

BOARD REPORT

Title:	MYSP Committee Update
Contact:	Committee Chair Steer
Date Submitted:	March 9, 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. 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	<p>The MYSP alignment graphic was completed Jan 31. to provide visual representation and further explanation of the complex processes at play in MYSP/BIPSAWB/SIPSAWB/DIPSAWB alignment. It presented to MYSP committee Feb 11 and to board Feb 16, 2021. Each circle is a representation of the work and process toward meeting the core purpose of student achievement and wellbeing.</p> <p>The MYSP board team is currently using the planning tools that allow for easier comprehension of the alignment process to complete the BIPSAWB. Meetings held Feb 18, and March 5 with refinement work by the core team between meetings.</p>
March 2021	The board team working on the BIPSAWB met with the executive team and the system principals to refine the BIPSAWB. The system team had refined the SIPSAWB template to better support principals with understanding how to plan to ensure school goals aligned to the MYSP priorities.

	<p>Feedback provided by this larger group has informed the smaller team that it is necessary to further refine the BIPDSAWB to include more specific process (action) goals to the established Objectives. Planning is behind established projections but the necessary changes must occur in this essential piece of the larger alignment puzzle. Despite these delays in the planning stages, NNDSB should still be able to meet projected schedules.</p> <p>It was determined that the Board department Managers will need to build capacity prior to engaging in planning that aligns to the MYSP. This kind of planning has historically not occurred and must be taught. The MYSP board leads will support this learning and continue to support the planning of each department, HR, Business/Finance, IT, Communications, Program, Facilities aligned to the MYSP in late March and will ensure 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>As stated in February, this process takes collaborative mindful planning over several sessions between and amongst all departments to ensure alignment of all action plans to the board priorities within the MYSP.</p> <p>Department planning, which complements the MYSP is slated to begin in late 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.</p>
<p>Next Steps:</p>	<p>The Director 's office will bring forward a progress update to the Board via the MYSP Committee on Tuesday, March 16, 2021, towards next steps.</p>