

The Importance of the Multi-Year Strategic Plan

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The significance of having a Focus and a Foundation



Planning is actually the easier
part.

Implementation leading to
impact is much harder



The Multi-Year Strategic Plan provides parameters.

Unfortunately, we cannot say yes to everything!



- Our Mission
- Our Vision
- Our Goals



Our Mission

To enable all students to reach high levels of achievement and well-being and to acquire the knowledge, skills and values they need to become responsible, contributing members of a democratic and sustainable society.

We Value

- Each and every student's interests, strengths, passions, identities and needs
- A strong public education system
- A partnership of students, staff, family and community
- Shared leadership that builds trust, supports effective practices and enhances high expectations
- The diversity of our students, staff and our community
- The commitment and skills of our staff
- Equity, Innovation, accountability and accessibility
- Learning and working spaces that are inclusive, caring, safe, respectful and environmentally sustainable

Our Goals

Transform Student Learning
We will have high expectations for all students and provide positive, supportive learning environments. On a foundation of literacy and math, students will deal with issues such as environmental sustainability, poverty and social justice to develop compassion, empathy and problem solving skills. Students will develop an understanding of technology and the ability to build healthy relationships.

Create a Culture for Student and Staff Well-Being
We will build positive school cultures and workplaces where mental health and well-being is a priority for all staff and students. Teachers will be provided with professional learning opportunities and the tools necessary to effectively support students, schools and communities.

Provide Equity of Access to Learning Opportunities for All Students
We will ensure that all schools offer a wide range of programming that reflects the voices, choices, abilities, identities and experiences of students. We will continually review policies, procedures and practices to ensure that they promote equity, inclusion and human rights practices and enhance learning opportunities for all students.

Allocate Human and Financial Resources Strategically to Support Student Needs
We will allocate resources, renew schools, improve services and remove barriers and biases to support student achievement and accommodate the different needs of students, staff and the community.

Build Strong Relationships and Partnerships Within School Communities to Support Student Learning and Well-Being
We will strengthen relationships and continue to build partnerships among students, staff, families and communities that support student needs and improve learning and well-being. We will continue to create an environment where every voice is welcomed and has influence.

To read the full Multi-Year Strategic Plan, visit www.tdsb.on.ca/mysp




Our Vision for Learning and Service



Our Levers for Change

School Improvement,
Service Excellence,
Governance



The system sets clear direction and aligns resources (Governance)

Change happens at the school level (School Improvement)

Change happens at the department level (Service Excellence)





Multi-Year Strategic Plan

Vision for Learning

Leadership

School Improvement

Service Excellence

Governance

Transform Student Learning

- Deep Learning: Global Competencies
- Deep Learning: Mathematics
- Deep Learning: Literacy
- Early Years: Literacy & Numeracy
- Inclusion/Special Education
- Suspensions, Expulsions & Restorative Practices
- Grade 9 & 10 Academic
- Indigenous Education
- Toward Excellence in the Education of Black Students

Create a Culture for Student and Staff Well-Being

- Well-Being and Mental Health
- Staff Well-Being
- Physical Well-Being
- Student Voice

Provide Equity of Access to Learning Opportunities for All Students

- Long Term Program and Accommodation Strategy
- Policy and Procedures Related to Access
- Secondary Program
- Accessibility
- Human Rights
- Employment Equity

Allocate Human and Financial Resources Strategically to Support Student Needs

- Budget Resource Allocation
- Learning Opportunities Index
- School Budgets and Fundraising
- Equitable Distribution of Facility Resources
- Staffing Allocation

Build Strong Relationships and Partnerships Within School Communities to Support Student Learning & Well-Being

- Internal Communications
- External Communications
- Open Access to TDSB Data
- Issues Management for School and System Leaders
- Government Relations and City of Toronto Public Education Advocacy
- Community Engagement Standards

Our Actions



We are leading for impact in TDSB because we have clear direction and focus.

- Clear Expectations
- Effective Learning and Support
- Accountability

Context Matters



System Expectations from the Multi-Year Strategic Plan

- High Standards – Closed Gaps – Access
- Literacy, Numeracy and Global Competencies
- Engagement, Voice – Especially Our Students

The School Improvement Process:

Achievement
Well-Being
Driven by Equity



Challenging Streaming

Preparing the majority of students for an academic pathway.



Outcomes for Black and Indigenous Students



Our commitment to confront oppression of all kinds:

- Racism
- Anti-Black Racism
- Anti-Indigenous Racism
- Anti-Semitism
- Islamophobia
- Anti-Asian Racism
- Homophobia
- Transphobia
- Discrimination faced by those with physical and intellectual disabilities

Principles of Anti-Oppression

- Intent versus Impact
- Systems and structures drive practice AND are artefacts of values and attitudes
- There is no such thing as neutral
- Majority and minority – it is not about numbers; it is about identity
- No space is free from oppression
- Choice is the hallmark of privilege

Transformational Aspects of Our Multi-Year Strategic Plan and Our Action Plans

- Global Competencies
- Changing the trajectory of student well-being
- A renewed school improvement process and engagement of students and parents in this process
- Transforming Special Education
- Challenging streaming and ensuring access to the learning opportunities students deserve – especially in secondary school

Transformational Aspects of Our Multi-Year Strategic Plan and Our Action Plans (cont'd)

- Utilizing finite resources to improve student outcomes in achievement and well-being
- TDSB's definition of Equity:
 - Personal
 - School
 - System

Transformational Aspects of Our Multi-Year Strategic Plan and Our Action Plans (cont'd)

In a culture that pays attention to relationships and partnerships,

With a Board that directs strategic actions through effective policy leading to the development of effective procedures; and successful implementation.



Round Table Dialogues with Associate Directors



The Important Relationship
Between
The Board of Trustees
and
The Senior Team



Any Questions?



