

# PIAC Working Group REPORT

<b>Working Group</b>	Strategic Planning Working Group
<b>Date</b>	27 Jan 2026
<b>Description/Objective</b>	<p>Tracks and monitors the execution and implementation of the <a href="#">PIAC Work Plan</a> throughout the year and organizes an annual strategic planning meeting for all members at the end of the school year.</p> <p><b>Plan and Work Plan</b>  <a href="#">v1.0 PIAC Strategic Plan 2025</a>  <a href="#">v1.0 PIAC Work Plan 2025</a></p> <p><b>Work Plan for each working group</b>  <b>Governance working groups</b>  <a href="#">PIAC WorkPlan StrategicPlanningWG</a>  <a href="#">PIAC WorkPlan MembershipWG</a>  <a href="#">PIAC WorkPlan OperationalEffectivenessWG</a></p> <p><b>Non-Governance working group</b>  <a href="#">PIAC WorkPlan CommunicationsWG</a>  <a href="#">PIAC WorkPlan ConsultationsWG</a>  <a href="#">PIAC WorkPlan EventsWG</a>  <a href="#">PIAC WorkPlan SchoolCouncilSupportWG</a></p>
<b>Update</b>	<p><b>Overall Focus</b></p> <ul style="list-style-type: none"> <li>● Moving PIAC from planning into implementation</li> <li>● Building shared leadership capacity</li> <li>● Supporting working groups to activate the Strategic Plan</li> </ul> <p><b>January 11 – Change Leaders Training</b></p> <ul style="list-style-type: none"> <li>● Full-day Change Leaders training with the Institute for Change Leaders</li> <li>● 30 PIAC members attended with representation from 17 wards</li> <li>● In-person, 9:00 AM–5:00 PM</li> </ul> <p><b>Training Focus Areas</b></p> <ul style="list-style-type: none"> <li>● Leadership as enabling others, not doing the work alone</li> <li>● Public narrative &amp; storytelling             <ul style="list-style-type: none"> <li>○ Story of Self, Story of Us, Story of Now</li> </ul> </li> </ul> <p><b>Relationship-building</b></p> <ul style="list-style-type: none"> <li>● One-on-one conversations for recruitment, support, and leadership development</li> </ul> <p><b>Team structure</b></p> <ul style="list-style-type: none"> <li>● Distributed leadership models</li> <li>● Sustainability and burnout prevention</li> </ul> <p><b>Strategy &amp; action</b></p> <ul style="list-style-type: none"> <li>● Turning shared resources into collective power</li> </ul>

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	<ul style="list-style-type: none"> <li>● Moving from ideas to achievable actions</li> </ul> <p><b>Outcomes</b></p> <ul style="list-style-type: none"> <li>● Highly interactive with small-group practice</li> <li>● Created a shared language, skill set, and expectations across wards and WGs</li> <li>● Key foundation for Phase 2: Delivery of the Strategic Plan</li> </ul> <p><b>January 22 – SPWG Meeting</b></p> <ul style="list-style-type: none"> <li>● Focused on implementation of the Strategic Plan</li> <li>● Confirmed SPWG’s role in supporting and tracking delivery</li> <li>● Confirmed completion of:             <ul style="list-style-type: none"> <li>○ PIAC Strategic Plan</li> <li>○ Individual Working Group Work Plans</li> </ul> </li> </ul> <p><b>Implementation Discussion</b></p> <ul style="list-style-type: none"> <li>● Reviewed four strategic goals</li> <li>● Emphasized flexibility based on volunteer capacity</li> <li>● Discussed implementation phases:             <ul style="list-style-type: none"> <li>○ Alignment</li> <li>○ Delivery</li> <li>○ Review</li> </ul> </li> <li>● Working groups responsible for prioritizing and actioning their plans</li> </ul> <p><b>Engagement &amp; Governance</b></p> <ul style="list-style-type: none"> <li>● Welcomed new members</li> <li>● Community engagement ideas discussed and aligned with existing WGs</li> <li>● Emphasized routing new ideas through current structures</li> <li>● Clarified governance processes:             <ul style="list-style-type: none"> <li>○ Motions</li> <li>○ Creation of new working groups</li> <li>○ Co-lead roles</li> </ul> </li> <li>● Mentorship and support offered to newer members</li> </ul>
<b>Motion(s)</b>	none
<b>Question(s)</b>	none
<b>Next Steps and Action items</b>	Continue supporting WGs as they move from <b>planning to action</b> Strengthen <b>cross-WG alignment</b> Use the Strategic Plan as a <b>living guide</b> <b>Next SPWG meeting:</b> Thurs, February 26 virtually at 8pm
<b>Co-lead(s)</b>	Mercy Charles Aaron Kucharczuk
<b>Working Group Members</b>	Mercy Charles, Aaron Kucharczuk, Moosa Allo, Katrina Matheson, Farheen Mahmood Members who attended the last meeting Sarah Ali, Prasanna Jagannathan, Majda Eltayan, Kaydeen Bankasingh, Rehab Aly, Aaron Kucharczuk, Vimuththan Nantheeswarar, Mercy Charles