

## **Multi-Year Strategic Plan Consultation – Appendix A**

### **Summary**

Number of respondents: 643

### **Living Our Catholic Values**

To understand and apply Catholic Teaching to all that we do:	Keep	Omit	Don't know
1. Students will be instructed in a curriculum that is rooted in Gospel values and informed by the Ontario Catholic School Graduate Expectations.	599 93.7%	18 2.8%	22 3.4%
2. Staff and Trustees will participate in ongoing faith development through liturgical celebrations and opportunities for spiritual retreats.	536 84.0%	66 10.3%	36 5.6%
3. Parents will be supported in their integral role of nurturing the relationship between home, school and parish.	584 91.8%	31 4.9%	21 3.3%
4. Senior Team and Trustees will develop decision-making processes and ensure setting policy priorities that reflect Catholic values (e.g., stewardship of God's creation, option for the poor and vulnerable etc.).	488 77.5%	70 11.1%	72 11.4%

### **Fostering Student Achievement and Well-being**

To support our students in achieving academic excellence and meeting the <i>Ontario Catholic School Graduate Expectations</i> :	Keep	Omit	Don't know
---	------	------	------------

To support our students in achieving academic excellence and meeting the <i>Ontario Catholic School Graduate Expectations</i> :	Keep	Omit	Don't know
5. Students will meet or exceed the provincial average in literacy and numeracy as measured in Education Quality and Accountability Office (EQAO) assessments.	426 77.9%	81 14.8%	40 7.3%
6. Students will exceed the provincial average in credit accumulation and graduation rate.	444 81.3%	54 9.9%	48 8.8%
7. Staff will implement effective assessment practices (for/as learning) that incorporate learning goals, co-created success criteria and provide descriptive feedback to support student learning.	490 89.6%	33 6.0%	24 4.4%
8. Staff will share assessment practices with parents to ensure parent engagement with a common understanding of assessment for/as learning.	465 84.9%	44 8.0%	39 7.1%

To support our students' ability to apply critical and innovative thinking in all subjects we will:	Keep	Omit	Don't know
9. Use evidence-based teaching and learning strategies to provide students opportunities to become discerning believers, effective communicators, reflective thinkers, self-directed learners, collaborative contributors, caring family members and responsible citizens.	495 92.7%	18 3.4%	21 3.9%
10. Use differentiated instruction to ensure that individual learning needs are accommodated and to engage students fully in their learning.	479 90.5%	24 4.5%	26 4.9%
11. Support investments in technology that continue to foster digital literacy, creativity, innovation and collaboration.	465 88.4%	35 6.7%	26 4.9%

To create welcoming, healthy and equitable learning environments for all students we will:	Keep	Omit	Don't know
--	------	------	------------

To create welcoming, healthy and equitable learning environments for all students we will:	Keep	Omit	Don't know
12. Provide all students with equitable access to learning and technology and strive to close the opportunity gap so that the most vulnerable students achieve their full potential.	519 95.4%	12 2.2%	13 2.4%
13. Strive to ensure that the physical, emotional, intellectual and spiritual needs of all students are met.	530 97.6%	8 1.5%	5 0.9%
14. Strive to ensure that all students are eating nutritionally and are physically fit.	480 89.1%	37 6.9%	22 4.1%
15. Provide all students with safe, healthy learning environments by promoting a positive school climate, inclusive and accepting of all pupils, and by promoting the prevention of bullying.	536 98.7%	6 1.1%	1 0.2%

### **Enhancing Public Confidence**

To create enhanced, regular communication with all stakeholders we will:	Keep	Omit	Don't know
16. Improve communication and consultation, that reflect the mission, vision and values of the board, with our stakeholders.	445 85.4%	26 5.0%	50 9.6%
17. Ensure timely and sensitive responses to stakeholder questions and concerns.	450 87.0%	19 3.7%	48 9.3%
18. Create opportunities for meaningful dialogue, feedback and input from the community.	474 91.5%	12 2.3%	32 6.2%
19. Build and maintain community partnerships.	480 92.3%	19 3.7%	21 4.0%
20. Strive to ensure accountability, fairness and transparency to the public in all processes and policies.	491 94.4%	7 1.3%	22 4.2%
21. Strive to ensure equitable treatment of all stakeholders.	455 87.8%	21 4.1%	42 8.1%

## Providing Stewardship of Resources

To establish integrated decision-making structures and processes to support responsive and responsible allocation of resources we will:	Keep	Omit	Don't know
22. Ensure all students have the appropriate resources they need to support their learning within the available budget.	471 94.6%	14 2.8%	13 2.6%
23. Increase the use of research and evidence to guide decisions and actions in teaching, administration and governance.	407 82.9%	47 9.6%	37 7.5%

To ensure fiscal responsibility at all levels of the organization we will:	Keep	Omit	Don't know
24. Establish informed, accountable and ethical decision-making for policy development and resource management.	460 92.9%	7 1.4%	28 5.7%
25. Align operational and capital budgets with the Multi-Year Strategic Plan.	430 87.2%	13 2.6%	50 10.1%
26. Maintain a sustainable balanced budget that reflects ecological justice principles.	423 85.6%	22 4.5%	49 9.9%
27. Ensure regular financial analysis of the Board's operating revenues and costs in comparison to the Board's operating budget.	461 93.7%	5 1.0%	26 5.3%
28. Publicly report financial updates on a quarterly basis, as well as the Annual Financial Year-End Report.	462 93.9%	4 0.8%	26 5.3%

## Achieving Excellence in Governance

To lead and model best practices in Board governance we will:	Keep	Omit	Don't know
29. Build trustees', senior staffs' and students' capacity for governance.	348 71.2%	59 12.1%	82 16.8%
30. Provide professional learning to strengthen leadership, accountability and transparency at all levels.	443 90.2%	26 5.3%	22 4.5%
31. Regularly review board meetings and committee meetings for the purpose of continually improving evidence-based decision making and accountability.	414 84.3%	31 6.3%	46 9.4%
32. Develop appropriate managerial and trustee governance oversight to carry out the annual plan in a fiscally responsible and transparent process.	411 84.4%	23 4.7%	53 10.9%

## Inspiring and Motivating Employees

To create a learning and work environment that is equitable and diverse, and that supports professional learning, innovation and collaboration we will:	Keep	Omit	Don't know
33. Create a culture of respect and professionalism that recognizes and supports excellence and innovation at all levels of the organization.	462 96.5%	8 1.7%	9 1.9%
34. Ensure ongoing leadership development grounded in the Catholic Leadership Framework for superintendents, principals, vice-principals, business management staff and aspiring leaders.	418 87.6%	38 8.0%	21 4.4%
35. Ensure effective succession planning strategies are in place for recruiting, selecting, cultivating, empowering and retaining leaders.	422 88.7%	23 4.8%	31 6.5%
36. Ensure that staff recruitment and promotion processes are transparent, inclusive, and reflect the mission, vision and values of the board.	451 94.7%	9 1.9%	16 3.4%
37. Recognize excellence and support professional growth through performance appraisal, mentorship and other system strategies.	420 88.1%	28 5.9%	29 6.1%
38. Work collaboratively and proactively with unions and associations to continue to build positive relationships of trust and mutual respect.	445 93.9%	14 3.0%	15 3.2%