

WINDSOR-ESSEX CATHOLIC DISTRICT SCHOOL BOARD

Strategic Directions and System Priorities for Senior Administration 2022-2023

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 continue to implement health and safety measures in schools that promote a respectful, welcoming and inclusive environment for all individuals who choose to use personal protective equipment (PPE).
- To advance student achievement through the development and implementation of the Board Improvement and Equity Plan (BIEP), and the alignment of School Improvement and Equity Plans (SIEP), with a focus on:
 - Student Achievement
 - Human Rights and Equity
 - Mental Health, Well-Being and Engagement
 - Transitions and Pathways
 - Catholic Faith Formation
- To continue to provide diverse opportunities for student learning through programs such 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 French Immersion programming.
- 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
- To continue to market, develop and expand the International Education Program.

Our Faith:

- To continue to enhance our distinctive Catholic education system and build positive relationships with families, parishes, our local Bishops, Deaneries and the broader Catholic Christian community in support of Catholic Education.
- To continue the cultivation of holistic school environments that focus on the well-being, academic and spiritual growth of both staff and students, and to provide meaningful and ongoing opportunities for Catholic faith formation.
- To continue the affirmation of our mandate as stewards of Catholic education and to celebrate our success in the areas of Faith Development and Social Justice in both our Catholic Community and the entire Windsor-Essex region.
- To continue to teach and exemplify 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 practices and provide opportunities to engage in social justice experiences 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.
- To continue with ongoing support of professional development for all employees through training, mentoring and sharing best practices in order to support the mental health and well-being of all of our students and to enrich their educational experiences to improve student achievement.
- 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 and accountability.
- To continue to adhere to equitable hiring, employment and promotion practices in order to foster an inclusive and diverse workplace.
- 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 continue to implement 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.
- Utilize long term enrolment projections and comprehensive accommodation plans to maximize efficiency of facility use and programming.

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 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 early childhood development, 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.

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