



Policy: Strategic Plan, Mission, Vision, and Values

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1.0 Strategic Plan

- 1.1 The Superior North Catholic District School Board will create a 5-year multi-year Strategic Plan. The Strategic Plan may be reviewed/renewed at any time within the 5 years or at the end of the fifth year.

2.0 Mission

- 2.1 To ensure an authentic Catholic Education for all with a commitment to gospel values in a culture of leading and learning through the following aspects:
 - 2.1.1 Inquiry - Ask positively powerful questions.
 - 2.1.2 Illumination - Bring out the best of people and situations.
 - 2.1.3 Inclusion - Engage with people to co-author the future.

- 2.1.4 Inspiration - Awaken the creative spirit.
- 2.1.5 Integrity - Make choices for the good of the whole.

(Credit for the five "I's" listed above comes from the book, *Appreciative Leadership: Focus on What Works to Drive Winning Performance and Build a Thriving Organization* by Diana Whitney)

3.0 Vision

- 3.1 Destination: Renewal is a shared vision:
 - 3.1.1 The Renewals, Goals, and Priorities are the result of a comprehensive consultation process.
 - 3.1.2 Over the next five years, the Board will continue to grow as individuals, as schools, and as a system. *Destination: Renewal* is the design and direction for that growth.
 - 3.1.3 The Board will continue to be a spiritual community of learners who celebrate diversity and bear witness to Catholic values. The motto continues to be: Together We Educate Heart, Mind, and Soul.
 - 3.1.4 The Board ensures authentic Catholic Education to all through a commitment to gospel values, active partnerships and the celebration of excellence.

4.0 Values

- 4.1 Pope Francis' words exemplify the Board's values in the following statement:
 - 4.1.1 "Among us, who is above must be in service of the others. This doesn't mean we have to wash each other's feet every day, but we must help one another."
- 4.2 In addition, the following values are woven through the Board's strategic plan and daily goals:
 - 4.2.1 The presence of God in each person.
 - 4.2.2 An inclusive Catholic culture that instills compassion, hope, integrity and

respect.

4.2.3 Staff and students' spiritual development.

4.2.4 Student success.

4.3 Effective Strategic Planning:

4.3.1 Is motivated by a deep commitment to children and guided by our Mission, Vision and Values.

4.3.2 The strategic multi-year plan is built on system strengths, successes and best practices.

4.3.3 It will be shaped by open and sincere dialogue and consultation, which is nurtured in an atmosphere of mutual trust and respect, and conducted in an atmosphere that reflects the basic values and beliefs of a Christian community.

4.3.4 It is designed and implemented in a cost-efficient manner within the limits of Board resources.

4.4 The Board commits to consulting our partners in education on a cyclical basis, to assist it in developing its strategic multi-year plan, whose goals are to:

4.4.1 Promote student achievement and well-being in a Christ-centered environment.

4.4.2 Ensure effective stewardship of the Board's resources.

4.4.3 Deliver effective and appropriate education programs to its pupils.

4.4.4 Develop and maintain policies and organizational structures that;

4.4.5 promote the above-stated goals.

4.4.6 encourage pupils to pursue their educational goals

4.5 The achievement of these goals will be communicated to the Board of Trustees by the Director annually and shared with our partners in education and the general public, in the Director's Annual Report.

Approval and Review Dates

Prior Date Approved: February 14, 2011

Policy Review Date: November 12, 2019

Next Review Date: November 2024

Reviewed by: Policy Review Committee, Administrative Council