




2023–2027 STRATEGIC PLAN

The Ottawa-Carleton District School Board is located on the traditional, unceded homelands of the Algonquin nation. In acknowledging the land on which we learn and work, we acknowledge a responsibility to the Algonquin people and a responsibility to honour the Algonquin cultural protocols.

Mission:

To build a learning community that provides students with equitable opportunities to reach their potential and develop into respectful, creative, and knowledgeable community members who contribute to society.

	 Learning	 Well-Being	 Social Responsibility
What does success look like?	<ul style="list-style-type: none">Improved student literacyImproved student achievement in mathematicsImproved program quality and accessibility for all students	<ul style="list-style-type: none">Improved student mental health supports and resourcesEnhanced safety to support the cultural, emotional, and physical well-being of all students and staffImproved employee well-being and engagementImproved educator-student relationships built on empathy, understanding, and respect for differences	<ul style="list-style-type: none">Continued progress toward reconciliation with Indigenous peoplesStrengthened student voice and leadership through fair and ethical decision-makingImproved environmental sustainability
What work do we need to do?	<ul style="list-style-type: none">Train educators to implement renewed early literacy strategyProvide direct supports to educators teaching mathConduct a thorough review of learning programs (e.g., English, French Immersion, Special Education)Center student voice in learning experiences and opportunities for credit choices, attainment, and recovery	<ul style="list-style-type: none">Renew mental health strategy with a focus on student engagement and leadership, building on individual, cultural, and community strengthsReview and revise strategies to support positive student behaviourDevelop anti-hate and anti-oppression strategies in collaboration with studentsDevelop targeted and meaningful strategies for staff wellness and injury prevention	<ul style="list-style-type: none">Renew commitments within the Indigenous, Human Rights and Equity RoadmapDevelop student competencies through a focus on Executive Functioning (e.g., planning, self-control, prioritizing tasks, staying focused, etc.) and Social Emotional skills (e.g., empathy, communication, building relationships, etc.)Develop a greening plan and implement environmental initiatives in collaboration with Indigenous knowledge keepers
How will we measure our progress?	<p>Progress Indicators:</p> <ul style="list-style-type: none">Grade one literacy screenerEQAO provincial assessments and secondary literacy testReport card data, credit accumulation, and graduation rates <p>Outputs:</p> <ul style="list-style-type: none">Access to literacy programming for students with learning gapsImproved educator efficacy in mathematicsNew elementary and secondary program frameworksDiversified learning experiences to meet students’ goalsParticipation in personally meaningful, student-driven learning experiences	<p>Progress Indicators:</p> <ul style="list-style-type: none">School climate survey data and incident reportingData on student suspensions and expulsions by identity groupData on staff absences and workplace violenceStaff survey data <p>Outputs:</p> <ul style="list-style-type: none">Updated mental health strategy with yearly action plansRenewed anti-bullying plan for prevention and intervention, with an equity frameworkStaff training and professional development	<p>Progress Indicators:</p> <ul style="list-style-type: none">Identity-based enrolment data by programsEnrolment in Indigenous courses and programsWaste reduction, recycling, and composting data <p>Outputs:</p> <ul style="list-style-type: none">Regular ongoing collection of identity-based and self-identification dataUpdated Indigenous, Human Rights and Equity Roadmap and annual action plansInclusive spaces that foster a sense of belongingEnriched environmental education
How will we see impact?	<ul style="list-style-type: none">Improved access to programs for all students, to meet their learning needs, with a focus on marginalized and underserved groupsAll students reaching their literacy milestones by the end of grade oneIncreased achievement results for all studentsReduction in achievement gaps for marginalized and underserved students	<ul style="list-style-type: none">Improved access to mental health services and ability to support student mental health needsAn increase in student and staff sense of safety and belongingIncreased respect for the dignity of each person and awareness of rights and responsibilitiesCollaboration between schools and community partners to support students with mental and behavioural needsImproved wellness and engagement	<ul style="list-style-type: none">Increased Indigenous program offerings and Indigenization of classroomsImproved access to programs for marginalized and underserved groupsBetter representation in leadership of Indigenous and marginalized groupsImproved life and learning skillsDecreased OCDSB environmental footprint

Our Values

Equity, Inclusion and Accessibility	Community Building	Responsible Resource Use	Leadership Development
Creating an inclusive culture where every person is valued, diversity is respected, and barriers are identified and addressed, so that all students can achieve equitable outcomes regardless of their circumstances.	Fostering a supportive and inclusive learning environment that encourages engagement, trust, and collaboration, building on the learning from Indigenous, marginalized, and racialized communities.	Making informed decisions to optimize the use of resources in support of teaching practices, student success, staff well-being, and good governance.	Promoting leadership and learning for students, staff, families, and the Board of Trustees, to encourage and support critical thinking, global awareness, and ethical decision-making.

EXIT OUTCOMES — What we want for our graduates

CHARACTERISTICS					SKILLS				
Goal-oriented	Innovative/Creative	Collaborative	Globally Aware	Resilient	Ethical Decision-makers	Digitally Fluent	Academically Diverse	Effective Communicators	Critical Thinkers