



MONITORING METHODOLOGY

CHANGE, GROWTH, PERFORMANCE, AND IMPLEMENTATION

The MYSP is designed to communicate, at a high level, what the board is focusing on as a collective. It is not designed to dictate or control every outcome centrally. We deliberately chose not to create a static reporting and monitoring/measurement methodology due to the current rapidly changing pandemic reality we are living in. We are called upon to responsively create programs, action plans, policies, and procedures that may be novel, brief, innovative, targeted, or streamlined. As such, living with, and recovering from a global pandemic requires flexibility and responsiveness at the system level. The measurement or monitoring method which describes how we are doing as a board demands fluidity in order to reflect current needs and ensure transparency and accountability. Implementing and monitoring the MYSP are themselves learning propositions in this context.

The operational plans describe the way in which the strategic directions are realized in terms of change, growth, performance, and various levels of program/policy implementation. There are significant qualitative and quantitative data collected by department within each action plan or strategy. Key Performance Indicators from action and operational plans will provide evidence of progress and achievement (i.e., quantitative data), knitted together with narratives (i.e., qualitative data) to describe and interpret impact on various stakeholder groups.

By describing our priorities over the next three years as a narrative, we can provide better transparency and accountability while aligning connections to the work we engage in across the board with our staff, students, and families. We want to be able to answer the following questions: *What did we influence? How did we do it? Can we defensibly and reliably state with supporting data that we are doing it well?*

Monitoring Framework

Change	What changed as a function of our strategy, policy or program?
Growth	How much did we do? Was it enough? How did it impact our stakeholders?
Performance	How well did we do something? Did we accurately and efficiently accomplish our goals within the various strategies and action plans? How do we know?
Implementation	Where are we with the development of a program, policy or service?

Strategic Priority	Examples of Relevant Operational Plans or Action Plan Accountable for Tracking and Reporting Progress	Examples of Key Performance Indicators or Data Sources used to Support Narrative
LEARNING	<ul style="list-style-type: none"> • Board Equity and Improvement Plan • School Equity and Improvement Plans • Equity Action Plan • Covid Response Plan • Pastoral Plan • Safe Schools Plan • Back to School Plan • Special Education Plan • Professional Development Plan • Information and Technology Strategic Plan • Budget Plan • Capital Plan • HR Strategy 	<ul style="list-style-type: none"> • EQAO data by Identity (Census) • Report Card Data by Identity (Census) • Credit Accumulation by Identity (Census) • Pathways Data by Identity (Census) • Student Voice • PD feedback for all staff, all roles, school & corporate/business • Exit and Entry Survey Data • Communication Engagement Metrics • Community Engagement • Synthesis of School Equity and Improvement data
EQUITY	<ul style="list-style-type: none"> • Pastoral Plan • Equity Action Plan • Safe Schools Plan • Capital Plan • Annual Budgets • HR Strategy – Staffing Plan • Mental Health Strategy 	<ul style="list-style-type: none"> • Staff Census • Student Census • HREA Office data • Black Voices Project • Student Voice • Staff Voice • Parent/Guardian Caregiver Survey • Resource allocation by school community • Exit and Entry Survey data • Community Engagement data
WELL-BEING	<ul style="list-style-type: none"> • Mental Health Strategy • Equity Action Plan • Back to School Plan • Health and Safety Plan • Pastoral Plan • Special Education Plan • Covid Response Plan • Annual Budget • Staffing Plan or HR Strategy • Safe Schools Plan • Capital Plan 	<ul style="list-style-type: none"> • Student Voice survey data • Staff Voice survey data • Parent/Caregiver/Guardian Voice Survey data • Number of specialized services offered in schools; number of students served through various programs • Engagement with Communication Engagement metrics

