

BOARD REPORT

Title:	MYSP Committee Update
Contact:	Trustee Steer, Trustee Learn
Date Submitted:	Feb 16, 2021
Mandate:	Completion of a Multi-Year Strategic Plan
Rationale:	<p>Ensure the completion of the comprehensive Multi-year Strategic Plan through the completion of goal setting collaborative work in each of the priority areas: excellence in teaching and learning, excellence in innovation, excellence in relationships, excellence in communication.</p> <p>Action planning is taking place in the interest of, but not limited to, excellence in teaching and learning, alignment of finance and resources to student achievement and wellbeing, increasing broad band and IT resources for students and staff and human resources board office reorganization resulting in key role analysis and the appropriate appointment and alignment of key roles necessary to maintain structure and organizational practice.</p> <p>Ensure that the work of every action plan has a direct line of sight to the highest intentions of the organization, All NNDSB goals should link to the vision, mission and values of the Multi-Year Strategic Plan.</p>
Timeline:	On track with the MYSP Road map-see attached. There have been delays due to COVID-19 directives and a switch in gears that has caused an “all hands on deck” environment to ensure student achievement and wellbeing.
December 2020	Creation of aligned process whereby Board Improvement Plans for Student Achievement and Wellbeing and School Improvement Plans for Student Achievement and Wellbeing are aligned to the goals of the Multi-Year Strategic Plan.
January 2021	<p>The MYSP board team prepared to facilitate the distribution of templates created for department planning aligned to the MYSP /BIPSAWB. Templates ensure departmental, board improvement and school Improvement planning that support the creation of smart goals (specific, measurable, achievable, realistic, time bound,) Progress will be monitored and evidence informed adjustments will be made as appropriate.</p> <p>This process takes collaborative mindful planning over several sessions between and amongst all departments. This will ensure to ensure alignment of all action plans to the board priorities within the MYSP.</p>
February 2021	It was determined in January, in discussion with the MYSP committee that there should be more clarity around the complex processes in place to ensure the alignment of all Board goals to the overarching MYSP plan. The MYSP alignment graphic- attached was created to provide visual

representation and further explanation of the complex processes at play in MYSP/BIPSAWB/SIPSAWB/DIPSAWB alignment. The circular graphic is meant to support understanding of where every department every staff member in the organization plays a role in working toward the core purpose of student achievement and wellbeing which sits at the nucleus of the circle. Each circle is a representation of the work and process toward meeting this core purpose, beginning with the Trustees and Director in the outer circle setting the overarching priorities for excellence represented in the second ring. Moving inward the next circle represents the organizational processes that occur to support the inner circle of system staff and staff in schools who directly affect student achievement and wellbeing on a daily basis. The graphic demonstrates the collaborative processes that must occur in and amongst departments to ensure that our core purpose is met. The latest draft was completed Jan 31st and presented to committee Feb 11, 2021. It will be posted to the MYSP page of the NNDSB website.

The MYSP board team created planning tools that allowed for easier comprehension of the alignment process and supported the planning of each department, HR, Business/Finance, IT, Communications, Program, Facilities aligned to the MYSP /BIPSAWB/SIPSAWB/DIPSAWB process. Templates ensure departmental, board improvement and school Improvement planning that support the creation of smart goals (specific, measurable, achievable, realistic, time bound,) Progress will be monitored and evidence informed adjustments will be made as appropriate.

This process takes collaborative mindful planning over several sessions between and amongst all departments, this will ensure to ensure alignment of all action plans to the board priorities within the MYSP. Planning began with the Program Department taking the lead. Feb 3rd it was determined that with a few final tweaks, the team was ready to bring templates to the Program team in order to facilitate the building of the BIPSAWB which must be submitted to Ministry upon completion. The date of this collaborative session has not been set as of Feb 12 but will take place in February.

Department planning, which compliments the MYSP is slated to begin in late February, early march after Ramsay Partners has engaged in collaborative sessions to redefine board office department roles and task performance in addressing operational gaps. Teams must feel settled in their role definitions before engaging in collaborative plans which ask them to see their place in the work toward those goals.

Next Steps:

The Director's office will bring forward a progress update to the Board MYSP Committee Thursday March 16, 2021 to provide a progress update toward next steps.