



MULTI-YEAR STRATEGIC PLAN (MYSP)

REPORT CARD: 2014



STRATEGIC DIRECTION	PRIORITY	PROGRESS	HIGHLIGHTS	AREAS OF IMPROVEMENT	GRADE	NEXT STEPS
Living Our Catholic Values	To apply Catholic Social Teaching to all we do.	Pastoral Plan linked to MYSP has been a key to the success.	<ul style="list-style-type: none"> • Implementation of Pastoral Plan. • Theological Virtues – resources distributed every month. 	Continue to raise awareness and implementation of Catholic Social Teachings.	A	Roll out of the <i>Year of Charity</i> to complete third year of Pastoral Plan; virtues will play a critical role.
Fostering Student Achievement and Well-Being	To support our students in meeting the Ontario Catholic School Graduate Expectations (OCSGE).	<ul style="list-style-type: none"> • The Ontario Catholic School Graduate Expectations are reflected in all of our communications, lesson plans and resource documents. • Progress has been exceptional in all area of literacy standardized assessment (reading, writing 	<ul style="list-style-type: none"> • Implementation of inquiry, learning skills and 21C competencies into instructional practice. • Pathways planning has been very helpful to the process of students achieving the OCSGEs. Student survey instruments reflect that the caring adult 	Our standardized assessments in math for primary and junior students have decreased. A system wide priority for elementary mathematics is required.	B+	Continued focus and capacity building in the area of mathematics, particularly at the junior and applied levels. Focus on raising awareness of mental health concerns.

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		<p>and Ontario Secondary School Literacy Test).</p> <ul style="list-style-type: none"> • Credit accumulation and graduation rates continue to increase and improve. 	<p>model has been helpful to student achievement and well-being.</p>			
<p>Strengthening Public Confidence</p>	<p>To create enhanced, regular communication with all stakeholders.</p>	<p>Communication and transparency More formalized approach to parent and community engagement.</p>	<ul style="list-style-type: none"> • 2014-2015 upgraded website. • Increased community engagement on key strategic issues in Policy development. 	<p>More timely response to parent /community concerns.</p>	<p>B</p>	<p>Continue to increase transparency. Greater engagement of stakeholders across the system.</p>
<p>Providing Stewardship of Resources</p>	<p>To establish integrated decision making and processes to support responsive and responsible allocation of resources.</p>	<p>Education Council and Directors' Council have moved paperless. Optimizing Board resources through balanced budget.</p>	<ul style="list-style-type: none"> • More frequent and timely analysis of Financial Information. • Cyclical approach to Budget consultation with TCDSB 	<p>Senior staff will continue to encourage paperless reports and agendas. Work toward increasing Board in-year</p>	<p>B</p>	<p>Consolidation of CSAC and School Banking Accounts.</p>

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	To ensure fiscal responsibility at all levels of the organization.		community stakeholders. • Met Ministry capital targets for full FDK roll-out.	budget reserve and structural surplus		
<p style="text-align: center;">Achieving Excellence in Governance</p>	To lead and model best practices in Board Governance.	Two trustees completed Policy and Governance Study Modules/Program. Working towards revising By-Laws.	• Begun the process of working with a parliamentarian, with those who are experts in the field of governance and of reviewing By-Laws • Increased public participation in policy development.	Efficiency of Board & Committee meetings Enhanced clarity around roles and responsibilities	<p style="font-size: 2em;">B-</p>	Mentorship/Orientation program for new slate of elected trustees Provide ongoing opportunities for trustees to be familiar with the Board Learning and Improvement Plan, the Board Leadership Development Strategy, Capital and Facilities Strategic Plans and their alignment and coherence with the MYSP.
<p style="text-align: center;">Inspiring and Motivating Employees</p>	To create a learning and work environment that is equitable and diverse, and that supports	The Board Leadership Development Strategy for Catholic system leaders is expanding and	• An expanded, more inclusive leadership strategy for school- based and business leaders.	Reduction of union grievances by working more proactively with school/worksite leaders and	<p style="font-size: 2em;">B</p>	Development of a formal, comprehensive succession plan that includes Catholic leadership formation for prospective leaders.

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	professional learning, innovation and collaboration.	innovating. Catholic Leadership Framework has provided a solid foundation.	<ul style="list-style-type: none">• A comprehensive New Teacher Induction Program.• An active and vigorous recruitment and hiring practice to sustain appropriate staffing levels throughout the organization.	union leaders.		