



**DURHAM CATHOLIC  
DISTRICT SCHOOL BOARD**  
*Learning and Living in Faith*

# Multi-Year Strategic Planning

Community Consultation Session – DCDSB Staff

Wednesday, May 11, 2022

4:15 p.m.



**Rooted in Faith**  
Excellence | Equity | Engagement



# Land Acknowledgement



We here in the Durham Region respectfully acknowledge that we are on the traditional lands of the Mississaugas of Scugog Island.





# Opening Prayer

Father, as a community we are charged with finding a path to the future that will best serve the needs of the very precious gift that you have entrusted to our care, our students.

Give us eyes to see things not only as they are but as they should be, ears to hear all the voices, from the margins no less than from the center; hearts to listen to the needs, hopes and dreams of all whom we are called to serve.

O Holy Spirit, come and abide with us. Enliven us with your creative power; inspire us with your wisdom and understanding; Warm us with your love, so that as a Catholic Learning Community we may live what we profess to believe and serve others with generous and cheerful hearts.

We make our prayer in Jesus' name.

Adapted from the OCSOA Prayer



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# DCDSB Strategic Planning

## Content For This Evening

- Land Acknowledgement
- Opening Prayer
- Welcome and Introductions
  
- The Strategic Planning Process
  - Why?
  - Who?
  - How?
- Community Input and Feedback
- Next Steps





# Questions and Answers





# Why do we need a Multi-Year Strategic Plan (MYSP)?

Ontario Education Act, section 169.1(1)

Every board shall develop a multi-year plan aimed at:

- promoting **student achievement** and **well-being**;
- a positive **school climate** that is **inclusive and accepting** of all pupils,
- the **prevention of bullying** and
- the delivery of **effective and appropriate education** to its pupils.





# A MYSP is a framework that:



engages communities in conversations about education



is a driver for positive change in the board



acts a guide for the board of trustees and senior administrators



details priorities to allocate the board's resources







# A MYSP is a framework that:



creates a shared vision for staff, students, parents and the community



gives every level of the organization a sense of purpose



illustrates to stakeholders how decisions are made



promotes human rights and ensure equity in achievement and well-being







# Discovery 2023: Renewing the Vision

- Developed in the Spring of 2019
- Covers the period of 2019- 2022 (comes to conclusion in December)



## Witnessing Faith

Witnessing faith embodies a Catholic worldview informed by the Catholic Social Teachings in the lifelong pursuit of the Ontario Catholic Graduate Expectations.



## Celebrating Inclusion and Well-Being

Well-being is built upon a sense of belonging and the development of the whole person, social, emotional, academic, spiritual and physical.



## Teaching and Learning

Innovative and engaging experiences are built upon the foundation of Literacy, Numeracy and Faith across the curriculum.



## Expanding Pathways

A pathways planning mindset ensures that all students from Kindergarten to adulthood develop the knowledge and skills they require to make informed education and career/life choices.



## Managing Resources

Managing resources is essential for system alignment, financial stewardship, risk management, and effective use of board assets.



## 2019-2022 Strategic Plan

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We are called to celebrate and nurture the God-given talents of each student as we serve with excellence in the light of Christ.



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# Who is involved?





# The MYSP:

- Is developed by the Director of Education and Senior Administrative Team based upon a review and analysis of:
  - Internal and External Data
  - Ministry priorities, funding allocations and local needs
  - Community and Partner Engagement and Feedback
- Is overseen by the MYSP Committee
- Is ultimately approved by the Board of Trustees, who also are responsible for ensuring it is implemented





# Members

## **Co-Chairs:**

Morgan Ste. Marie, Chair of the Board  
Tracy Barill, Director of Education

## **MYSP Facilitator:**

Lewis Morgulis, L&C Planning Consultants

## **Communications:**

Amanda Roffey, Faeron Pileggi, Emily McCall

## **Trustees, Clergy and Senior Admin:**

John Rinella, Vice Chair of the Board  
Monique Forster, Trustee  
Janice Oldman, Trustee  
Mikhail Yurkoski, Trustee  
Declan Amaral, Student Trustee  
Sophie Nwaoha, Student Trustee  
Fr. Keith Callaghan, Archdiocese of Toronto  
Mariah O'Reilly, Superintendent of Education, Academic  
Scott Grieve, Superintendent, Corporate

## **Partner and Community Representatives:**

Erin Troost, APSSP  
David Dubowits, Chaplains  
Melissa Vickery, CPCO Elementary  
Paula Sorhaitz, CPCO Secondary  
John Quarrie, CUPE Custodial/Maintenance  
Maureen Cope, CUPE Educational Assistants  
Sajida Aaron, CUPE LINC/ESL  
Mike Morris, CUPE Secretarial/Clerical/Technical  
Kelly Mulville, ETFO/DECE  
Lori Jones, Management Administrative Group  
Jackie French, OECTA Elementary  
Paul Collicutt, OECTA Secondary  
Valerie Adamo, Special Education Advisory Committee  
Vanessa Asgarali, Durham Catholic Parent Involvement  
Julie Pigeon, Indigenous Education Circle  
Sean McCormack, ABR & BE Committee  
Nicole Emanuel, ABR & BE Committee  
Kelly Stephen, 2SLGBTQ+ Advisory Committee  
Katherine Mustachi, Faith Formation  
Diane Mullane, Mental Health Lead  
Luetasha Watkins, Childcare Partners





# Mandate of the MYSP Committee

Lead by Chair Ste. Marie and Director Barill, the mandate of the Multi-year Strategic Planning Committee will be to:

- provide oversight and input into the planning process;
- ensure opportunities for student, staff and community engagement;
- provide feedback at key intervals; and
- review the final draft plan to be recommended to the Board for approval.





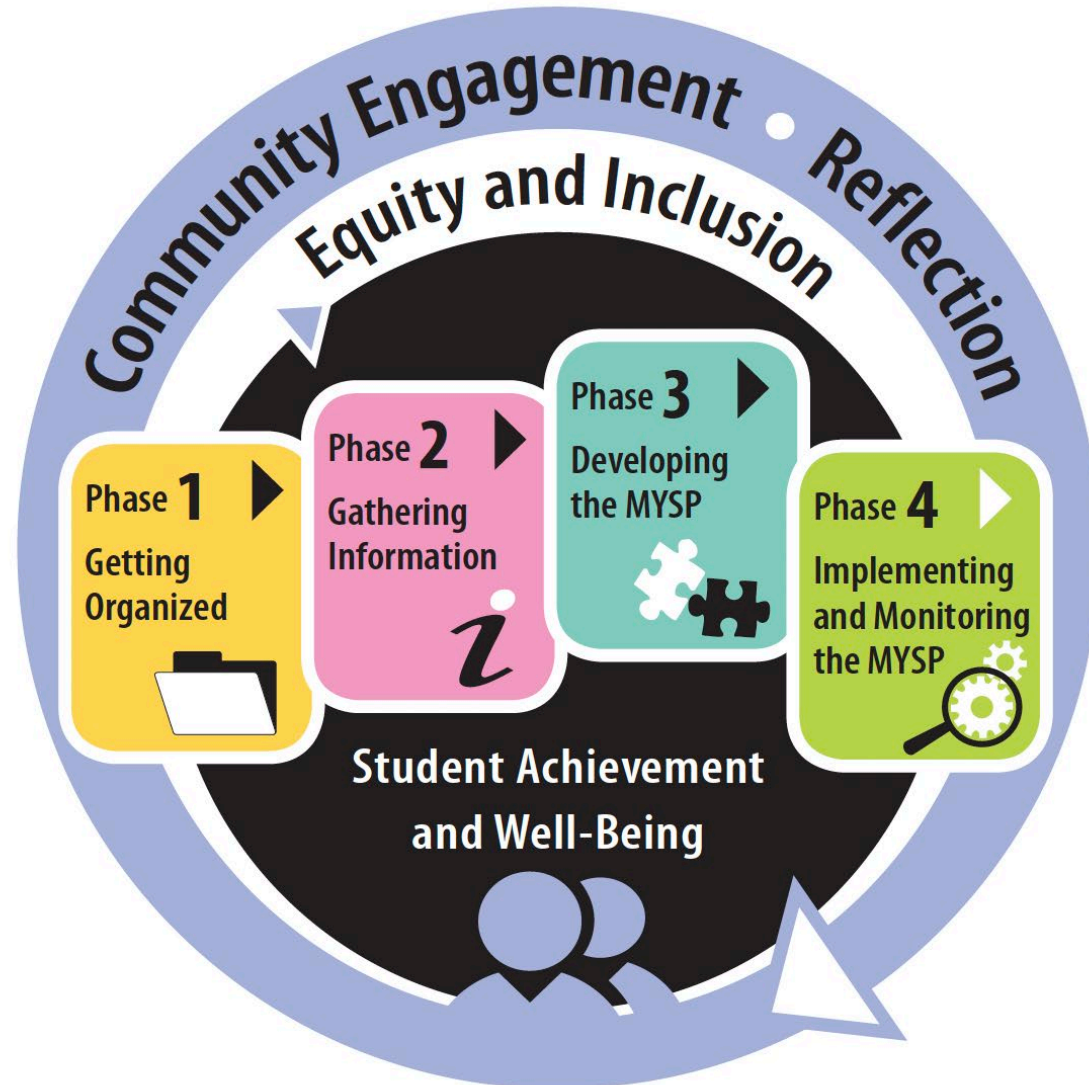
# How is the MYSP developed?







# The Multi-year Strategic Planning Process

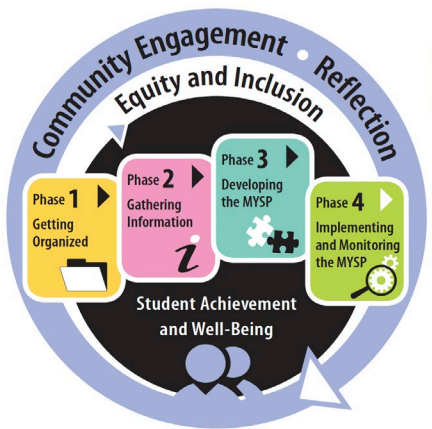






# Project Plan

FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	JAN +
Yellow	Yellow	Yellow	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
Light Blue	Pink	Pink	Pink with Star	Pink	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue
Light Blue	Light Blue	Light Blue	Cyan	Cyan	Cyan	Cyan	Cyan	Cyan	Light Blue	Light Blue	Light Blue
Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Light Blue	Green	Green	Green



**PHASE ONE** – Getting Organized

**PHASE TWO** – Gathering Information

**PHASE THREE** – Developing the MYSP

**PHASE FOUR** – Implementing and Monitoring the MYSP





# Proposed Timelines

Date	Audience/Participants	Activity
February 2022	Senior Admin Board of Trustees	Session #1 – February 19, 2022 Report to Board - Establish a Committee – February 28, 2022
March 2022	MYSP Committee Sr. Admin Working Session	Workshop/Retreat – March 23, 2022 March 30, 2022
April 2022	Sr. Admin Working Session MYSP Committee Public /Stakeholders	April 5, 2022 April 19, 2022 (5:15pm – 6:45pm) Virtual Information Sharing - Website
May 2022	MYSP Committee Sr. Admin Working Session Public/Stakeholders	May 16, 2022 (5:15pm – 6:45pm) Virtual May 17, 2022 <u>Community Engagement – May 2022</u>





# Proposed Timelines

Date	Audience/Participants	Activity
June 2022	Sr. Admin Working Session MYSP Committee Public/Stakeholders Sr. Admin Working Session	June 2, 2022 June 13, 2022 (5:15pm – 6:45pm) Virtual Gather Feedback June 22, 2022
July-August 2022	Communications/Director/Chair/ Facilitator	Content and Format
September 2022	Senior Admin MYSP Committee Board of Trustees Senior Admin	Review Draft - TBD Review Draft - TBD Review Draft – September 26, 2022 Final Revisions - TBD
October 2022 (Special Board meeting)	Board of Trustees	Final Approval
November /December	Communications	Communications Plan for Roll-out
January 2023	DCDSB Community	Launch





# Program Review

The Senior Admin team has been analyzing internal and external data and taking stock of the range of programs, practices and staffing investments. This is an essential part of the planning process as we have to know what we are already doing and whether or not it is:

- Required,
- Relevant and,
- Being effectively delivered

The Board should have an understanding of the requirements to have the programs that we currently operate, understand the original and current program aims, and then have some measure to assess whether they are effective or not.





# MISSION, VISION, VALUES





# DCDSB Mission Statement

*We are called to celebrate and nurture the God-given talents of each student as we serve with excellence in the light of Christ.*





# Community Input - Mission

As we gather input to inform our new strategic plan, it is important to review our mission, vision and values.

An effective and relevant mission statement should reflect:

- Our ultimate mission as a faith-based school system;
- What we do; and
- Who we are called to serve.







# Thought Exchange

Thought Exchange is an online platform that supports community engagement. By joining our thought exchange, you can your thoughts, and rate thoughts shared by others about:

- Our ultimate purpose as a faith-based school system;
- What we do; and
- Who we are called to serve.





# Participating in a Thought Exchange

When participating in the Thought Exchange:

- You will be given an opportunity to share as many thoughts as you wish – one thought per entry;
  - Focus your thoughts on the question asked;
  - Avoid commenting on individual persons or schools etc. (thoughts that are disrespectful, include inappropriate language or that refer to particular people, schools etc will be removed from the exchange.)
- Once you have shared your thoughts, you will be invited to read and rate other thoughts that have been shared.
- Thoughts are shared anonymously, but if you create a login, you can come back to the thought exchange as many times as you like, as long as it remains open (till the end of May).

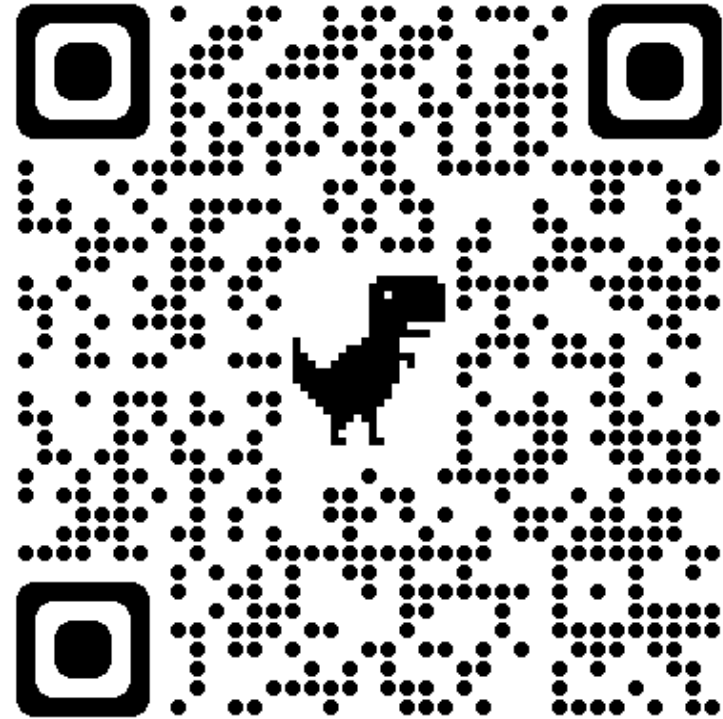




# DCDSB Thought Exchange

## #1 - Mission

Please share your thoughts about our ultimate purpose; what we do; and who we are called to serve.





# Community Input - Strategic Priorities

A **strategic priority** is an area of high importance that an organization establishes in order to realize its vision. A strategic priority provides a framework for organizing, defining, and communicating strategic goals.

- Approximately 3 and no more than 5
- Should involve change that will support the “preferred vision” for the future
- Should be clear and inspiring
- Directly related to accomplishment of our Mission, Vision and Values





# Participating in a Thought Exchange

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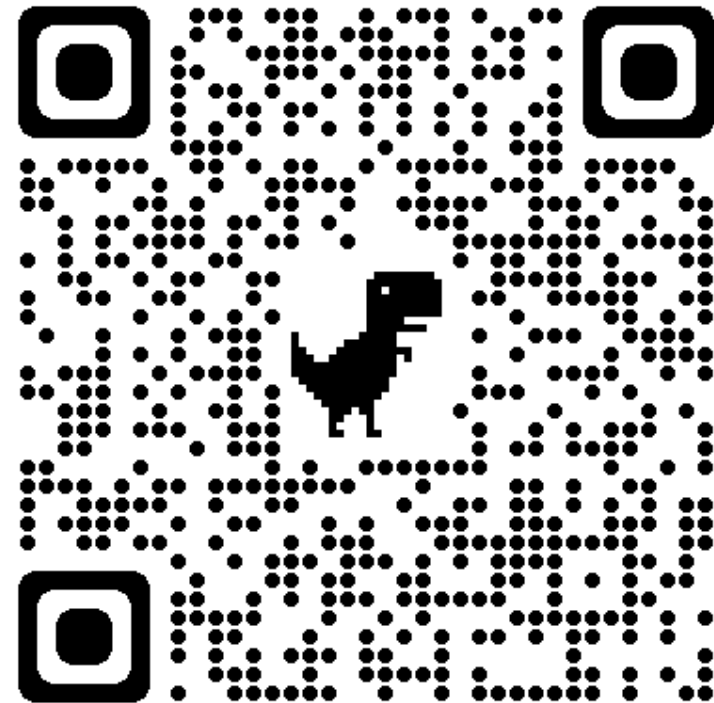
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# DCDSB Thought Exchange – #2 Strategic Priorities

As a valued member of our Catholic learning community, what do you see as the most important priorities to support student faith formation, well-being and achievement in our Catholic school board in the next 3 years?



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# Questions and Answers







# NEXT STEPS





# Project Plan

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# Phase 2 - Gathering Information

## Data Collection and Analysis

### 1. Data Collection

- Internal scan (What data do we have? What data do we need?)
- External Scan (What forces are at play externally?)

### 2. Stakeholder Input (during the month of May)





# Phase 3 – Developing the MYSP

## 3. Data Analysis

- Find themes and outliers
- Identify tentative strategic priorities

## 4. Stakeholder Feedback (June)

5. Finalize a small number of ambitious, strategic priorities that will identify the future direction of the Board.





# Share Your Ideas

We value your input and invite you to share your ideas throughout this strategic planning process by:

- Participating in additional consultation sessions;
- Complete the Thought Exchanges and rate ideas; and
- Email us your comments and ideas at [strategicplanning@dcdsb.ca](mailto:strategicplanning@dcdsb.ca)





# Stay Connected

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- Receive updates on upcoming consultation sessions;
- Access information and share your thoughts; and
- Stay informed on our progress

