

2023-2024 MYSP Reporting Template

Report #2 - February 27, 2024

Our Mission	With Jesus Christ as our model, we provide all students with a Catholic education rooted in equity, well-being and learning.
Our Vision	A recognized leader in Catholic education committed to inclusion, excellence and innovation that develops socially responsible global citizens.
Our Values	Catholicity Equity, Diversity and Inclusion Excellence Fiscal Responsibility, Integrity Respect

Overall Performance Summary: Status of Goals (32 Total)

Reporting Period	Action Required	Monitor	On Target	Overall	Trend
Current (Jan. 2024)	5	8	19	Monitor	➔
Previous (Nov. 2023)	7	12	13	Monitor	➔

Catholic Faith - Strategic Commitment #1

Nurture faith formation and relationships with Christ.

Strategic Goals

Goal 1.1	Foster a culture that respects and honours the human dignity of all persons that is inspired by our relationship with Christ.
Goal 1.2	Embed and prioritize the <u>Ontario Catholic School Graduate</u> expectations into all curriculum areas.
Goal 1.3	Cultivate school environments focused on spiritual growth to support Catholic faith formation and deeper faith knowledge.

Performance Summary: Status of Goals

Reporting Period	Action Required	Monitor	On Target	Overall	Trend
Current (Jan. 2024)	0	1	3	Monitor	➔
Previous (Nov. 2023)	0	1	3	Monitor	➔

SMART Goal	Prior Status	Current Status	Trend	Comment
1. At least 80% of Grade 8 students will report a satisfactory ('Agree' or 'Strongly Agree') result on the exit survey questions that assess the impact of their school and its programming on their experience at school by June 2024	➔	➔	➔	Exit survey in progress. Question #35 will be used for this SMART goal.
2. All liturgical resources will be updated and promoted on the YCDSB Religion and Family Life Google site, accessible to 100% of schools, by June 2024.	⬆	⬆	⬆	Updated liturgical resources have been embedded in the Religion and Family Life Google site.

SMART Goal	Prior Status	Current Status	Trend	Comment
3. All FDK-Grade 8 teachers will implement the Growing in Faith, Growing in Christ Religious Education Program for their students by June 2024	↑	↑	↑	School representatives have attended training sessions. The Religious Education team is available for ongoing support.
4. Before the end of June 2024, the Religious Education team will have made available a series of system-wide liturgical celebrations to foster fellowship and adult faith formation (Faith Day, Faith Ambassador Events, etc.) to 100% of schools.	↑	↑	↑	Faith development for staff continues with several additional celebrations forthcoming.

Equity and Inclusion - Strategic Commitment #2

Build and sustain an equitable, inclusive and accessible learning and working environment.

Strategic Goals

Goal 2.1	Recognize, value, integrate and celebrate the dignity and diversity of all students, staff, and Catholic school communities
Goal 2.2	Identify and eliminate barriers to equity of access, opportunity and outcomes for all, as we acknowledge that we are all created in the image of God
Goal 2.3	Actively promote, support and expect excellence for all students to achieve their God-given potential.

Performance Summary: Status of Goals

Reporting Period	Action Required	Monitor	On Target	Overall	Trend
Current (Jan. 2024)	2	3	2	Monitor	→
Previous (Nov. 2023)	3	4	0	Monitor	→

SMART Goal	Prior Status	Current Status	Trend	Comment
5. Two system wide initiatives designed to allow the voices of a group of students and staff, historically underrepresented to be heard, will be developed and implemented by June 2024.	→	↑	↑	*Truth and Reconciliation Virtual Board Presentation Orange Shirt Day (Sept.) *Black Student Leadership symposium (Feb.) *Girls in grades 9-12 will come to the CEC to learn about Skilled Trades (March)

SMART Goal	Prior Status	Current Status	Trend	Comment
6. A process for on-going data collection to inform responsive instruction and interventions will be established before June 2024 in order to align the appropriate resources and support.	↓	↓	↓	Creation of New Census Data Collection to begin.
7. The diversity of students, staff, parishes and Catholic school communities will be celebrated through bimonthly non-performative events or activities which alternate among each Family of Schools Area and the Catholic Education Centre by the end of June 2024.	↓	→	→	*Indigenous Winter Games *Reading Rainbow - various secondary schools and their feeder schools celebrate Black Authors through Black student leadership (February)
8. The number of behavioural incident student reports will be reduced by 2% by June 2024.	→	→	→	Continued collaboration with Health and Safety to extract data.
9. By June 2024 a 2% improved level of engagement and acceptance will be noted in the responses of students who within the Climate survey report that they: *feel safe, accepted and welcomed. * experience a sense of belonging and well-being *perceive that school rules are applied fairly.	→	→	→	Census pilot completed. Full implementation scheduled to start, with the Parent and Student Census, in March.

SMART Goal	Prior Status	Current Status	Trend	Comment
10. A more equitable allocation and distribution of resources that provide for the five schools that serve primarily low-income communities will be implemented by June 2024.	↓	↓	↓	*Discussions have established the need to create a York Catholic District School Board (YCDSB) steering committee to provide guidance, oversight and recommendations on addressing disproportionate outcomes for Black, Indigenous, racialized and equity-deserving groups within the school board. *A technology replacement committee has been established to consider how to ensure device equity across the system.
11. By the end of June 2024, at least one system level initiative will have been developed and implemented that eliminates barriers to equity of access, opportunity and outcomes for all.	→	↑	↑	Equity-Seeking Leadership Workshop 3-part series (February – May)

Student Achievement - Strategic Commitment #3

Enrich and improve student learning so that excellence in achievement and engagement is possible for all.

Strategic Goals

Goal 3.1	Embed culturally responsive and relevant pedagogy (CRRP) for the improvement of literacy and numeracy skills and to promote evidence-based instructional practices
Goal 3.2	Align program initiatives with the <u>global competencies</u> and future trends in education and the workforce
Goal 3.3	Offer inclusive and specialized programs that address and engage all student learner profiles

Performance Summary: Status of Goals

Reporting Period	Action Required	Monitor	On Target	Overall	Trend
Current (Jan. 2024)	0	2	10	On Target	↑
Previous (Nov. 2023)	0	4	8	Monitor	→

SMART Goal	Prior Status	Current Status	Trend	Comment
12. The percentage of grade 3 students at or above the provincial standard (levels 3 and 4) in the EQAO assessment for writing will improve from 78% to 80%.	↑	↑	↑	Improved from 78% to 79%. On pace to meet goal.
13. The percentage of secondary students successfully completing the Ontario Secondary School Literacy Test (OSSLT) will improve from 87% to 90%.	→	↑	↑	Improved from 87% to 90%. Achieved goal.

SMART Goal	Prior Status	Current Status	Trend	Comment
14. The percentage of grade 6 students at or above the provincial standard (levels 3 and 4) in the EQAO assessment for math will improve from 55% to 60%.	↑	↑	↑	Improved from 55% to 58%. On pace to meet goal.
15. The percentage of grade 9 students at or above the provincial standard (levels 3 and 4) in the EQAO assessment for math will improve from 59% to 62%.	↑	↑	↑	Improved from 60% to 68%. Achieved goal.
16. The percentage of elementary schools visiting and engaging in learning at the STREAM Centres of Excellence will be maintained at 100%.	→	↑	↑	Maintained participation at 100% (we also ensured that this engagement included the intermediate students at St. Katharine Drexel CHS and Our Lady of the Lake CHS). Achieved goal.
17. Continue to maintain high levels of completion rates (90%) in all areas of Experiential Learning (i.e., Cooperative Education, Dual Credit Programs, Ontario Youth Apprenticeship Program, Schools Within a College, and Specialist High Skills Major).	↑	↑	↑	Maintaining over 90% completion rate in all areas of Experiential Learning.

SMART Goal	Prior Status	Current Status	Trend	Comment
18. Participation in community work placements through the Pathways to EmployABILITY Program (PEP) will increase from 44 secondary students with disabilities in the 2022-2023 school year to 50 students (12% increase) who will develop transferable employability skills in order to secure paid employment opportunities after graduation.	➡	➡	➡	Although we are approaching the target number of 50, we do not expect to meet this target. As of September 2023, we amended the Criteria for Entry into the PEP program . These changes were made to ensure that students entering a work placement will do so safely and meaningfully.
19. The STAR Program, curriculum for students on alternative programs, will be available in every elementary school starting in 2023-2024.	⬆	⬆	⬆	Achieved goal.
20. The STAR Program goals and expectations will be reflected in IEPs for students on alternative programs in the areas of Literacy and Numeracy in 60% of elementary schools or 52 schools out of 86 for 2023-2024.	➡	➡	➡	The STAR Goals and Learning Strategies are included in the IEPs for students on Alternative Programs in 37 out of 86 schools, 43%. The team is providing virtual networking sessions to trained teachers in order to support the implementation of the program.

SMART Goal	Prior Status	Current Status	Trend	Comment
21. By June 2024, the frequency of training and follow-up for students with OT/PT issued SEA equipment, iPads and software will increase by at least 50% (from 2 OT visits to 4 OT visits) in order to ensure staff/student proficiency and use to access curriculum and/or alternative programming.	↑	↑	↑	Currently at an average of 3 visits per student for training and follow-up of SEA equipment.
22. By June 2024, increase the number of psychological assessments where social communication and restricted/repetitive behaviours are an area of query/concern by 50% to a total of 18.	↑	↑	↑	As of January 31, 2024, 12 assessments where social communication and restricted/repetitive behaviours are an area of query have been either completed or are in progress.
23. By June 2024, the Speech and Language Services Team will offer enhanced support to students using augmentative/alternative communication tools in order to improve their skills in the areas of face to face communication and literacy skill development	↑	↑	↑	As of January 31, 2024, the newly created AAC team has provided 473 visits in support of 204 different YCDSB students who use alternative means of communication. This team of Speech Language Pathologists offer training and capacity building/skill enhancement in the area of AAC for YCDSB educators.

Well-Being - Strategic Commitment #4

Promote and nurture the social-emotional, spiritual, and physical well-being of all members of the YCDSB.

Strategic Goals

Goal 4.1	Provide equitable access to evidence-based culturally-responsive services and resources for all.
Goal 4.2	Support ongoing individualized accommodations that support staff to perceive that their working conditions and environments are healthy, safe and inclusive.
Goal 4.3	Foster a culture of ongoing professional development to increase mental health literacy and enhance staff efficacy to improve employee engagement and support student well-being

Performance Summary: Status of Goals

Reporting Period	Action Required	Monitor	On Target	Overall	Trend
Current (Jan. 2024)	3	2	4	Monitor	➔
Previous (Nov. 2023)	4	3	2	Monitor	➔

SMART Goal	Prior Status	Current Status	Trend	Comment
24. Using data collected from the Employee Engagement and Wellness surveys, the wellness program offerings and services offered to staff during the 2023-2024 school year will reflect their requests and needs.	↓	↓	↓	Paused due to labour relation issues.
25. A further Employee Engagement Survey will be conducted during the 2023-24 school year with a 20% greater response rate.	↓	↓	↓	Paused due to labour relation issues.

SMART Goal	Prior Status	Current Status	Trend	Comment
26. During the 2023-24 school year the Employee Wellness Committee will review and revise the Terms of Reference to be more inclusive of representation from CEC and school-based staff.	➔	➔	➔	The work of the committee continues to review terms and invite new representation from the CEC and school-based staff.
27. A formal Employee Recognition Program, inclusive of all staff and labour groups, will be developed and implemented during the 2023-24 school year.	⬇	⬇	⬇	Discussions continue.
28. In conjunction with the BLDS, a workplace mental health leadership program and training plan will be developed and implemented by the end of June 2024.	⬆	⬆	⬆	Feb 20 + 22 workshops for all Principals/Vice Principals.
29. The Attendance Task Force will continue its work with recommendations provided to the senior team and Board of Trustees during the 2023-2024 school year.	⬆	⬆	⬆	Feb 20 + 22 workshops for all Principals/Vice Principals.
30. During the 2023-2024 school year at least 100 schools will have mental health ambassadors appointed and responsible for incorporating student and staff wellness into yearly planning.	➔	⬆	⬆	On target (93%) Elementary 82/88 High school - 17/17
31. By the end of June 2024, there will be a 20 % Increase in the attendance at professional development opportunities for administrators, teachers and school staff to increase mental health literacy.	➔	⬆	⬆	An additional 240 teachers attended formal PD opportunities since last report.
32. 100% of schools will embed one mental health activity per week into the regular school day during the 2023-2024 school year.	⬇	➔	➔	66% reported they have embedded an activity per week. MH lead working on this with the school's mental health ambassador.