

OUR MULTI-YEAR STRATEGIC PLAN

Phase One Review and Reflect Stakeholder Consultation Report

Stakeholder Group:	Trustees and Senior Staff
Meeting Date:	April 29, 2021 7-9pm
Participants:	~30 participants inc. facilitators and staff
Format (Zoom):	Opening Presentation Group Discussion & Padlet input Breakout Sessions & Share



WHAT WE ASKED

Participants were prompted with 3 questions, discussed together as a group (verbally, in the chat function, and through Padlet) and in smaller breakout sessions:

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 more concise and resonate more.

Process

- Some participants found the digital feedback tools to be a barrier. Adjustments were made in subsequent sessions.
- Some participants wanted to know more about the role of Trustees in the development process, including how they could provide additional input and lead consultations with their constituents.
- Some participants wanted an additional discussion around linking the MYSP to the Pastoral Plan, and to what degree to centre or frame the MYSP around Catholicity.

Structure

- Many comments highlighted the need to centre students more in the MYSP.
- Many comments indicated that too many goals or strategic directions dilute the focus of the MYSP, and make them hard to remember and monitor meaningfully. These comments suggested that the MYSP should be made more precise and concise, and include language that is more grounded.
- Some comments highlighted the need to make the MYSP more actionable and include clear targets, measurements and responsibilities for efficient monitoring and reporting, without the burdensome complexity of the current reporting process.
- A proposed revised structure streamlined the six pillars/strategic directions into three integrated pillars: 1) Health, Well-Being, and Faith; 2) Achievement, Skills and Growth; 3) Equity, Diversity and Inclusion, with the student at the centre and other stakeholder groups around the student.
- Some comments highlighted the need for better graphics and stronger visual identity of the MYSP, along with making it easier to find on the website.

OUR MULTI-YEAR STRATEGIC PLAN



Phase One Review and Reflect Stakeholder Consultation Report

WHAT WE HEARD (*continued*)

Content

- Many comments highlighted the need for Equity, Diversity and Inclusion to be a system-wide priority.
- Many comments highlighted the need for Mental Health & Well-Being as a priority for staff and students. This includes physical health & activity, faith & spirituality, healthy environments & facilities, belonging & social connection.
- Many comments suggested that student achievement, skills and growth should focus specifically on literacy and numeracy but also broadly on skills and competencies, including citizenship, SEL, online learning and safety, and 21st century skills and challenges such as Climate and Social Justice. Student achievement should focus on the journey and the destination.
- Many comments highlighted that two prominent challenges facing students are: (1) Environmental justice and climate change; (2) Technology and online safety (including access to technology and building skills).
- Some comments highlighted the need to centre Catholicity and Catholic values in the MYSP, along with celebrating the uniqueness of a faith-based education, specifically noting “Children of God, Walking with Christ” as an overarching priority and memorable phrase.
- Some comments focused on the need for better strategies for engaging, supporting, and communicating with parents.
- Some comments focused on the challenges facing staff around changing teaching practices and operations, and the need to provide support and professional development opportunities.
- Some comments focused on the need to build and maintain better school facilities, including modernization.
- Some comments focused on the need for engagement with Indigenous peoples, communities, practices, perspectives and realities to build awareness, mutual respect, knowledge, and shared responsibilities.

SELECT PARTICIPANT QUOTES

“Equity needs to be a focus. We need to be intentional on Equity.” | “Ensure that everyone sees themselves in the MYSP.”

“Mental health and well-being of our students - social, spiritual, emotional, physical and mental health is a priority.”

“The environment has captured the hearts and minds of our students. How do we raise them as stewards of our environment, in accordance with Laudato Si?”

“Targets can be specific and there can be “step goals” within each area of focus (and within the various parts of the organization); in the Report Back, identify who is responsible. Keep it student centered.”

“Consider goals that are aspirational & what is needed for success. This could provide greater focus & support measurement.

“All of our stakeholders need to animate the goals. How can trustees be champions of student instruction and excellence in governance?”

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