

# WINDSOR-ESSEX CATHOLIC DISTRICT SCHOOL BOARD

## *Strategic Directions and System Priorities for Senior Administration 2021-2022*

### **Mission Statement**

In keeping with the virtues of our Catholic faith, we are called to **KNOW** every student, to **INSPIRE** them to follow the example of Jesus, and to **EMPOWER** them with the knowledge and skills they need to live purposeful, meaningful lives.

### **Vision Statement**

*Building communities of faith, hope and service*



In January 2020, the Board of Trustees for the Windsor-Essex Catholic District School Board approved its Mission Statement, a new Vision Statement, and a four year (2020-2024) Multi-Year Strategic Plan. The Multi-Year Strategic Plan revised the five foundational system priorities as follows: Our Students, Our Faith, Our Team, Our Resources and Our Community.

## *Director of Education and Executive Superintendents*

### *Our Students:*

- To continue to ensure effective strategies are aligned with those of the Ministry of Education in working toward the goals of achieving excellence, ensuring equity and promoting well-being for all students and to enhance public confidence in our Catholic education system.
- To continue to improve all initiatives relative to Student Mental Health and Well-being as critical supports to student achievement in partnership with families and community agencies.
- To continue to support our students with special education needs in an inclusionary model, while providing a safe, caring, responsive and accepting school environment in which every student can achieve to their potential.
- To continue to support students from diverse, under-represented and historically disadvantaged populations in the classrooms and in the community.
- To advance student achievement through the development and implementation of the Board Improvement Plan for Student Achievement (BIPSA), and the alignment of School Improvement Plans (SIP), with a focus on:
  - Re-engagement
  - Reading interventions
  - Implementation of the new Math curriculum (Grades 1-9)
  - Credit accumulation
- To continue to increase enrolment in secondary school programming by promoting such programs as Cooperative Education, Ontario Youth Apprenticeship Program (OYAP), Dual Credits, School Within a College (SWAC) and Specialist High Skills Major (SHSM).
- To continue to ensure academic opportunities by offering the International Baccalaureate Program (PYP, MYP and DP) as well as continued expansion of French Immersion programming within our current French Immersion sites.
- To continue to create a culture of innovation that embraces the realities of a changing world and expose students to experiential learning that is related to exciting career paths in a variety of sectors, while being ever mindful of the potential for expansion into new areas that provide even greater opportunities for students.
  - Sports Academies
  - STEM (Science, Technology, Engineering and Math)
  - Robotics/Coding
  - Construction and Masonry
  - Hospitality
- To continue to market, develop and expand the International Education Program.

## **Our Faith:**

- To continue to enhance our distinctive Catholic education system by providing meaningful and ongoing Catholic faith formation for all students and employees by building positive relationships with families, parishes, our local Bishops, Deaneries and the broader Catholic Christian community in support of Catholic Education.
- To continue to cultivate a holistic environment that focuses on the academic and spiritual growth of both staff and students by celebrating service to the community through faith development programs such as “Our Journey to Holiness”, staff formation and retreat opportunities.
- To look for opportunities to celebrate our successes in the areas of Faith Development and Social Justice in both our Catholic Community and the entire Windsor-Essex region to affirm our mandate as stewards of Catholic education.
- To continue to embrace and reinforce the Ontario Catholic School Graduate Expectations as the desired outcomes for all of our students as they pursue educational excellence.
- To continue to enhance and support inclusionary practice and provide opportunities to engage in social justice experiences for all students and staff through diverse programming as an expression of faith in action.
- To continue to work with all of our partners to foster a welcoming Christian environment for all who choose Catholic education.

## **Our Team:**

- To continue to support the Board’s Mission, Priorities and Goals with an emphasis on student achievement and faith development through strategic leadership and service delivery in order that all may realize their full potential.
- To continue the development of succession plans to ensure the achievement of top performance by offering mentoring programs to enhance leadership competencies and maintain the long-term competitive advantage of the Board.
- To continue with ongoing support of professional development for all employees through training, mentoring and sharing best practices in order to enrich the educational experiences of all of our students, especially in the areas of Early Years, Literacy, Numeracy and Student Success.
- To demonstrate ongoing commitment to Employee Wellness and Health and Safety Programs towards creating a working environment that supports the physical, spiritual and social well-being of employees.
- To support policies and initiate practices that promote employee integrity, respect in the workplace, performance excellence, accountability, diversity and inclusion.
- To continue to work with all employee groups in administering collective agreements and employment contracts.

## **Our Resources:**

- To establish a multi-year Financial Plan that provides for a budget that is balanced with available resources.
- To continue to strengthen policies and processes in order to ensure sustainable financial stability.
- To promote positive learning and working environments for students and staff by directing resources that support student achievement, safety and well-being.
- To dedicate resources to further the use of advanced technology in our schools to foster creativity and empower student learning in an ever- changing environment.
- To maintain an effective and efficient operation that provides high quality schools and learning environments in the face of increasing regulatory changes, competing costs, aging buildings and funding challenges.
- To promote ongoing initiatives to reduce energy usage and to enhance environmental sustainability throughout the Board's facilities.
- To plan and promote improved accessibility at all sites to position the Board to achieve compliance with the Accessibility for Ontarians with Disabilities Act (2025), while continuing the practice of identifying, removing and preventing barriers to people who work, learn and participate in the Windsor-Essex Catholic District School Board Community including students, staff, parents, guardians and visitors.

## **Our Community:**

- To strengthen our Catholic partnerships with local Parishes, Windsor-Essex Deaneries and other Catholic organizations in order to support faith formation opportunities for students and staff.
- To continue to enhance public engagement through the Parent Involvement Committee and the Catholic School Advisory Councils.
- To enhance accountability, transparency and public confidence through the ongoing implementation of our Communications Policy.
- To strengthen partnerships through the EarlyON Child and Family Centres, Child Care Providers, Focus on Youth and Summer Learning Programs in order to build a strong foundation for learning for students and their families.
- To support partnerships with service providers as a proactive measure to building inclusive school climates that focus on developing healthy and respectful relationships throughout the whole school and surrounding community.
- To continue to work collaboratively with community providers who support students and their families with mental health and well-being, medical and /or physical and therapeutic needs.
- To explore opportunities with business, industry, government and academia to create exciting experiences for students in the areas of Innovation and Entrepreneurship, STEM (Science, Technology, Engineering and Math), Sports and Skilled Trades.

***Emelda Byrne***

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