

OUR MULTI-YEAR STRATEGIC PLAN



Phase One Review and Reflect Stakeholder Consultation Report

Stakeholder Group:	Advisory Committees
Meeting Date:	May 10, 2021 7-9 pm
Participants:	~20 participants inc. facilitators and staff
Format (Zoom):	Opening Presentation Group Discussion & Padlet input Share and Synthesis



WHAT WE ASKED

Participants were prompted with three questions, discussed as a group (verbally, in the chat function, and through Padlet):

1. *What do you anticipate as significant priorities and challenges for stakeholder groups (students, families, staff, faith community) over the next three-year term of the MYSP?*
2. *Does the current MYSP reflect the characteristics of a good MYSP?*
3. *Does the current MYSP address the priorities and challenges identified in Question 1?*

WHAT WE HEARD

A broad, shared goal that emerged from the discussion was to make the MYSP matter & resonate more with all stakeholders.

Process

- Some participants felt alienated by the facilitation process and tools. Suggestions were made, and later implemented, for reducing barriers to discussion and making materials and language more representative and inclusive.
- Some participants wanted more preparation for the facilitated session and time to reflect. For future sessions, discussion questions were sent in advance to participants.
- Some participants requested separate and specific consultations for their Committees and stakeholders, including a review of Committee reports and materials, such as the African Canadian Advisory Committee's Terms of Reference, during the data analysis and synthesis phase of the MYSP development.
- Some participants suggested the development process include a distillation of shared values after the consultation period.

Structure and Content

- Many comments highlighted the need to centre students more in the MYSP.
- Many comments focused on recovery from COVID-19 and mental health/well-being for both staff and students. All staff and students need to feel belonging, safety and connection in schools and school communities. What can the Board and the MYSP do to rebuild connections and relationships starting as soon as possible?
- Some comments wanted to see the MYSP made more precise and concise, including combining some of the six pillars/strategic directions.

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WHAT WE HEARD (*continued*)

- Many comments highlighted the need to make Equity, Diversity and Inclusion (EDI) a system-wide priority, with clear measurements and resources devoted to it. Priorities include diversity and inclusion at all staff levels, training staff on culturally sensitive and effective pedagogy, development of curricula that centres social justice within the context of EDI, and equitable outcomes for students (not just equality of opportunity).
- Many comments highlighted the need to support students in reaching their post-secondary goals, and for preparing them for a post-covid world in regards to changes in skills and job opportunities.
- Some comments focused on improving achievement, skills, and growth pathways for underserved and marginalized students, specifically BIPOC and 2SLGBTQ+ students. Priorities include focusing on both the journey and destination and academic success outside of EQAO results, offering support to immigrant families and integration of immigrant students into the school and wider community, and a holistic approach to student success.
- Other comments focused on making Catholic or Gospel values explicit and inclusive in the MYSP; better and more varied communication with all stakeholders; investing more in facilities and a state of good repair; building community partnerships and mentorship; finding volunteer opportunities for students; providing support for staff of students with special needs; and including elementary students more in the MYSP.

SELECT PARTICIPANT QUOTES

“Covid has taken everything good about high school away.”

“The equity focus needs to be on liberation from barriers and equity of outcomes, not just on equal opportunity”

“As a parent, this is the first I've heard of or been engaged in the MYSP. Need to proactively engage parents and use MYSP as a tool to hold leadership accountable.”

“Important for the next iteration of the MYSP to be clearer and relevant.”

“Students need a safe way to report bullying or homophobic comments from peers and teachers.”

“Our TCDSB values focus on living Gospel values. These are very different from Catholic values and the difference is BIG when it comes to our 2SLGBTQ+ students.”

“Where is the commitment to educator training and professional development/support in creating equitable learning environments?”

Did we miss anything? Get in touch: josh@maximumcity.ca

WHAT'S NEXT

June 2021: Update this summary report based on additional feedback from participants

July/August 2021: Analyze & synthesize feedback from stakeholder sessions & other data sources; draft Consultation Plan

September: Report to Board, including analysis of Review and Reflect data collected & draft Consultation Plan for approval

October 2021: Consult with parents, staff, teachers and committees