

MULTI-YEAR
Strategic Plan
2020-2025



Nurturing

Learning

Protecting

Believing



RATIONALE:



The Catholic District School Board of Eastern Ontario is a Catholic educational institution comprised of students, families, staff, parishes, and community members whose voices are consulted, celebrated, and encompassed through our Strategic Plan for 2020-2025.

We pray that our heart, mind, body, and soul are one as we journey together:

**God of mercy and wisdom we give you praise.
You have given us many gifts
so that we may do Your will and
proclaim and celebrate our Catholic faith.
Nurture Your life in our hearts, minds, bodies and souls
so that we may grow in faith, live in hope, and learn in love.
Transform this world in Your image
that it might be a world of justice and peace.
Grant that we may learn and grow together in Christ
who lives and reigns with You in the unity of the Holy Spirit,
One God, forever and ever.
Amen**

Cultivating the heart, mind, body, and soul is the foundation of the strategic plan, and each of these components are carefully woven into the fabric of its mission. The plan is anchored by four tenets: believing, protecting, learning, and nurturing. Foremost, the tenet of believing responds to the universal human hunger to know and foster an intimate relationship with God. Protecting calls us to act wisely and justly in promoting actions that ensure the protection of God's creation. We show our respect for our Creator through stewardship of creation. The tenet of learning acknowledges our commitment to support all students and staff on their faith and learning journey with Christ. Finally, the tenet of nurturing reflects our priority of creating welcoming, Christ-centered communities that foster safe, loving, and inclusive learning for all members of our Catholic school families.

Found on the top of each page of our Strategic Plan is a symbolic representation of the inter-connectedness of our school, parish, home, and greater community partnerships.



CATHOLIC GRADUATE EXPECTATION #1:

A discerning believer formed in the Catholic Faith community who celebrates the signs and sacred mystery of God's presence through word, sacrament, prayer, forgiveness, reflection, and moral living.

DESCRIPTOR:

At the CDSBEO, the tenet of believing responds to the universal human yearning to believe in God and foster that desire by bringing the practice of learning to life through both belief in the teachings of our Catholic faith, as well as actions that allow our faith to be lived out through Catholic traditions and practices, including social justice, community outreach, devotions, and liturgies. Our commitment to faith and belief supports our students in their journey to grow in belief in God and themselves and, ultimately, embody the Catholic Graduate Expectations as we walk together with them on their journey through Catholic education.



PRIORITIES:

- Continue to build on community partnerships and positive perceptions of our Catholic school board through explicit Catholic practices, teachings, and beliefs.
- Interweave our board theme to guide and support our daily interactions with one another and inform the positive ways that we relate to each other, the community, and the world as a whole.
- Ensure the delivery of quality Religious and Family Life Education and Catholic Character Development Curriculum throughout the Board.
- Provide the essential resources for school communities to fully explore and bring to life the seasons of the liturgical year.
- Continue to use Catholic Professional Learning Communities to support student learning and achievement, and the faith development of all staff.
- Nurture the home-school-parish triad for the mutual benefit of students, families, staff, clergy, parishioners, and the broader community.
- Foster an environment where an awareness of cultural, economic, and spiritual differences are embraced and an understanding of differences is celebrated, knowing that we are all children of God, created in God's image.



Protecting



CATHOLIC GRADUATE EXPECTATION #5:

A collaborative contributor who finds meaning, dignity and vocation in work which respects the rights of all and contributes to the common good.

CATHOLIC GRADUATE EXPECTATION #7:

A responsible citizen who gives witness to Catholic social teaching by promoting peace, justice, and the sacredness of human life.

DESCRIPTOR:

At the CDSBEO, the tenet of protecting calls us to act wisely by promoting actions that ensure the protection of God's creation. We show our respect for our Creator through stewardship of creation. We are called to live responsibly by caring for our bodies and by acting in an environmentally ethical way. We are challenged to protect the world for future generations.



PRIORITIES:

- Foster participation in environmental initiatives (waste free lunch, Earth Hour, community clean up).
- Promote EcoSchools Certification for each school.
- Develop solutions to complex environmental, social, and economic issues to support each school community.
- Remove barriers for students of all ethnic and cultural backgrounds, students who are marginalized, as well as students who identify as LGBTQ+ and Two-Spirit, in order for every learner to have an equal opportunity to succeed.
- Identify and eliminate racism by assessing and monitoring organizational structures, policies, programs, practices, and attitudes to ensure that they are fair and equitable for all members of the CDSBEO community.
- Deepen school participation in school breakfast programs and food drives.
- Foster safe learning environments that ensure the mental and physical health of our students as a priority.
- Inquire, collect, and analyze data to inform necessary supports for student learning, mental health and well-being.
- Set priorities for the use of fiscal resources which are consistent with the Board's Vision and Mission statements, and comply with the Ministry of Education's mandates, regulations, and guidelines.
- Provide transparency and accountability regarding the allocation of resources through the internal and external audit committees, and through the provision of financial reports to the Board three times per year.



Learning



CATHOLIC GRADUATE EXPECTATION #2:

An effective communicator who speaks, writes, and listens honestly and sensitively, responding critically in light of gospel values.

CATHOLIC GRADUATE EXPECTATION #3:

A reflective, creative, and holistic thinker who solves problems and makes responsible decisions with an informed moral conscience for the common good.

CATHOLIC GRADUATE EXPECTATION #4:

A self-directed, responsible, lifelong learner who develops and demonstrates their God-given potential.

DESCRIPTOR:

At the CDSBEO, the tenet of learning acknowledges our commitment to support all students on their faith and learning journey with Christ. We believe that everyone has the capacity to learn and to play a unique and valuable role in the community beyond the classroom. We provide diverse opportunities for learning and prepare our students for a challenging and ever-changing world. We embrace learning with a growth-mindset rooted in Christ through heart, mind, body, and soul.



PRIORITIES:

- Ensure the permeation of insightful Religious and Family Life Education and Catholic Virtue teachings in all curriculum throughout the Board.
- Provide opportunities for learners to explore diverse viewpoints and voices with a special emphasis on marginalized and Indigenous voices.
- Build awareness and understanding around First Nation, Métis and Inuit history, perspective, and culture.
- Develop the 21st century competencies: Creativity and Innovation, Collaboration, Communication, Critical Thinking.
- Develop ethical entrepreneurial skills including leadership, initiative, and imagination.
- Engage in collaborative work focused on student learning and achievement through reflection, dialogue, and inquiry.
- Model appropriate problem-solving strategies and provide students with multiple opportunities to apply their learning, so that students engage in meaningful discourse and activities that are authentic and relevant to daily life.
- Deepen the focus on universal design for learning and differentiated instruction to meet the learning needs of all students and increase critical thinking skills.
- Practice our shared belief that all students can reach their potential given sufficient support.
- Foster the mental health and well-being of students through explicitly teaching social-emotional learning, empathy, and self-regulation.



CATHOLIC GRADUATE EXPECTATION #6:

A caring family member who attends to family, school, parish, and the wider community.

CATHOLIC GRADUATE EXPECTATION #7:

A responsible citizen who gives witness to Catholic social teaching by promoting peace, justice, and the sacredness of human life.

DESCRIPTOR:

At the CDSBEO, the tenet of nurturing reflects our priority of creating welcoming, Christ-centered communities that foster safe, loving, and inclusive learning for all members of our Catholic schools. At the heart of our vision, we support the God-given dignity and worth of every person. We deeply feel the need for social and emotional well-being for all of us as we promote resiliency, achievement, and success.



PRIORITIES:

- Value and nurture the opportunity for equity and inclusion through prayer, solidarity, relationship-building, and actions that promote the principles of Catholic Social Teachings to create just, peaceful, and compassionate communities.
- Value the importance of open and honest communication to increase the awareness of, and active participation in, Catholic education.
- Respond to stakeholder voices through groups such as Special Education Advisory Committee, Indigenous Education Advisory Committee, Parent Involvement Committee, and Catholic School Councils.
- Value the importance of community partnerships in maintaining and fostering well-being and achievement.
- Provide environments for students to explore and engage in inquiry-based learning opportunities to spark wonder and awe, and engagement in learning.
- Foster student curiosity and well-being to create and promote a culture that is responsive to student voice, builds on student confidence, and ensures student engagement.
- Build strong relationships and nurture mental health and well-being for all members of the school community.
- Allow opportunities for parents/guardians to provide feedback for school improvement.