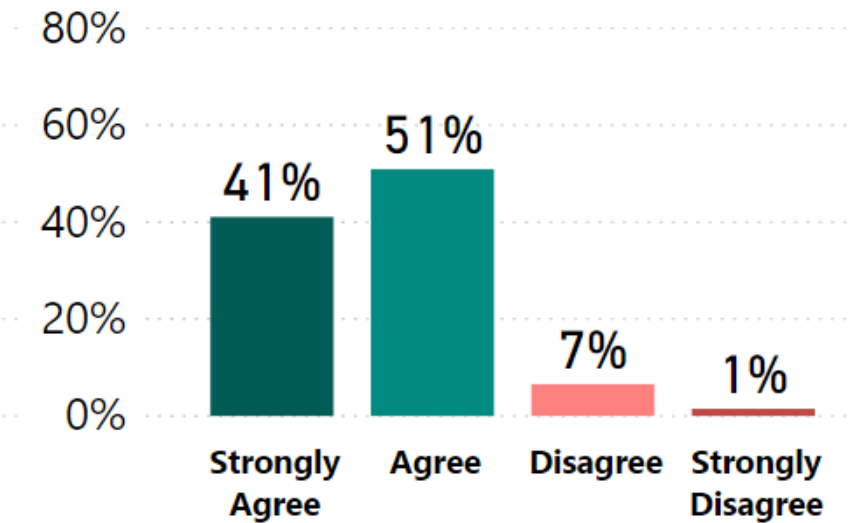
## 2. Implementing the Pastoral Plan



## 3. Improving Graduation Rates



## 4. Investing in 21<sup>st</sup> Century Technology

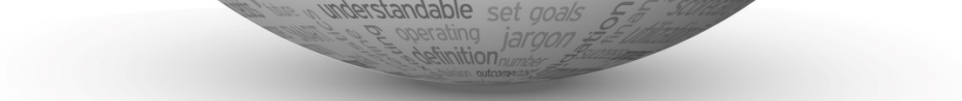




## Lens 2: Action Reports

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# Report Card: Faith is Lived and Witnessed in Community

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- 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 ni 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

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- 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

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## 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 21<sup>st</sup> Century World

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- 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 21<sup>st</sup> Century World

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### 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
- Gr 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 twd 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**

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- 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

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### 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**

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



# Report Card: Professional Learning for ALL staff is timely & responsive

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## 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

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- 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

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- 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

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- 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**

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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***