



Multi-Year Strategic Plan 2020-2025

Priority #2 – Equity and Well-Being Index - Scorecard

Priority #2	Equity and Well-Being	Key Results Tracking			
		Midterm 20/21	Final 20/21	Midterm 21/22	Final 21/22
Strategic Direction #1	Promote a culture of equity in ALCDSD.				
Goal #1	Provide equitable access to learning opportunities that honour the unique and diverse needs of all students.				
Action #1	Build capacity in Equity and Inclusive Anti-oppression Education and Safe and Caring Catholic Schools for all members of the ALCDSD community.				
Strategy/Key Result #1	Launch and implement the ALCDSD Equity Plan.			0.2	0.2
Strategy/Key Result #2	Professional Development that aligns with the Equity Plan priorities will be planned and implemented.			0.2	0.2
Strategy/Key Result	Create an equity plan to encompass equity goals in all departments. Set the stage for its implementation. Develop monitoring tool for staff and school principals. (Implemented 20/21)	0.3	0.6		
Action #2	Develop a consistent board-wide response to the Truth and Reconciliation Commission's Calls to Action that is reflected in each school's School Improvement Plan for Student Achievement and Well-being (SIPSAW).				
Strategy/Key Result #1	In response to the TRC's Calls to Action, continue to motivate, execute and improve Indigenous education programs that build capacity in local Indigenous histories, cultures, perspectives, and contributions through consultation with cultural advisors and educators' feedback, working towards community involvement, and focused on student well-being and success.			0.7	0.8
Strategy/Key Result #2	Continue to develop and establish the ALCDSD Indigenous Education Advisory Committee (IEAC).			0.8	0.9
Strategy/Key Result #3	Expand and update current Aboriginal Self-Identification Policy.			0.6	0.6
Strategy/Key Result #4	Expand professional development and resource access for all Indigenous Education (NBE) credits, and First Nations, Metis, and Inuit (FNMI) courses in the Secondary panel, building capacity through consistent consultation with cultural advisors, and providing opportunities for collaboration and sharing amongst educators.			0.6	0.8
Strategy/Key Result #5	Identify and plan teacher training to support goals in school SIPSAWs.	0.6	0.6	0.5	0.8
Strategy/Key Result	"Build student capacity for intercultural understanding, empathy, and mutual respect" through meaningful and relevant educational programs that are delivered uniformly and equitably (Truth and Reconciliation Commission of Canada (TRC)). (Fully Implemented 20/21)	0.7	0.8		
Action #3	Increase school leader and educator capacity to address specific individual student needs.				
Strategy/Key Result #1	Application Specialists will train in every Grade 4 classroom (students, educators, and parents) in using the Office365 platform and accessibility tools to support their learning.			0.5	0.9
Strategy/Key Result #2	Implement training series for targeted reading intervention programs K-8.			0.5	0.6

Our Mission: The ALCDSD builds faith-filled learning communities where each member is loved, inspired and successful.



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Strategy/Key Result #3	Expand our tiered intervention model to include Occupational Therapy and Applied Behaviour Analysis services in our schools to apply a transdisciplinary approach to support students with complex needs.			0.5	1.0
Strategy/Key Result #4	Develop a Special Education Part One course for ALCDSB teachers.			0.5	1.0
Strategy/Key Result #5	Update the Educational Assistant (EA) Allocation Process to improve accuracy and transparency in the equitable distribution of human resources.			0.5	1.0
Strategy/Key Result #6	Build staff capacity (awareness and knowledge) related to foundational mental health promotion practices (Welcome, Include, Understand, Promote, Partner), Intentional and Integrated Social Emotional Learning (SEL) and Mental Health literacy skill building, classroom support strategies, positive mental health and addictions and substance use, how to recognize early signs of difficulty and how to get supports both within ALCDSB and pathways to community supports.	0.5	0.7	0.5	0.8
Strategy/Key Result	Build educator competency and understanding in supporting students with special needs through professional development opportunities (ASD AQ Course, Safety in Numbers Initiative, Social Skill Development Program, Mindful Educators Training). (Fully Implemented 20/21)	0.7	0.9		
Strategy/Key Result	Review Tiered Intervention model for therapy services (Occupational, Physical, Speech and Language) delivered in schools. (Fully Implemented 20/21)	0.9	0.9		

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Strategic Direction #2	Create conditions that support the spiritual, intellectual, emotional, and physical well-being of all members of the ALCDSB community.				
Goal #1	All ALCDSB spaces will reflect our commitment to belonging, safety, and human growth and development.				
Action #1	Create conditions for all members of ALCDSB to recognize, understand, and apply social-emotional learning and mental health skills in all areas of their lives.				
Strategy/Key Result #1	Create opportunities for student Mental Health and Addictions engagement and leadership in classrooms, across school communities and at system level.	0.5	0.5	0.5	0.8
Strategy/Key Result #2	Utilize MDI, EDI, and Compass survey data to address student-identified gaps in overall health and well-being through SIPSAWs.	0.4	0.7	0.5	0.8
Strategy/Key Result #3	Create an ALCDSB Youth Advisory Group that will meet quarterly to highlight student perspectives on mental health, addiction, and well-being practices in schools.			0.0	0.0
Strategy/Key Result	Implement the final year of the existing Mental Health, Addictions, and Well-being Strategy (MHAWS). (Fully Implemented 20/21)	0.6	0.9		
Strategy/Key Result	Build staff competency and understanding of self-care and supporting positive well-being for all students using a multi-tiered system of support. (Fully Implemented 20/21)	0.5	0.9		

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Strategy/Key Result	Engage parents and guardians on positive mental health and addictions and substance use and abuse. (Fully Implemented 20/21)	0.6	0.8	
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Our Vision: We imagine a world where all are empowered to reach their full potential through faith and service.

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