



CATHOLIC DISTRICT SCHOOL
BOARD OF EASTERN ONTARIO

Director's Annual Report 2015



I am pleased to once again have the opportunity to present the Director's Annual Report outlining the accomplishments and successes of the Catholic District School Board of Eastern Ontario. Each school year, guided by our Strategic Plan, the Board strives to improve and build on the success of our students and to continue to expand and refine the programs and initiatives which support their success.

In September 2015, the Board launched a new spiritual theme, Ignite the Light - Wake Up the World. This theme will guide CDSBEO and its schools for the next two years, providing context for transformational learning for students, as well as inspiration for the many ongoing social justice initiatives within our schools.

The Board has also continued to keep student success at the forefront, and has championed the involvement of community partners to assist in the development of meaningful educational programs, and enriching opportunities for all students. Every partnership is unique and extremely valuable, and our partners play a significant role in the betterment of the student learning experience. We are very thankful to all of our partners.

I would like to thank Archbishop O'Brien, Archbishop Prendergast and Bishop Damphousse for the continued support and guidance they provide to our school system. They have consistently demonstrated their support for our schools and board – for this I am grateful.

It is important for me to take a moment to recognize our community partners. I can't thank them enough for their contribution to our system; their support is a key piece of delivering exceptional experiences for our learners. Many thanks also to our Board of Trustees, Parent Involvement Committee, and Special Education Advisory Committee members. The many years of dedicated service from these essential stakeholders has enhanced the CDSBEO in countless ways.

Our commitment to our learners can be seen through all of our initiatives, and we aspire to help all students reach their potential, and to feel supported by their peers, teachers, support staff, and those in our Catholic school community.

Yours in Catholic education,
Wm. J. Gartland
Director of Education

The CDSBEO multi-year plan can be found at: www.cdsbeo.on.ca/our-board/multi-year-strategic-plan/
To view the video version of this report please visit: www.youtube.com/CDSBEOVideo

Fundraising Initiatives

Catholic social teaching has inspired many notable fundraisers and charity events throughout the CDSBEO. Most remarkable was the Relay for Life event held at St. John Catholic High School, which raised \$52,000 for cancer research at an all-night event. Students had the opportunity to hear engaging speakers, and learn valuable life lessons. Since its inception 15 years ago, St. John has raised over \$500,000 for this cause. A board-wide fundraiser for the NPH Orphanage in the Dominican Republic, which was organized by the Student Senate, raised over \$13,500, which was given directly to helping the children of the orphanage.

The annual Good Samaritan Trust Fund Golf Tournament and Silent Auction also raised more than \$29,500 for the charity, which helps CDSBEO students and their families. Other significant board-wide fundraising initiatives have included: a \$9,200 donation to Development and Peace for the Nepal relief effort, over \$12,000 for local mental health organizations and the Mood Disorders Society of Canada through the annual Defeat Depression campaign, more than \$19,000 raised by schools through the annual Terry Fox Run, and \$10,500 donated to the Canadian Catholic School Trustees' Association for the Toonies for Tuition campaign. CDSBEO schools also hosted many other annual fundraisers and canned food drives, which help to support countless local charities and food banks.

Student Learning

In the on-going review of a student's complete journey from Kindergarten to Grade 12, the CDSBEO has developed Regional Collaborative Learning Networks where school teams, supervisory officers and consultants engage in reflective thinking and critical conversations around student engagement and achievement.

These Collaborative Learning Networks provide a space for schools to critically evaluate problems of practise in the areas of mathematics, and teacher and student mindset. Using documentation of student learning as the foundation, professional collaborative inquiries allow all educators to gain insight into their current practises and their impact on student achievement. A strong emphasis on the mindful integration of technology through the use of platforms such as Bright Space and Office 365, gives educators the opportunity to better meet the needs of our 21st century learners. Working together in professional learning teams, the Board will continue to explore different pedagogical approaches to help further develop Catholic students that are strong critical thinkers, communicators, and collaborators.

The Early Years

As the Board continues to build capacity around the pedagogy of how children ages 3-8 learn, the CDSBEO engaged in a K-2 project in which the educators from all three grades came together to make links between this pedagogical understanding, the curriculum expectations, and assessment. Three schools were chosen to dig deeper into these areas through small school based meetings where educators discussed professional "beliefs" versus current research around how children learn. Critical considerations were made around the teaching strategies educators were currently using, and what they may need to rethink, repeat and remove.

A professional day of collaboration and team building was organized for school administrators and Kindergarten classroom teams around 21st century learning and Kindergarten, self-regulation as a cornerstone of school success, and entrenching literacy and numeracy throughout the play-based experience.

Religious Education

The CDSBEO is excited to have begun the implementation of the new Religious Education Program – Growing in Faith, Growing in Christ. In September 2015, the new program was implemented in all grade 1 and 2 classrooms; teachers received training on its delivery.

The Board is proud to support the ongoing annual Guatemala and Dominican Republic mission trip experiences for our secondary learners. Recently added to this list is the Sandy Lake First Nation exposure trip, which gives participants first-hand experience of First Nations culture, as well as an understanding of the challenges faced by remote First Nations communities.

Parent Involvement Committee

This year the Parent Involvement Committee sponsored the annual Catholic School Council Summit on October 23, 2014 at St. Michael CHS. This event was an evening of discussion and workshops for parents, school staff and community partners covering a range of topics from Technology in the Classroom to Internet Safety. The members of the Parent Involvement Committee also took part in two conferences: The Ministry of Education's Sixth Annual Parent Involvement Committee (PIC) Symposium held in Toronto and The Ontario Association of Parents in Catholic Education (OAPCE) Conference, 76th Annual General Meeting & Gala Dinner in Pembroke. Both conferences provided our Parent Involvement Committee with valuable parent engagement strategies.

Mental Health

This past year, the Board has expanded the strong focus and commitment to mental health for students and staff. The CDSBEO took a very active role in the successful Canadian Educators Conference on Mental Health, along with conference hosts, the Mood Disorders Society of Canada. The Board is continuing the Elephant in the Room Campaign and the use of the Empower App to report bullying and provide convenient access for our community to find mental health supports. The Board has developed a Mental Health Strategic Plan, which includes using the Resiliency and Positive Mental Health survey data to help inform practises and student literacy.

Special Education

The Special Education Department is committed to enhancing the well-being and achievement of all students and has focussed its efforts on developing school team collaboration, especially in the areas of writing IEPs and developing Resiliency Action Plans to effectively support all students. School teams are taking a strength-based approach to providing programming in classrooms, focusing on the use of small, flexible groups and individualized plans. Schools continue to provide a wide-range of prevention, targeted intervention and specialized supports to meet our students' needs. The Board has trained all Educational Assistants and Special Education teachers in ABA (Applied Behavior Analysis), which includes using sensory materials and strategies more effectively with students who require assistance. The Department has expanded training and web-based materials and information in the area of Assistive Technology, which is having a profound impact for students.

Kindergarten teachers and ECEs participated in regional network sessions to develop and share effective ways to nurture, and empower our struggling students in the classroom, which was celebrated in June with the new SHINE document. The CDSBEO has worked closely with SEAC and our community agencies to review the programs and resources in place to help us to continue to make outstanding gains in literacy, and student resiliency and well-being.

Aboriginal Education

Aboriginal Education continues to be a key priority for the CDSBEO, and we remain committed to ensuring that each First Nation, Metis, and Inuit student has every opportunity for success. The CDSBEO has recently adopted an implementation plan through the Charter of Commitment for First Nation, Metis and Inuit (FNMI) Students. This plan will also support the sharing of cultural knowledge with all members of the school community.

FNMI students were supported in a number of ways during the 2014-15 school year. During the year, students engaged in experiential learning opportunities through connections with Aboriginal role models, extra support with tutors in the classroom, and through relevant and engaging Aboriginal resources. In June, a group of students travelled to Sandy Lake First Nation in Northwestern Ontario for the second consecutive year, to experience real-life challenges and cultural traditions on a reserve. Secondary educators were supported in building cultural awareness through professional learning which included guest speaker Dr. Susan Dion, from York University, as well as a wide variety of Aboriginal role models via carousel learning opportunities.

Moving forward, the Board will collaborate further with community partners and board mental health leads. A focus will be given to the review of resiliency data for self-identified students to ensure that their learning needs are well supported. Both learners and teachers will be offered further opportunities to experience FNMI cultures in and out of the classroom.

Equity and Inclusion

Our schools and workplaces continue in their evolution to be more equitable and inclusive environments. Training in culturally responsive pedagogy has provided our schools with the ability to approach all situations from a bias-free perspective. School teams now utilize the Equity Continuum to determine areas that require additional focus. Schools set goals within their School Improvement Plans to address these areas of need. Further training of school administrators and student leaders will continue into 2016.

School Board Profile

The CDSBEO operates 42 schools that provide quality Catholic education to over 12,900 students. The Board employs 882 full-time equivalent elementary and secondary teachers, as well as 568 support staff, including principals, educational assistants, student support workers, early childhood educators, school office support, custodial and maintenance staff, board administration, computer and library technicians, and other professional staff employees.



Student Achievement

EQAO Assessment of Reading, Writing and Mathematics - Primary

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	10-11	11-12	12-13	13-14	14-15	10-11	11-12	12-13	13-14	14-15	10-11	11-12	12-13	13-14	14-15
CDSBEO Board Results	72	72	70	73	78	81	85	84	82	81	72	72	67	65	66
Provincial Results	65	66	68	70	n/a	73	76	77	78	n/a	69	68	67	67	n/a

EQAO Assessment of Reading, Writing and Mathematics - Junior

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	10-11	11-12	12-13	13-14	14-15	10-11	11-12	12-13	13-14	14-15	10-11	11-12	12-13	13-14	14-15
CDSBEO Board Results	78	80	84	83	81	76	79	80	84	83	62	60	59	57	51
Provincial Results	74	75	77	79	n/a	73	74	76	78	n/a	58	58	57	54	n/a

EQAO Assessment of Grade 9 Mathematics

	Applied, Levels 3-4					Academic, Levels 3-4				
	10-11	11-12	12-13	13-14	14-15	10-11	11-12	12-13	13-14	14-15
CDSBEO Board Results	50	60	53	57	59	86	85	90	91	86
Provincial Results	42	44	44	47	n/a	83	84	84	85	n/a

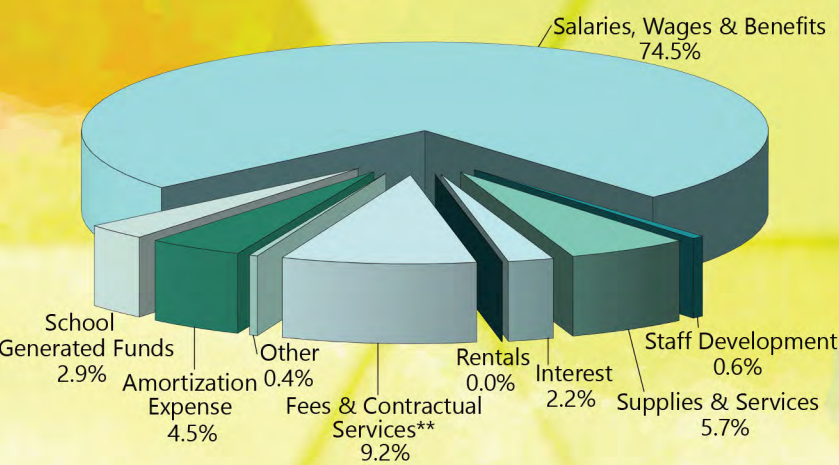
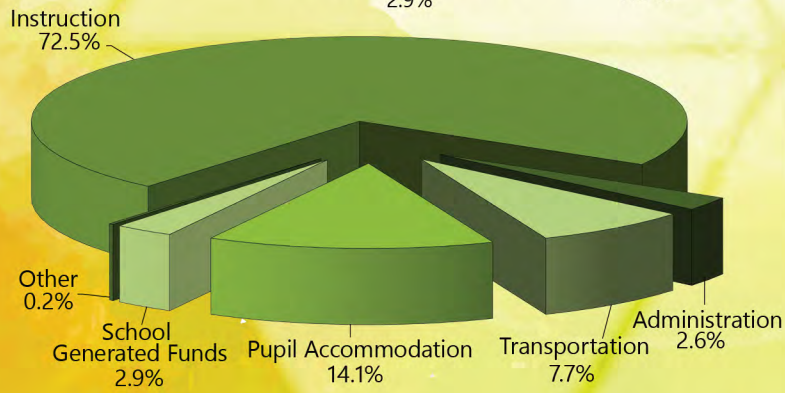
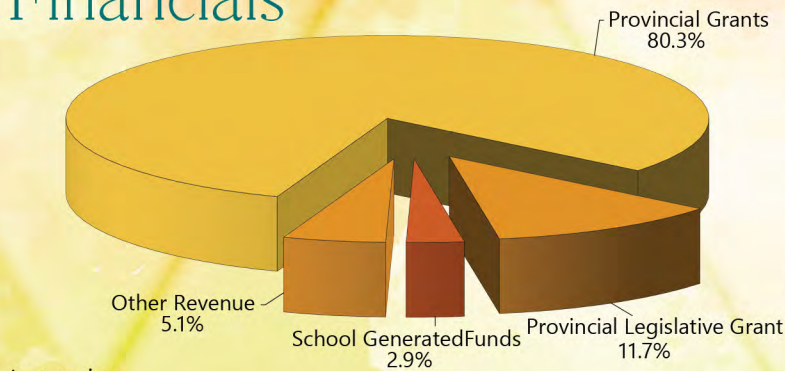
OSSLT - Fully Participating

First Time Eligible Students, Levels 3-4				
2011	2012	2013	2014	2015
86	86	87	85	85
83	82	82	83	n/a

* CDSBEO results based on percentage of students at levels 3 and above, 2010-11 to 2014-15. (n/a - Not Available)

* CDSBEO and Provincial Ontario Secondary School Literacy Test (OSSLT) results based on percentage of students that successfully passed the OSSLT, 2011-15.

Financials



Category	Amount	Percentage
Provincial Grants	\$139,401,051	80.3%
Provincial Legislative Grant	20,346,823	11.7%
School Generated Funds	5,031,873	2.9%
Other Revenue	8,939,185	5.1%
TOTAL	\$173,718,932	100.0%

Category	Amount	Percentage
Instruction	\$126,355,767	72.5%
Administration	4,579,317	2.6%
Transportation	13,431,286	7.7%
Pupil Accommodation	24,656,032	14.1%
School Generated Funds	5,115,064	2.9%
Other	389,512	0.2%
TOTAL	\$174,526,978	100.0%

Annual Surplus	\$(808,046)
Decrease to Externally Appropriated	(435,713)
Decrease to Internally Appropriated	1,243,759
TOTAL	\$-

Category	Amount	Percentage
Salaries, Wages & Benefits	\$130,164,830	74.5%
Staff Development	996,268	0.6%
Supplies & Services	9,902,834	5.7%
Interest	3,758,647	2.2%
Rentals	76,401	0.0%
Fees & Contractual Services**	15,986,125	9.2%
Other	687,509	0.4%
Amortization Expense	7,839,300	4.5%
School Generated Funds	5,115,064	2.9%
TOTAL	\$174,526,978	100.0%

** primarily includes transportation contracts

Student Senate

During the 2014-2015 school year, the Student Senate took on responsibility for the Just-Us Youth Day which was held in November. Student Trustee, Brianna Workman served as the emcee for this day and coordinated the student senate so that they could lead workshops and support all grade 10 students who gathered together from each high school in the Board. Under Trustee Workman's leadership, the Student Senate was involved in several Mental Health initiatives and most notably as a remarkable representative of our student voice, Brianna spoke at the Canadian Educator's Conference on Mental Health held in Ottawa in April 2015.

The Student Trustee for the 2015-2016 school year is Holy Trinity Catholic Secondary School student, Thomas Mooney. Trustee Mooney has identified he will continue discussions throughout the school year relating to youth mental health and well-being. In addition, he plans to bring the theme alive through various fundraisers with a special focus on helping the less fortunate within our school communities, as well as globally, with plans for a special fundraiser for Syrian refugee relief. A distinctive effort will also be placed on bringing student awareness to the CDSBEO's own Good Samaritan Trust Fund.



Catholic Student Trustees

Thomas Mooney, Catholic Student Trustee 2015-16 (left) and Brianna Workman, Catholic Student Trustee 2014-15 (right)



Executive Council

Left to right: Dr. Donaleen Hawes, Superintendent of School Effectiveness, Natalie Cameron, Superintendent of School Effectiveness, Carole Flaro, Executive Assistant to the Director of Education, Bonnie Norton, Superintendent of Business, John Cameron, Superintendent of School Effectiveness, Wm. J. Gartland, Director of Education, Tom Jordan, Superintendent of School Effectiveness



Trustees

Back row, left to right: Todd Lalonde, Vice-Chair (City of Cornwall & Glengarry County), Karen McAllister (Dundas County & Stormont County), Wm. J. Gartland (Director of Education), Sue Wilson (Prescott County & Russell County), Ronald Eamer (City of Cornwall & Glengarry County),
Front row, left to right: Robin Reil (City of Brockville, Town of Smiths Falls & Leeds County), Nancy Kirby (Lanark County), Brent Laton, Chair (Grenville County & Elizabethtown-Kitley Township)