



Strategy in Action “Realizing our Capacity”

1. **Board Mission Statement** → gives direction and purpose to our work

2. **Realizing Our Capacity** → reflects our Mission in Huron-Perth Catholic

We will **Realize Our Capacity** through concentrated and precise focus on the **Core Strategy** in both themes- Growing as a Whole Person and Service Excellence.

Growing as a Whole Person - Core Strategy-Our Core Literacy Strategy, including Mathematical Literacy, demonstrates in text and visual form, how all of our work has a singular focus on increasing all students' achievement.

Service Excellence - Core Strategy-Our operational services leverage all resources to support student success. Policies are translated into efficient cross functional processes designed to collaboratively achieve needed qualitative and quantitative outcomes.

3. **Our Strategy** → the work and focus to “Realize our Capacity”

Our Strategy is grounded in “cause and affect”...if we develop and support our structure, culture and skills, if we remain focused on specific actions and leverage our resources to do this, we will achieve our outcomes.

Our success is dependent on working with Cross Functional Teams, relationship building and collaboration to meet our Student Outcomes through these Key Enablers and Core Processes.

- > **Key Enablers** - To excel in the Core Process, we determine what key strengths we need to have in structure and systems, culture and skill
- > **Core Processes** - To achieve our Student Outcomes and our School Service Outcomes, we determine the main processes at which we must excel across the Board

4. **Our Celebration** → our persistent and strategic hard work as a Catholic community to achieve our outcomes for all students.

GROWING AS A WHOLE PERSON

Our Student Achievement Targets:

* By June 2011, 74% of boys will achieve Level 3 or 4 in grade 9 English.

* By June 2011, 58% of students taking grade 9 applied Math will achieve Level 3 or 4 on the EQAO grade 9 Math test.

* By June 2011, 80% of SK students, 80% of grade 1 students and 85% of grade 2 students will be at the appropriate reading benchmark as measured by the DRA.

* By June 2011, there will be a 15% increase in junior boys' achievement at Level 3 or 4 in Writing scores as measured by June report card data.

* By June 2011, of students on an IEP, 65% will achieve Level 3 or 4 in Reading, 65% will Level 3 or 4 in Writing and 70% will achieve Level 3 or 4 in Number Sense and Numeration based on June 2011 report card data.

GROWING AS A WHOLE PERSON (cont'd)

Our Strategies to Achieve our Targets:

1. All teachers are participating in job-embedded learning sessions, driven by student learning needs, that include analysis of student work, teacher learning around the strategy(ies) they are committing to, and discussion of progress toward the SMART goal(s).
2. Classroom teachers collaborate with system resource teachers to implement a coaching model to support student learning needs.
3. A variety of valid and reliable assessment data is used by students and teachers to continuously monitor learning, to inform instruction and assessment and to determine next steps.
4. Evidence of student work indicates that:
 - * learning is authentic, relevant, meaningful and 21st Century;
 - * learning goals, success criteria, descriptive feedback support student achievement;
 - * self assessment is used regularly by students to monitor their progress toward learning goals from the Ontario Catholic Graduate Expectations, the Ontario Curriculum and/or the IEP.

SERVICE EXCELLENCE

Our Service Targets:

- * Best practices identified in the Ministry's Operational Review are sustained and/or enhanced.
- * Recommendations made in the Operational Review are prioritized and implemented as required.
- * A Service Committee is established to develop a better understanding, and enhanced communication about service excellence.
- * New accountability measures of the Ministry of Education will be implemented, including: expense and procurement directives, Audit Committee and Internal Audit.

Our Strategies to Achieve our Targets:

1. The Business team will review Operational Review recommendations to determine those that will have the greatest impact on accountability and student achievement. Provincial best practices to address those recommendations will be adopted by our board.
2. The Business team and the Service Committee will build system-wide capacity through ongoing meetings to better understand and address the needs of delivering service excellence.
3. The Business team will participate in meetings and training sessions regarding new accountability measures, and will ensure that accountability and reporting allows for adequate review and reflection
4. A policy for timely review and revision of board policies will be adopted and implemented.