

Progress Report: Strategic Plan 2015-2019



The OCDSB has a four-year cycle for our strategic plan. We are currently in the final year of the 2015-2019 strategic plan. The objectives identified in this plan are:

- **Equity** - By 2019, the District will reduce barriers to learning to improve equity of access and opportunity for all students.
- **Learning** - By 2019, the District will improve the achievement of students in all educational pathways.
- **Stewardship** - By 2019, the District will optimize learning conditions for all students through the responsible and sustainable management of resources.
- **Engagement** - By 2019, the District will increase opportunities for engagement with and among our students, staff, families and broader community.
- **Well-being** - By 2019, the District will enhance the use of resources and supports to improve the well-being of all learners and staff.

Reflecting On Our Progress:

The following overview can be used to guide our reflection on the progress made on each of the strategic objectives, thus far in the life of the plan. This document includes:








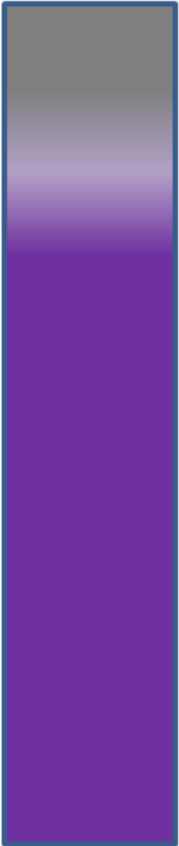


- A heat map demonstrating progress on each of the strategic objectives; and
- A one-page summary of achievements, evidence, and opportunities for each objective.

Take-Home Message:

As shown in the heat map, we have seen substantial growth in the area of engagement since the start of this strategic plan. The amount progress on the engagement objective is followed by progress in the areas of equity and stewardship. Although we want to ensure continued progress in all five areas prior to the end of this strategic plan, the areas needing additional attention are learning and well-being. The progress in each of these areas can be discussed in light of the details provided in the attached summaries.

Next Steps:

Key work this year will continue to move us forward on all five priority areas, with a particular focus on learning and well-being.

 <p>EQUITY</p>	 <p>LEARNING</p>	 <p>STEWARDSHIP</p>	 <p>ENGAGEMENT</p>	 <p>WELL-BEING</p>
				

Equity Objective:

By 2019, the District will reduce barriers to learning to improve equity of access and opportunity for all students.



Strategies & Actions:

'Develop and implement enhanced methodologies to differentiate the allocation of resources to improve equity of opportunity for all students'

- Updated RAISE index;
- Reviewed school fees;
- Increased efficiencies in school budgets/finances;
- Differentiated staffing;

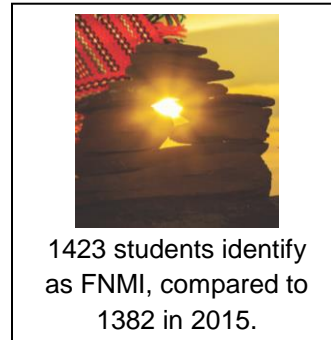
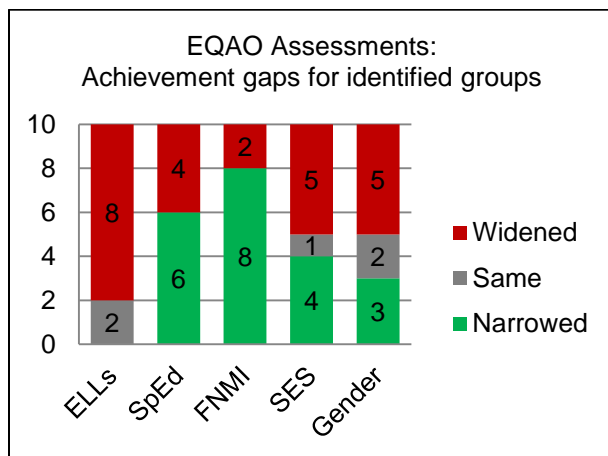
'Identify students and groups of students who face barriers to learning and differentiate supports to close achievement gaps'

- Established Black Youth Conference;
- Hosted A Date with Diversity;
- Increased supports for English Language Learners;
- Adopted the UN declaration for People of African Decent;

'Review and ensure effective use of FNMI funding to increase FNMI graduation rates'

- Began phase-in of grade 11 English course with Indigenous focus;
- Expanded Indigenous Education team;
- Established Indigenous Education Advisory Council;
- Piloted Indigenous STEM.

Evidence of Progress:



Opportunities:

- Formalize methodology for differentiated support for school budgets;
- Provide cultural-proficiency and bias-aware training for all involved in employee selection processes;
- Develop process for the collection and use of identity-based data;
- Implement English Indigenous Education courses and increase the number of sites offering the program.

Learning Objective:

By 2019, the District will improve the achievement of students in all educational pathways.



Strategies & Actions:

'Promote and encourage the personalization of learning and enhance instructional practice to meet the individual needs of learners'

- Promoted awareness of the Exit Outcomes, and developed educator resources;
- Implemented a superintendency data support model;

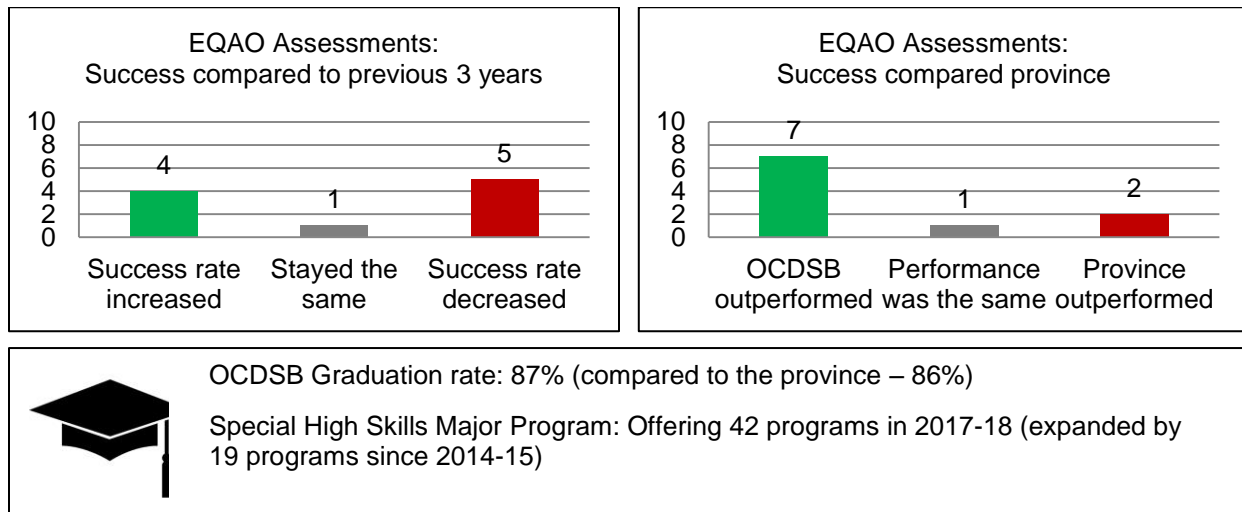
'Improve and increase access to the educational pathways for every student'

- Developed and implemented Elementary & Secondary School Program Frameworks;
- Implemented 50/50 Bilingual Kindergarten;
- Initiated expansion of the International Baccalaureate Program;
- Revised the 7-12 Student Success Model;
- Rolled-out geographic model for special education;
- Implemented changes to the Secondary High Skills Major (SHSM) Program;
- Expanded the Extended Day Program;
- Updated Secondary School Program Delivery;

'Optimize School Learning Plans to develop strategies to support achievement in targeted areas'

- Included math as a target area in all School Learning Plans.

Evidence of Progress:



Opportunities:

- Develop professional learning models in a range of formats;
- Implement Exit Outcomes self-reflection tool;
- Implement revised Student Success Model 7-12;
- Develop and implement framework for business partnerships for SHSM;
- Identify goals aligned with the Focus on Fundamentals of Mathematics in all School Learning Plans;
- Ensure School Learning Plans are posted on school websites.

Stewardship Objective:

By 2019, the District will optimize learning conditions for all students through the responsible and sustainable management of resources.



Strategies & Actions:

'Improve access to learning environments and optimize the use of resources through school accommodation and program review planning'

- Reviewed boundaries and program locations for 29 schools;
- Allowed targeted investments in schools to enhance learning spaces;
- Declared surplus properties;

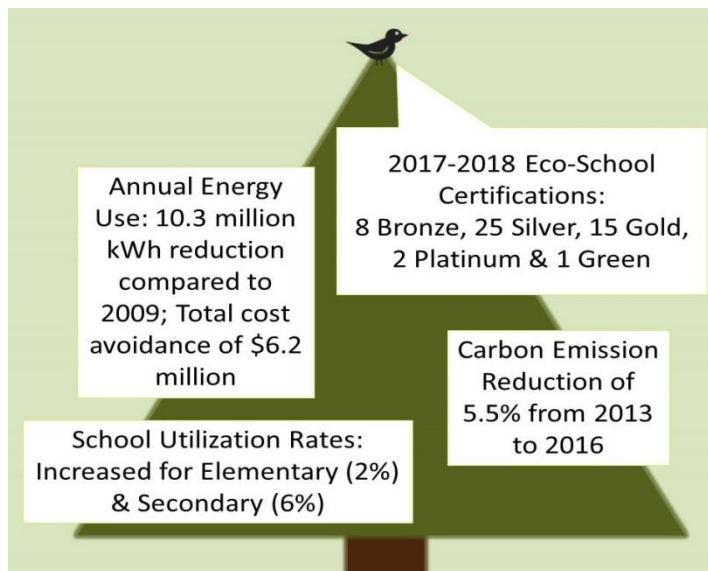
'Enhance operational practices to effectively and responsibly manage human and financial resources in support of students'

- Eliminated deficit and balanced budget;
- Invested in learning spaces and school-based supports;
- Provided operational training for principals;
- Developed School Council Funds Management Guide;
- Enhanced process for management of Designated Occasional Teachers;

'Model sustainability, smart energy use and sound environmental practices for students'

- Supported opportunities for students (e.g., Growing Up Organic; Forest School; Nearby Nature; Indoor Garden Pilot; Outdoor Education Centers);
- Reduced carbon emissions.

Evidence of Progress:



Opportunities:

- Initiate boundary review for new Stittsville High School;
- Develop 3-year technology plan;
- Develop and implement succession planning strategies within individual departments and school operations;
- Implement changes to support improved service/ efficiency in EDP/Childcare;
- Collaborate with school councils and principals to improve accountability for school council finances;
- Automate business processes, including forms;
- Examine strategies to support reduction of carbon emissions.

Engagement Objective:

By 2019, the District will increase opportunities for engagement with and among our students, staff, families, and broader community.



Strategies & Actions:


'Develop tools to support parent involvement in learning and well-being'

- Renewed District website;
- Renewed all school websites;
- Created and published parent, staff, and student portals;
- Developed an OCDSB app;
- Obtained a license agreement for a platform for interactive engagement;
- Established the Keeping You Connected Newsletter;


'Develop strategies to enhance communication and dialogue with and among staff, students, families and community partners to improve the delivery of public education'

- Initiated an annual Parent Conference and regular Speaker Series;
- Engaged in professional collaboration with federations;
- Developed and implemented a Complaint Resolution Policy;
- Targeted engagement of at-risk populations;
- Supported initiatives funded through the Ministry of Education's Parents Reaching Out Grant.

Evidence of Progress:




Participation in consultation
Accommodation reviews: n = 4134
Kindergarten changes: n = 8697



Social Media presence
20.3K Twitter followers



New Websites
www.ocdsb.ca
receives 100k-150k views/week



School Climate Survey
Parent participation:
net increase of 49% since 2014

Opportunities:

- Expand functionality of parent and staff portals;
- Implement revised assessment tools to monitor parent engagement in School Learning Plans;
- Implement orientation program for new Board and Director;
- Undertake consultation and develop new strategic plan.

Well-being Objective:

By 2019, the district will enhance the use of resources and supports to improve the well-being of all learners and staff.



Strategies & Actions:

'Build capacity to improve mental health supports'

- Designated a District Mental Health Lead;
- Developed and implemented a Mental Health Strategy;
- Provided staff training in the area of mental health;
- Supported student mental health programs (e.g., Sources of Strength; Kids Have Stress Too; Healthy Transitions);
- Conducted Autism Spectrum Disorder Pilots;

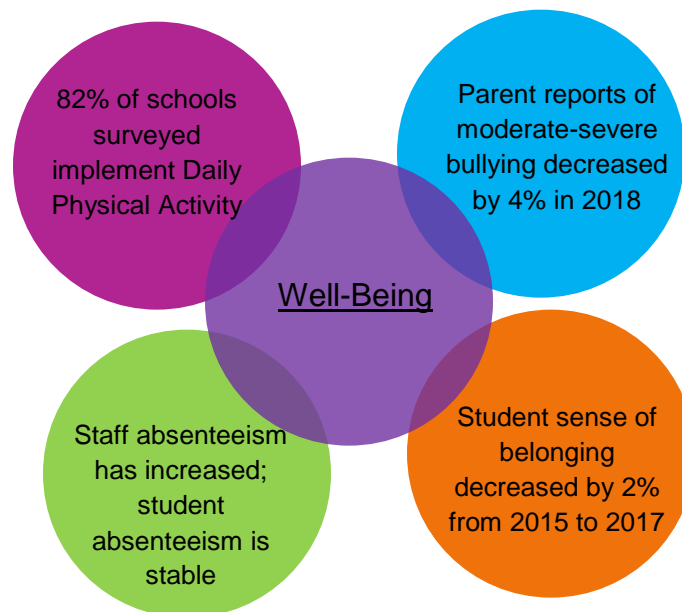
'Increase opportunities to support and encourage creative expression, physical health and physical literacy'

- Implemented Daily Physical Activity;
- Increased funding for after-school sports;
- Targeted funding for the arts;

'Develop and implement the well-being framework and School Well-Being Plans to enhance school climate'

- Distributed well-being kits and decision-making tool to all principals;
- Supported the development of a well-being goal in School Learning Plans for Student Achievement and Well-being.

Evidence of Progress:



Opportunities:

- Develop OCDSB Mental Health Action Plan, including a focus on self-regulation and Early Years;
- Focus on Teaching Games for Understanding, as part of DPA;
- Promote awareness of concussion management for students and staff;
- Integrate achievement and well-being goals in School Learning Plans;
- Develop awareness and revise policies/ procedures for legalization of cannabis.