



## **MONITORING STRATEGY FOR MYSP (2022-2025)**

The purpose of the 2022-2025 Multi-Year Strategic Plan (MYSP) is to convey the collective focus of the board. The MYSP was created using an accountability framework and will monitor our progress using evidence-based indicators. One of the key considerations for the MYSP is to have a through-line across all WCDSB plans (i.e., Pastoral Plan, Board Improvement and Equity Plan (BIEP), School Improvement and Equity Plan (SIEP), Mental Health & Well-Being Strategy).

The 2022-2025 Multi-Year Strategic Plan has strategic goals within three pillars: Awaken to Belong, Ignite to Believe, and Strengthen to Become. Each of the three pillars has a goal for students, staff and for our parents, families, and Community. The goals are written to ensure that every stakeholder can see themselves in this plan, without exerting complete control over every outcome. Due to the many challenges throughout and flowing from the pandemic, we intentionally avoided creating a rigid reporting and monitoring methodology. Based on our stakeholder consultation, our aim was to keep the plan concise and relevant to the needs of the system. Implementing and monitoring the MYSP is a learning process in this context.

Our accountability framework to guide our planning, programming and implementation is rooted in these 4 key questions:

1. What do we need to do? (*monitored by indicators*)
2. What will we do? How much? (*monitored by performance measures*)
3. How well is it working? (*monitored by performance measures*)
4. Is anyone better off? (*monitored by indicators*)

The scope of our monitoring strategy outlined in this document focuses only on indicators (i.e., data that identifies our needs and/or determines if we have met our goals). Each action plan, program or strategy includes significant qualitative and quantitative data (i.e., performance measures) collected by departments to guide and inform implementation. Performance measures (i.e., information that informs our programming and/or implementation) is beyond the scope of this document and will be reported on throughout various Board reports. All MYSP indicators are published on our [MYSP Dashboard](#), which is updated monthly as data becomes available (see below for descriptions, cycles and schedules). For questions about the MYSP indicators, please contact the Director's Office at [Directors.Office@wcdsb.ca](mailto:Directors.Office@wcdsb.ca).

By presenting our priorities for the next three years simplistically, we can provide better transparency and accountability while aligning our work across the board with our staff, students, and families coherently. Through precise programming to respond to our system needs, we aim to monitor our impact for students, staff and parents, families and community.

**Monitoring Strategy: Key Indicators**

MYSP Pillar	Goal	Relevant Strategic Plans, Programs, Departments and/or Resources	MYSP Indicators (Data Sources)
<b>Awaken to Belong</b>	<p><b>Students:</b> Every student can see themselves reflected in their learning.</p>	<ul style="list-style-type: none"> <li>• Board/School Improvement Plans</li> <li>• Pastoral Plan</li> <li>• Mental Health &amp; Well-being Strategy</li> <li>• Mathematics Achievement Action Plan</li> <li>• Indigenous Board Action Plan</li> <li>• Equity Action Plan</li> </ul>	<ol style="list-style-type: none"> <li><b>1. Student Well-Being (Middle-Years Development Instrument (MDI)):</b> Student well-being measured using the well-being index (e.g., categories of High, Med-High, and Low well-being) for each demographic category (i.e., Race, Gender, Sexuality, Ethnicity) by grade and overtime.</li> <li><b>2. Student Demographics (Student Census):</b> Diversity of students measured by the demographic makeup of our student body (i.e., gender at birth, gender identity, Indigenous Identity, race, sexual orientation, religion) over time.</li> <li><b>3. Staff Demographics (Staff Census/Annual Workforce Survey):</b> Diversity of staff measured by the demographic makeup of our workforce (i.e., gender at birth, gender identity, Indigenous Identity, race, sexual orientation, religion) over time.</li> <li><b>4. Library Commons Equity Audit (Library Catalogue):</b> Diversity of our current collections will be measured by analysing of our current collections within school sites across multiple equity indicators (e.g., race, gender, etc.)</li> <li><b>5. Equity Audit in Schools &amp; Classrooms Utilization (Audit Logs):</b> Creation and utilization of an equity instrument to support audits within a school sites/classroom to inform and direct our learning environments.</li> </ol>
	<p><b>Staff:</b> Staff experience a positive, healthy, and inclusive workplace.</p>	<ul style="list-style-type: none"> <li>• Pastoral Plan</li> <li>• Human Resource (TAMs team)</li> </ul>	<ol style="list-style-type: none"> <li><b>6. Health &amp; Safety Workforce Survey:</b> Workplace Health and Safety are measured as a mean score across 13 related psychosocial factors of the workplace.</li> </ol>
	<p><b>Parents/Families/Community:</b> Are aware of and/or use the available resources to assist in navigation of the school system.</p>	<ul style="list-style-type: none"> <li>• Pastoral Plan</li> </ul>	<ol style="list-style-type: none"> <li><b>7. Online Resource Awareness (Annual Stakeholder Survey):</b> Stakeholders will be asked about their awareness and usage of our resources posted main websites, webpages, and tools.</li> <li><b>8. Website Usage Analytics (Google Click Analytics):</b> Click analytics (e.g., clicks and users) will be pulled for our main websites, webpages, and tools (e.g., main webpage, school cash online, etc.)</li> <li><b>9. Systems Navigator Utilization (Service Analytics):</b> Number of families served by our Systems Navigator, and the number of resources posted on website</li> </ol>

MYSP Pillar	Goal	Relevant Strategic Plans, Programs, Departments and/or Resources	MYSP Indicators (Data Sources)
Ignite to Believe	<p><b>Students:</b> Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments.</p>	<ul style="list-style-type: none"> <li>• Board/School Improvement Plans</li> <li>• Pastoral Plan</li> <li>• Mental Health &amp; Well-being Strategy</li> <li>• Mathematics Achievement Action Plan</li> <li>• Indigenous Board Action Plan</li> <li>• Equity Action Plan</li> <li>• Innovation Strategic Plan</li> </ul>	<p><b>10. Student Experience each OCSGE (Annual Student Survey):</b> Students will be asked where they experience the OCSGEs</p> <p><b>11. Teacher Performance Appraisals connected to OCSGEs (Annual MYSP Admin Survey):</b> The TPA Lesson Plan exemplar will be updated to include a reference to the OCSGEs - a mandatory requirement of the TPA process. We will record the number of TPA completed each year with a 100% compliance rate with updated lesson plan over time.</p> <p><b>12. School Programming for OCSGEs (Annual MYSP Admin Survey):</b> Details about how every student experiences the OCSGEs and the Pastoral Plan within their learning environments will be collected from each school annually through the SIEP improvement process.</p>
	<p><b>Staff:</b> Staff are welcomed and invited to continue to be a partner in their adult faith formation journey.</p>	<ul style="list-style-type: none"> <li>• Pastoral Plan</li> <li>• Human Resource (TAMs team)</li> </ul>	<p><b>13. Information to Transformation Utilization by Staff (Program Registration Data):</b> The proportion of available spots (5) that are utilized throughout each 2-year cycle.</p> <p><b>14. Opportunities for Staff Prayer at all Sites (Annual MYSP survey):</b> Staff will be asked about their opportunities at their school/site/location for staff prayer</p> <p><b>15. Faith Formation PD Day Exit survey (Staff Survey):</b> Staff will be invited to share how their PD Day experience contributed to their adult faith formation.</p>
	<p><b>Parents/Families/Community:</b> The relationship between home, parish and school is strengthened.</p>	<ul style="list-style-type: none"> <li>• Pastoral Plan</li> </ul>	<p><b>16. Sacrament Participation for Catholic Students (Annual MYSP Admin Survey   Student Information System):</b></p> <p><b>17. Relationship between Home, School &amp; Parish (Annual MYSP Survey):</b> Stakeholders will be asked about the strength of the relationship between home, school and parish.</p> <p><b>18. School Programming to Strengthen Relationship between Home, School &amp; Parish (Annual MYSP Admin Survey):</b> Details about how school plans actively strengthen the relationship between home, school and parish will be collected from each school annually through the SIEP improvement process.</p>

MYSP Pillar	Goal	Relevant Strategic Plans, Programs, Departments and/or Resources	MYSP Indicators (Data Sources)
<b>Strengthen to Become</b>	<b>Students:</b> Every student reaches their full potential.	<ul style="list-style-type: none"> <li>• Board/School Improvement Plans</li> <li>• Pastoral Plan</li> <li>• Mental Health &amp; Well-being Strategy</li> <li>• Mathematics Achievement Action Plan</li> <li>• Indigenous Board Action Plan</li> <li>• Equity Action Plan</li> </ul>	<p><b>19. Elementary Report Card Achievement:</b> Proportion of students that met standard (&gt;70% or Level 3 or higher) on final report card mark by grade and over time, with disaggregation by demographic groups (i.e., Race, Gender, Sexuality, Ethnicity)</p> <p><b>20. Secondary Report Card Achievement</b></p> <p><b>21. EQAO Achievement:</b> Proportion of students that met standard (Level 3 or higher) on each EQAO assessment over time, with disaggregation by demographic groups (i.e., Race, Gender, Sexuality, Ethnicity)</p> <p><b>22. Canadian Achievement Test Achievement (CAT-4):</b> Proportion of students that met standard (average or above average) on the Canadian Achievement Test, Level 17 (grade 7) over time, with disaggregation by demographic groups (i.e., Race, Gender, Sexuality, Ethnicity)</p> <p><b>23. Early Years Development Instrument (EDI):</b> Proportion of second year kindergarten students with vulnerabilities for each of the 5 domains over time, and proportion of students with at least 1 or 2 vulnerabilities.</p> <p><b>24. Graduation Rates:</b> Internal and Ministry Graduation Rates will be used to measure the proportion of students that are graduating in 5 years.</p> <p><b>25. Credit Accumulation:</b> Proportion of secondary students that are on track for credit accumulation (e.g., 8 credits earned by the end of grade 9, 16 credits by grade 10, 24 credits by grade 11, 30 credits by grade 12)</p> <p><b>26. Community &amp; Active Living Outcomes:</b> Proportion of students that have left our Community Living &amp; ACTIVE program and have integrated into the community (e.g., employment, volunteering, etc.) over time.</p> <p><b>27. St. Louis Outcomes:</b> Through various surveys of students and/or families, the proportion of students in various St Louis programs that “got what they came for”.</p>
	<b>Staff:</b> Staff see their impact on student achievement.	<ul style="list-style-type: none"> <li>• Human Resource (TAMs team)</li> </ul>	<p><b>28. Staff Perceived Influence on Student Outcomes (Annual MYSP survey):</b> Staff will be asked about their perceived impact on student achievement and in what ways.</p>
	<b>Parents/Families/Community:</b> Are engaged as active partners in our students' Catholic education journey.		<p><b>29. Annual Stakeholder survey:</b> Stakeholders will be asked if they believe our students are reflected in the shared stories</p> <p><b>30. Media Analytics:</b> WCDSB will track stories over time across different categories to measure representation (e.g., media outlet, sentiment, etc.)</p>

## MONITORING CYCLES and SCHEDULES 2023-2024

The table below outlines the anticipated release dates for updated data sets pertaining to each of the MYSP indicators, with reporting typically occurring within 6-8 weeks following data collection. Exceptions: EQAO achievement data is released in the fall following the assessment school year, EDI data is released approximately 1-2 years following collection.

#	Indicator	Data Source	MYSP Indicator Reporting Cycle	Data Collection within School Year				Previous Collection	Next Collection(s)
				Fall Sep-Nov	Winter Dec-Feb	Spring Mar-May	Summer Jun-Aug		
1	Student Well-Being (MDI)	Student Survey (MDI)	Once every 2 years			X		Spring 2022	Spring 2024 Spring 2026
2	Student Demographics	Student Survey (Census)	Once every 2 years			X		Fall 2021	Spring 2025 Spring 2027
3	Staff Demographics	Staff Survey (Census & GM@W)	Annually	X				Fall 2022	Fall 2023 Fall 2024
4	Library Commons Equity Audit	Library Catalogue	Bi-Annually		X		X	Summer 2023	Winter 2023/24/25 Summer 2024/25
5	Equity Audit in Schools & Classrooms	Equity Surveys (3)	Annually	X	X	X	X	*new*	Summer 2024 Summer 2025
6	Health & Safety Workforce Survey	Staff Survey (GM@W)	Annually	X				Fall 2022	Fall 2023 Fall 2024
7	Online Resource Awareness	Annual MYSP Survey	Annually			X		Spring 2023	Spring 2024 Spring 2025
8	Website Usage Analytics	Google Analytics	Monthly	X	X	X	X	Starting Winter 2023	2023-2024 2024-2025
9	Systems Navigator	Service Analytics	Annually				X	Summer 2023	Summer 2024 Summer 2025
10	Students experience each OCSGEs	Annual Student Survey	Annually			X		*new*	Spring 2024 Spring 2025
11	Teacher Performance Appraisals connected to OCSGEs	Annual MYSP Admin Survey	Annually				X	*new*	Spring 2024 Spring 2025
12	School Programming for OCSGEs	Annual MYSP Admin Survey	Annually				X	Spring 2023	Spring 2024 Spring 2025
13	Information to Transformation Utilization	Program Registration Data	2 years	X				Fall 2021	Fall 2023
14	Opportunities for Prayer	Annual MYSP Survey (Staff)	Annually			X		Spring 2023	Spring 2024 Spring 2025

#	Indicator	Data Source	MYP Indicator Reporting Cycle	Data Collection within School Year				Previous Collection	Next Collection(s)
				Fall Sep-Nov	Winter Dec-Feb	Spring Mar-May	Summer Jun-Aug		
15	Faith Formation Staff PD Day Exit Survey	Staff PD Exit Survey	Annually	X				*new*	Fall 2024
16	Sacrament Participation	MYP Admin Survey	Annually				X	Spring 2023	Spring 2024 Spring 2025
17	Relationship between school, home, and parish	MYP Survey (Parents/Guardians)	Annually			X		Spring 2023	Spring 2024
18	Programming to strengthen relationship between school, home, and parish	MYP Admin Survey	Annually				X	Summer 2023	Summer 2024
19	Elementary Achievement	Aspen Report Card Data	Annually				X	Summer 2023	Summer 2024
20	Secondary Achievement	Aspen Report Card Data	Annually		X		X	Summer 2023	Summer 2024
21	EQAO Achievement	EQAO Reporting	Annually		X		X	Spring 2023	Spring 2024
22	CAT-4 Achievement	Grade 7 CAT-4 Assessment	Annually			X		Spring 2023	Spring 2024
23	Early Development Instrument (EDI)	Offord Centre	3 years			X		Spring 2023	Spring 2026
24	Graduation Rates & Internal Metrics	Ministry of Education (Rate) & Aspen Certificate Data (Metric)	Annually				X	Summer 2023	Summer 2024
25	Credit Accumulation	Aspen Credit Data	Annually				X	Summer 2023	Summer 2024
26	Community Living & ACTIVE outcomes	Parent/Guardian Feedback Survey	Annually				X	*new*	Summer 2024
27	St Louis Outcomes	St Louis Student/Parent Survey	Quarterly	X	X	X	X	Summer 2023	Fall 2023
28	Staff Impact on Students	MYP Survey (Staff)	Annually			X		Spring 2023	Spring 2024
29	Parents/Guardians as engaged active partners	MYP Survey (Parents/guardians)	Annually			X		Spring 2023	Spring 2024
30	Media Analytics	Media Form	Ongoing	X	X	X	X	March 2023	2023-2024