



CATHOLIC DISTRICT SCHOOL
BOARD OF EASTERN ONTARIO

• DIRECTOR'S •
ANNUAL REPORT
• 2016 •



Each year, I welcome the opportunity to share success stories of the CDSBEO through the Director's Annual Report. The Board has been very fortunate this past year, and we continue to be excited to celebrate our successes in Achieving Literacy for All, Living our Catholic Faith, and Making Resources Matter. Our vision and mission continue to guide our goals, initiatives, and ultimately, the exceptional programs offered to our students. One particularly exciting highlight of the 2015-2016 year, was the expansion of the Board's International Education program which brought international students from around the globe to study in CDSBEO schools. Beginning in September 2016, the CDSBEO welcomed 71 students from 9 countries, studying in 14 schools. Staff and students are very excited to welcome these international students to their schools and communities.

The CDSBEO was fortunate to have hosted Her Excellency Sharon Johnston, on April 25. During her visit to St. Michael Catholic High School, Her Excellency attended a live demonstration of the CDSBEO Empower Bully Reporting App in the school library, presented by students Erin McEvoy and Emily Bellefontaine. Student Success Lead Jennifer Brown then spoke with Her Excellency about CDSBEO resiliency initiatives, and how resiliency surveys help to inform student mental health supports in the school. Her Excellency then provided inspirational remarks at an assembly in the school gymnasium, before joining students for a five-kilometre walk for Defeat Depression, a campaign through the Mood Disorders Society of Canada.

Throughout its history, the Catholic District School Board of Eastern Ontario has championed the involvement of community partners to assist in the development of meaningful educational programs, and enriching opportunities for our students in programs such as Specialist High Skills Major, Ontario Youth Apprenticeship Program and Cooperative Education. In addition, the Board has seen much growth and success with the Personal Support Worker Program this past year. Partnerships play an important role in many CDSBEO initiatives, and each partner makes a unique and extremely valuable contribution to our school programs.

I would like to thank Archbishop O'Brien and Archbishop Prendergast for their vital and continued support. Partnerships with our dioceses are an important element of our faith-filled, learning community. Our commitment to our learners can be attested through all of our initiatives, as 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



RELIGIOUS EDUCATION

The CDSBEO is excited to continue with the implementation of the new Religious Education Program, Growing in Faith, Growing in Christ. In September 2016, the new program was implemented in all grade 3 classrooms and teachers received training on its delivery.

The Board is proud to support social justice initiatives through the ongoing annual Guatemala and Dominican Republic mission trip experiences for secondary learners, along with the Sandy Lake First Nation exposure trip. This year also saw the successful launch of the Grade 5, Beacons of Faith Conferences, aimed at inspiring young learners through workshops on leadership, led by senior high school students, and inspired by Catholic social teaching and prominent social justice advocates.

INDIGENOUS EDUCATION

First Nation, Métis and Inuit education is a priority for the CDSBEO. We continue to support student achievement and wellness for all Indigenous students, in addition to building capacity around Indigenous culture and awareness throughout the Board.

Successful initiatives from past years were maintained and will continue to be maintained, such as Indigenous Student Support which provides tutors for self-identified students who are achieving below the provincial standard. Other initiatives include Indigenous role models in the classroom, which has expanded to include our secondary schools. The CDSBEO has also supported Walking with our Sisters, and the 16th Annual Akwesasne Powwow.

New initiatives in 2015-2016 included participation in the Indigenous Collaborative Inquiry with staff from York University. The inquiry investigated what impact a Board-wide Indigenous Education Day would have on creating greater awareness of Indigenous culture. All CDSBEO schools participated in celebrating Indigenous culture, and began the day with a liturgy where each school received a Medicine Wheel and symbolic banner.

PARENT INVOLVEMENT COMMITTEE

The Parent Involvement Committee (PIC) sponsored an evening with Dr. Jean Clinton on Monday, April 4, 2016. Dr. Clinton is a renowned professor in children's mental health and advisor to the Premier on mental health and wellness. The event was held at St. Michael Catholic High School in Kemptville, and webcast to Notre Dame CHS in Carleton Place, St. Thomas Aquinas CHS in Russell, and St. Joseph CSS in Cornwall. The evening focused on child development and the early signs of anxiety. Practical tools were provided to parents and teachers to help children and youth develop strategies to cope with anxiety.

The Parent Involvement Committee also purchased copies of a parent and family resource titled, [Inspiring Your Child to Learn and Love Math](#). This toolkit was created for parents of elementary learners, by experts in mathematics instruction, with input and advice from parents and students, and provided by the Council of Directors of Education (CODE). Members of the Parent Involvement Committee took part in two conferences: The Ministry of Education's Seventh Annual Parent Involvement Committee Symposium held in Ottawa in April, and The Ontario Association of Parents in Catholic Education (OAPCE) Conference, 77th Annual General Meeting in Toronto. Both conferences provided valuable engagement strategies.

SCHOOL BOARD PROFILE

The CDSBEO operates 42 schools that provide quality Catholic Education to over 12,800 students. The Board employs 867 full-time equivalent elementary and secondary teachers, as well as 548 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.

FUNDRAISING INITIATIVES

CDSBEO schools continue in their mission of social justice through many fundraising initiatives. The Board's Good Samaritan Trust Fund continues to offer support to students and families in our system for various needs not covered by existing charity organizations. The largest fundraiser, the Good Samaritan Trust Fund Annual Golf Tournament and Silent Auction, raised over \$23,000. In total, the fund received more than \$52,500. Notable school fundraising initiatives included the annual Relay for Life at St. John CHS, which raised \$56,000 for cancer research, as well as the annual Board-wide Defeat Depression campaign, which raised \$16,000 for local mental health organizations and the Mood Disorders Society of Canada.

THE EARLY YEARS

During the 2015-2016 school year, student learning and staff development for early years learners focused on making purposeful links between teaching, understanding, curriculum expectations, assessment and evaluation. New research based strategies have been a major contributor to increasing staff capacity on how students learn between the ages of three and eight.

The Early Years Team continually strives to develop a deeper understanding of curriculum expectations, and team members have been tasked with evaluating current practice, strategies and assumptions. This questioning is setting the stage to move away from simply "teaching" and on to a focus of "learning" - learning for now, and learning for the future. The next step will be to better communicate the evidence of student learning to both the students and their parents, using newly revised tools and techniques.

EQUITY AND INCLUSION

CDSBEO schools and workplaces continue to be more equitable and inclusive environments. Student representatives from local high schools attended training on the principles of equity, diversity and inclusion with a specific focus on developing leadership abilities for social change.

School teams continue to 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 be ongoing for 2016-2017.

STUDENT LEARNING

CDSBEO continues to foster a collaborative learning environment for all students and staff. Our Collaborative Learning Networks engaged school teams, administrators, consultants and supervisory officers in developing strong school and Board Improvement Plans that are connected to curriculum, school culture and student achievement.

We remain steadfast in supporting our learners in the areas of literacy and numeracy through strong pedagogy and professional collaboration. As we continue to support students in the primary grades, inquiry based learning remains a strong focus in all classrooms as students see and make purposeful connections to real world problems. The junior and intermediate numeracy teams worked collaboratively to create and analyze curriculum, and to develop a continuum of learning to guide mathematics instruction.

Elementary and secondary schools focused on creating a culture of achievement that fostered a growth mindset for all students. Classrooms were equipped with a point of instruction device, projector, and five laptops, in order to facilitate the blended learning model of instruction. Through the use of this model, students and teachers developed 21st century learning skills and received professional development for the Office 365 environment. The Board will continue to explore different pedagogical approaches to help further develop Catholic learners that are strong critical thinkers, communicators and collaborators.

WELL-BEING

The Board has continued to expand and develop resources to support positive mental health for students and staff. A Building Resilient Students with Positive Mental Health Flip Book was developed and provided to each staff member. The resource helps to create a culture of belonging, foster caring relationships, encourage meaningful engagement, establish and meet learning expectations, and promote healthy responses. School and Board Resiliency Action Plans were created based on surveys completed by grade 3 to 12 students. Each school also participated in the Defeat Depression and Elephant in the Room Campaign, sponsored by the Mood Disorders Society of Canada.

SPECIAL EDUCATION

The Special Education Department has worked to build the capacity of school teams as they strive to raise achievement and close the gaps for all students, by focussing on a Tiered Model of Support that identifies actions that are good for all, necessary for some, and essential for a few. This approach was supported through the effective use of assistive technology, and through the implementation of the Bully Prevention and Intervention Plan, as well as through the Supporting and Enhancing the Possibilities framework. The approach highlights the power of strengths-based skill building, to ensure students are reaching their full potential.

School teams were supported by educators and professional staff from the Speech and Language, Psychology, and Behaviour departments. Through consultations, each of these support roles worked to build the capacity of school teams and provide assessments, individual education plans, interventions, and essential links to community partners. Educational Assistants and Student Support Workers continue to consolidate their applied behaviour analysis and assistive technology skills, through web-based and hands-on training opportunities.

Grade one and Kindergarten teachers participated in networking sessions to develop and share exemplary practices, to help empower struggling students through strategies. The Board has worked closely with SEAC and partners, to support parental involvement and to review programs and resources to meet students' needs.

STUDENT ACHIEVEMENT

EQAO Assessment of Reading, Writing and Mathematics - Primary

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	11-12	12-13	13-14	14-15	15-16	11-12	12-13	13-14	14-15	15-16	11-12	12-13	13-14	14-15	15-16
CDSBEO Board Results	72	70	73	78	75	85	84	82	80	79	72	67	65	66	62
Provincial Results	66	68	70	n/a	72	76	77	78	n/a	74	68	67	67	n/a	63
CDSBEO Results - Boys	72	66	69	73	72	83	81	75	76	74	74	67	64	67	64
CDSBEO Results - Girls	71	74	77	83	78	89	86	91	85	84	70	67	65	65	60

EQAO Assessment of Reading, Writing and Mathematics - Junior

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	11-12	12-13	13-14	14-15	15-16	11-12	12-13	13-14	14-15	15-16	11-12	12-13	13-14	14-15	15-16
CDSBEO Board Results	80	84	83	81	83	79	80	84	83	82	60	59	57	51	48
Provincial Results	75	77	79	n/a	81	74	76	78	n/a	80	58	57	54	n/a	50
CDSBEO Results - Boys	78	82	79	81	81	76	75	77	79	76	58	59	53	51	46
CDSBEO Results - Girls	82	85	87	81	85	83	86	90	86	88	62	59	61	50	50

EQAO Assessment of Grade 9 Mathematics

	Applied, Levels 3-4					Academic, Levels 3-4				
	11-12	12-13	13-14	14-15	15-16	11-12	12-13	13-14	14-15	15-16
CDSBEO Board Results	60	53	57	59	51	85	90	91	86	84
Provincial Results	44	44	47	n/a	45	84	84	85	n/a	83
CDSBEO Results - Boys	67	58	58	64	54	87	92	91	89	86
CDSBEO Results - Girls	53	46	56	52	47	84	88	92	84	82

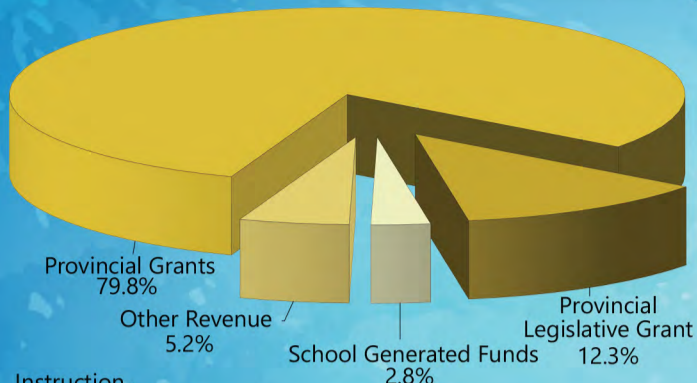
OSSLT - Fully Participating

	First Time Eligible Students, Levels 3-4				
	2012	2013	2014	2015	2016
CDSBEO Board Results	86	87	85	85	81
Provincial Results	82	82	83	82	81
CDSBEO Results - Boys	81	83	80	81	79
CDSBEO Results - Girls	90	91	91	88	83

* CDSBEO results based on percentage of students at levels 3 and above, 2011-12 to 2015-16. (n/a - Not Available)

* CDSBEO and Provincial Ontario Secondary School Literacy Test (OSSLT) results based on percentage of students that passed the OSSLT, 2012-2016.

FINANCIALS



Revenues

Provincial Grants	\$138,751,242	79.8%
Provincial Legislative Grant	21,339,551	12.3%
School Generated Funds	4,942,273	2.8%
Other Revenue	9,133,740	5.2%
TOTAL	\$174,166,806	100.0%

Expenditures by Category

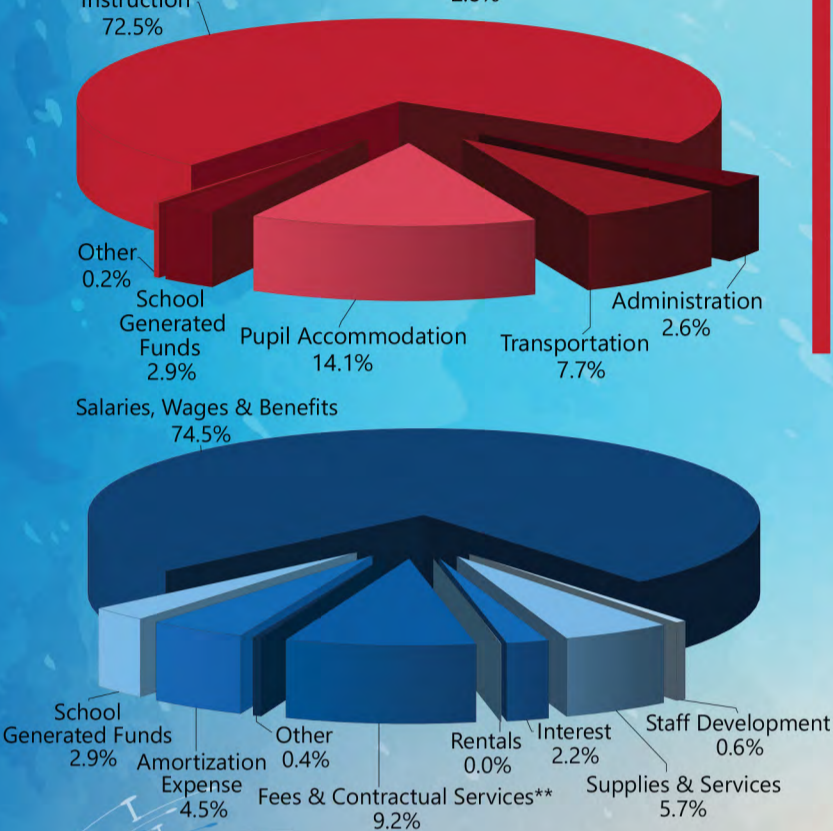
Instruction	\$125,260,181	72.5%
Administration	4,422,751	2.6%
Transportation	13,336,970	7.7%
Pupil Accommodation	24,933,505	14.1%
School Generated Funds	4,835,785	2.9%
Other	575,462	0.2%
TOTAL	\$173,364,654	100.0%

Annual Surplus	\$802,152
Decrease to Externally Appropriated	(788,641)
Decrease to Internally Appropriated	(13,511)
TOTAL	\$-

Expenditures by Object

Salaries, Wages & Benefits	\$130,097,205	74.5%
Staff Development	934,830	0.6%
Supplies & Services	9,093,172	5.7%
Interest	3,563,169	2.2%
Rentals	70,758	0.0%
Fees & Contractual Services**	15,863,923	9.2%
Other	732,934	0.4%
Amortization Expense	8,172,878	4.5%
School Generated Funds	4,835,785	2.9%
TOTAL	\$173,364,654	100.0%

** primarily includes transportation contracts



STUDENT SENATE

During the 2015-2016 school year, the Student Senate took on responsibility for the Just-Us Youth Day which was held in November. Student Trustee, Thomas Mooney served as the emcee and coordinated the student senate, who helped organize the event. Trustee Mooney was also particularly interested in Assistive Technology for students, and was a champion for this cause during his term.

The Student Trustee for the 2016-2017 school year is St. Mary Catholic High School student, Alexa Meeson. Trustee Meeson plans to maintain a strong focus on youth mental health during her term, and also to focus on cultivating deeper student involvement in school and board social justice initiatives. Trustee Meeson also plans to put a special focus on creating a community atmosphere amongst the students across the Board. A distinctive effort will also be placed on student awareness of the CDSBEO's own Good Samaritan Trust Fund.



Catholic Student Trustees
Alexa Meeson (2016-17)
and Thomas Mooney (2015-16)

EXECUTIVE COUNCIL



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

TRUSTEES



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