



REPORT TO

REGULAR BOARD

ACTION AFTER BOARD REPORT OF OCTOBER 20, 2016 REGARDING TRUSTEE AND STAFF STRATEGIC PLANNING SESSION

Mission is never the fruit of a perfectly planned program or a well-organized manual. Mission is always the fruit of a life which knows what it is to be found and healed, encountered and forgiven. Mission is born of a constant experience of God's merciful anointing. -- Pope Francis

Created, Draft

December 5, 2016

First Tabling

December 15, 2016

Review

[Click here to enter a date.](#)

Angela Gauthier, Director of Education

RECOMMENDATION REPORT

Vision:

At Toronto Catholic we transform the world through witness, faith, innovation and action.

Mission:

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.



R. McGuckin

Associate Director of Academic Affairs

A. Sangiorgio

Associate Director of Planning and Facilities

C. Jackson

Executive Superintendent of Business Services and Chief Financial Officer

Angela Gauthier

Director of Education

A. EXECUTIVE SUMMARY

This report recommends that the strategic objectives and priorities identified during the September 27 and 28, 2016 Strategic Planning Sessions be addressed as part of the TCDSB'S Multi-Year Strategic Plan and that an update report be presented at the May 2017 Strategic Planning Session and to Board in June 2017.

It is also recommended that the development of the framework for *Principles for Effective Trustee-Staff Relations* be referred to the Governance and Policy Committee.

B. PURPOSE

The purpose of this report is to seek further direction from Trustees in regards to the Action After for the report (Appendix A) which went to the Board on October 20, 2016.

C. BACKGROUND

On October 20, 2016 the Board approved the following recommendations in order to action the outcomes of the September 28th, 2016 Strategic Planning Session facilitated by Hugh MacPhie and Associates:

1. That the following categories outlined as Strategic Objectives and Priorities in Appendix C be approved and form part of a detailed strategic plan for the Board.
 - Student Success and Achievement
 - Financial Stability
 - Employer of Choice
 - Facilities and Technology
 - Communications and Relationship Building
2. That the Board ratify the *Principles for Effective Trustee-Staff Relations* as outlined in Appendix A and identified below:

- Remember our cause and ask: “What are we trying to achieve here?”
 - Be kind and show empathy
 - Seek to genuinely understand different points of view
 - Focus on issues and ideas
 - Get to “common ground” within the grey zone
 - Understand the implications of individual decisions
 - “Hold the tension” between local and Board goals
3. That a system of accountability for the *Principles for Effective Trustee-Staff Relations* be jointly created by staff and Trustees.
 4. That subsequent meetings for May 2017, Fall 2017 and Spring 2018 be approved.

D. EVIDENCE / RESEARCH / ANALYSIS

1. These objectives and priorities, found in Item #1 above, are effectively part and parcel of our Multi-Year Strategic Plan, our Board Learning and Improvement Plan and our Multi-Year Recovery Plan.
2. The Board ratified the *Principles for Effective Trustee-Staff Relations* outlined above.

E. STAFF RECOMMENDATIONS

1. That staff provide an update on the Strategic Objectives and Priorities identified in the background of this report, Item #1 at the May 2017 Strategic Planning Session and in a report to the Full Board in June 2017.
2. That the development of the framework for the *Principles for Effective Trustee-Staff Relations* be referred to the Governance and Policy Committee.