



# 2011–2015 OCDSB Strategy Map



## Public Education: *Doing it W.E.L.L.*

### Vision for 2015

The OCDSB is a dynamic, creative learning organization that fosters the achievement, well-being, and dignity of every student. As a global leader in public education, we:

1. *Inspire* educational excellence in our schools, which are important community hubs reflecting local needs;
2. *Provide* equity of access to programs and pathways for all students;
3. *Raise* the overall achievement level and close the achievement gap through the equitable allocation of available resources;
4. *Implement* a comprehensive framework for student well-being;
5. *Engage* students, staff and parents in the learning process, encouraging the full potential of every student;
6. *Provide* an inspiring place to work that attracts, retains, nurtures, values, and engages our employees;
7. *Model* outstanding governance, leadership, and citizenship; and
8. *Draw* from, and contribute to, the talent and rich diversity of the Ottawa community.

### Objectives for 2015

How we will know we have achieved our vision:

1. The 90% graduation rate goal is on track to be met by, or in advance of the 2020 target.
2. The Board is meeting annual targets for student achievement results established in the Board Improvement Plan, that exceed provincial results, on average, by 5% and reduce the gaps for identified sub-groups.
3. All school Improvement Plans are developed in partnership with the school community and establish targets for student achievement and well-being, in alignment with the Board Improvement Plan and student well-being framework.
4. The District has a framework for student well-being, including measures and indicators of success and attains annual targets for improvement to services and supports for student well-being.
5. All of our schools have active community partnership programs that support the school as a community hub.
6. Full-day kindergarten is offered in all of our schools, supported by vibrant extended day programs.
7. All students have equitable access to a choice of high-quality programs.
8. The school climate survey results indicate improvement in students' level of comfort and safety at school.
9. The school district is recognized as a top employer in the community.
10. The District has a clear and commonly understood governance framework and an efficient and effective decision-making process.

### Mission

Our mission is educating for success — inspiring learning and building citizenship, using the pillars of well-being, engagement, leadership, and learning to support and inspire students and staff by:

1. Promoting student and staff well-being to support their physical, emotional, and mental health;
2. Developing a culture in which all people are welcome and challenged to be creative and contributing members; feel valued and respected, and where the success and creativity of our District is recognized and celebrated;
3. Enhancing leadership and governance capacities and practices that demonstrate our District, and its representatives as models of good character and effective community partners; and
4. Improving student achievement through focused instructional practice, effective use of data and strategies that challenge all schools to make significant gains in student achievement no matter where they start.

## 4 Key Priority Areas W.E.L.L.



### W ell-being

- WB1. Enhance safe, caring and respectful learning, and working environments.
- WB2. Create a framework for student and staff well-being that recognizes the mental, physical, and emotional health of students and staff.
- WB3. In collaboration with community partners, develop specific strategies to further the cultural proficiency of the school district in terms of inclusive and accessible practices and a workplace representative of the community we serve.
- WB4. Nurture an emotionally intelligent organizational culture that recognizes and supports innovation, productivity and employee wellness.



### E ngagement

- EN1. Enhance parental engagement and outreach to all parents.
- EN2. Create a framework for and initiate effective partnerships with organizations that enrich our schools as community hubs.
- EN3. Encourage broad community engagement in school and District initiatives.
- EN4. Develop a strategy that supports and encourages engagement in provincial, national, and international initiatives to encourage organizational learning and global citizenship.



### L eadership

- LD1. Implement sound governance structures and practices.
- LD2. Develop specific strategies for leadership development and succession planning with a focus on developing emotionally intelligent leaders who foster innovation, collaboration, and the celebration of success.
- LD3. Enhance our risk management culture, focusing on effective financial, information, and human resources management practices, and internal audit controls.
- LD4. Encourage and support student leadership and citizenship to promote global competencies.



### L earning

- LN1. Enhance instructional practice to encourage and support critical and creative thinking skills.
- LN2. Maintain a cyclical program development, monitoring and review framework to improve equity of access to programs, pathways, and services for all students.
- LN3. Use student survey data to identify and understand groups that require additional services and supports.
- LN4. Develop an organizational culture that is committed to lifelong learning.