



REPORT TO

REGULAR BOARD

## REPORT ON METRICS FOR THE TCDSB MULTI-YEAR STRATEGIC PLAN

*May he give you the desire of your heart and make all your plans succeed.  
Psalm 20:4*

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### INFORMATION 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.*



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Executive Superintendent of Business Services and Chief Financial Officer

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Director of Education

## A. EXECUTIVE SUMMARY

This report will provide Metrics for the TCDSB Multi-Year Strategic Plan 2016-2021 as at December 31, 2016.

*The cumulative staff time dedicated to developing this report was 60 hours.*

## B. PURPOSE

1. March 3, 2016 - at the Student Achievement and Well Being, Catholic Education and Human Resources Committee, Trustees requested that staff indicate metrics used to assess progress on the goals in the Multi-Year Strategic Plan 2016-2021:

*That an annual report to the Board of Trustees indicating those specific metrics being used to measure annual progress against each approved MYSP goal be provided.*

## C. BACKGROUND

1. **April 4, 2012** – Board approved its first Multi-Year Strategic Plan 2012-2015. It was determined that feedback would be solicited on a cyclical basis.
2. **May 29, 2014** – At Student Achievement and Well Being, Catholic Education and Human Resources Committee, staff presented the results from the stakeholder surveys. Trustees approved a motion requesting staff to come back with a report to the Student Achievement and Well Being, Catholic Education and Human Resources Committee summarizing progress against the goals and focus areas for the final year as outlined in the MYSP Report Card.
3. **September 11, 2014** - At Student Achievement and Well Being, Catholic Education and Human Resources Committee, staff presented a MYSP Interim Report Card that evaluated the board's progress to achieving the goals in the MYSP informed by stakeholder feedback and staff assessments (**APPENDIX A**). It also reported on next steps to be taken to move the board closer to achieving its goals.
4. **September 30, 2014** – The MYSP Report Card was distributed to all TCDSB stakeholders.

5. **February 19, 2015** – At Regular Board, staff presented a report to inform Trustees of considerations and planning for the development of the next version of the TCDSB Multi-Year Strategic Plan
6. **January, 2016** – At Student Achievement and Well Being, Catholic Education and Human Resources Committee, trustees approved the Multi-Year Strategic Plan 2016-2021. A further motion directed staff to bring back proposed metrics for the MYSP.
7. **March 3, 2016** - At Student Achievement and Well Being, Catholic Education and Human Resources Committee, Trustees approved the Multi Year Strategic Plan 2016-2021. A further motion directed staff to bring back proposed metrics for the MYSP.
8. **September – December, 2016** – Senior Staff and senior leaders within TCDSB reviewed and indicated metrics for the current Multi Year Strategic Plan.

#### **D. EVIDENCE/RESEARCH/ANALYSIS**

1. The Board determined that the duration of the second MYSP would be 5 years.
2. The TCDSB Multi-Year Strategic Plan contains 6 Strategic Directions, 9 Priority Actions and 38 Strategic goals:
  - i. Living Our Catholic Values (APPENDIX B)
    - To understand and apply Catholic Teachings to all that we do
  - ii. Fostering Student Achievement and Well-Being (APPENDIX C)
    - To support our students in achieving academic excellence and meeting the Ontario Catholic School Graduate Expectations
    - To support our students' ability to apply critical and innovative thinking in all subjects
    - To create welcoming, healthy and equitable learning environments for all students

iii. Enhancing Public Confidence (**APPENDIX D**)

- To create enhanced, regular communications with all stakeholders

iv. Providing Stewardship of Resources (**APPENDIX E**)

- To establish integrated decision-making structures and processes to support responsive and responsible allocation of resources
- To ensure fiscal responsibility at all levels of the organization

v. Achieving Excellence in Governance (**APPENDIX F**)

- To lead and model best practices in Board governance

vi. Inspiring and Motivating Employees (**APPENDIX G**)

- To create a learning and work environment that is equitable and diverse, and that supports professional learning, innovation and collaboration

3. While some of the goals from the 2012-2015 plan did not change, other goals were amended, removed or added to the 2016-2021 MYSP.
4. In reviewing the MYSP, staff determined and articulated what evidence existed of the achievement of the goals and by what means these could be measured.
5. Goals were assessed in clusters to focus on an overall metric for each Priority Action.
6. In some cases, measurements were not yet established for specific goals, so staff will endeavour to create the measurement tools.
7. Staff used the following scale descriptors where appropriate:
  - Meeting criteria – 80% or above
  - Approaching criteria – 70% or above
  - Not yet meeting criteria – below 70%
8. For each Priority Action, results from the 2014 Assessment are included, and presented in a manner that shows the assessment and

areas for growth. It further shows an assessment of the progress in 2016, with areas of growth.

## **E. METRICS AND ACCOUNTABILITY**

1. Staff will monitor the metrics for each strategic direction.

## **F. CONCLUDING STATEMENT**

This report is for the consideration of the Board.