



CATHOLIC DISTRICT SCHOOL
BOARD OF EASTERN ONTARIO

Be Holy

Director's Annual Report 2017-2018

Director's Message

I am pleased to have the opportunity to highlight the accomplishments of the Catholic District School Board of Eastern Ontario, through the Director's Annual Report. Our endeavours each school year are defined by our Board strategic plan, which is based on the three stones that are the foundation of our work. This plan, in collaboration with our school improvement plans, aligns our priorities and establishes our goals. At the centre of all that we do through education, is our core mission of faith development, and to nurture the hearts, minds, bodies and souls of our learners. To learn through our faith, and to live with hope.

Student achievement is a key focus at the CDSBEO, and the Board strives to offer specialized programming to meet the needs of all learners. Our Personal Support Worker Program, which has continued to experience tremendous growth, is an intensive five-month certification program consisting of six high school credit courses. Over 95 per cent of our graduates are working within the first three months of completing the program. In 2017-2018, the PSW Program had 92 graduates from courses offered in six locations across Eastern Ontario.

We were extremely excited to celebrate the successes of St. Matthew Catholic Secondary School in Cornwall, who was one of ten schools from across the province to receive the 2017-2018 Premier's Award for Accepting Schools. The award acknowledges school teams that have done exceptional and innovative work in creating safe, inclusive and accepting school environments. We are very proud of the outstanding programs that St. Matthew provides for its learners.

It has been an exciting year for our school facilities, with the opening of the new St. Francis de Sales Catholic School in Smiths Falls in September 2018. The amazing new facility boasts a learning commons, double gymnasium with rubber floors, and flexible learning spaces to engage the needs of all students. In Cornwall, Sacred Heart Catholic School moved to a new location alongside St. Joseph's Catholic Secondary School and the new St. Joseph's Intermediate. The renovated facility gives students the opportunity to take advantage of outstanding learning spaces, including new Kindergarten classrooms with separate outdoor play area, large double gymnasium, science labs, dedicated art, music and drama rooms, robotics room, and a large auditorium.

Our commitment to our learners can be attested 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,

John Cameron
Director of Education

Student Learning

The CDSBEO continues to promote the importance of collaborative learning environments for students and educators. A top priority for the Board is a focus on improving student achievement, especially with regard to enhancing student literacy and numeracy skills through initiatives such as the Board Literacy Preparation Plan, the Renewed Math Strategy, and Financial Literacy Sessions for grade 11 students.

The Collaborative Learning Network sessions brought together schools from across the Board. Educators focused on examining School Improvement Plan goals and aligning these goals with the needs and strengths of each school community, as well as the Board Improvement Plan for Student Achievement.

The role of technology continues to expand and diversify with the support of Canadian lead experts in the area of coding and STEM. The Board is providing increased opportunities for students and educators to build their capacity with various technological tools that will enhance learning. Through a focus on developing these 21st century skills, CDSBEO students are becoming critical thinkers and effective communicators.



The Early Years

CDSBEO has continued to dig deeper into Early Years research and pedagogy, which has enhanced practices and learning in the Kindergarten classroom. Kindergarten educators have explored innovative approaches and strategies to use with the youngest members of our school communities.

The Early Years Department continues to support educators' learning around the use of technology, such as the iPad, and Office 365 applications like Microsoft Teams and OneNote. These tools have been invaluable in helping to move learning forward in Kindergarten classrooms, and have provided more opportunities for teachers to collaborate and communicate.

The Early Years Department will continue to support Kindergarten educators in developing diverse practices that will enhance learning for our youngest students during the foundational years in their educational experience.

Fundraising

Catholic social teaching has inspired many notable fundraisers and charity events throughout the CDSBEO. A gala was held to raise funds for the Board's Good Samaritan Trust Fund. The gala was one event which helped to contribute to the \$53,000 that was collected in total for the 2017-2018 school year. Other significant Board-wide fundraising initiatives have included: over \$11,800 for local mental health organizations and the Mood Disorders Society of Canada through the annual Defeat Depression campaign, more than \$6,200 raised by schools through the annual Dress Down/Hat Day which was donated to support the Guatemalan communities through the One by One program and the Healthy Lunch Program at Thomas Fiddler Memorial School in Sandy Lake First Nation, and over \$9,800 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.

Parent Involvement

The Parent Involvement Committee (PIC) sponsored the 10th Annual Catholic School Council Summit at St. Michael Catholic High School in Kemptville on Thursday, September 28, 2017. The evening began with a barbecue, followed by various informative parent workshops. This year, the workshops offered a variety of topics including math, technology and well-being. During the evening, the Parent Involvement Committee (PIC) distributed Lego StoryStarter Kits that had been purchased for each school to be part of their lending library.

The Parent Involvement Committee (PIC) also provided an opportunity for a number of parents to attend the Minister's Ninth Annual PIC Symposium in April 2018, held in Toronto. The PIC Symposium brought parents together from across the province to discuss the importance of parent engagement, and to participate in meaningful networking and collaboration. The symposium featured engaging speakers, workshops, and resources to help parents support their child's learning and well-being.

On Wednesday, May 2, 2018 the Parent Involvement Committee (PIC), with the support of the Ministry of Education's Parent's Reaching Out Grant, facilitated guest speaker Dr. Amy Cheung, Associate Professor at the University of Toronto, Faculty of Medicine, to speak to families about mood and anxiety disorders in children and teens. Dr. Cheung was broadcast live from the CDSBEO Kemptville Board Office to three regional locations.

Mental Health & Well-Being

The Board strongly believes in the importance of well-being and positive mental health. Student resiliency surveys continue to provide insight to student perception, areas of strength, and areas of concern within our schools and system. Having detailed reports and information readily available helps schools to develop plans that build on student emotional health and well-being. In addition, schools participated in the Defeat Depression, Elephant in the Room and the Not Myself Today campaigns to promote and reinforce the importance of positive mental health.

Grade 7 and 8 learners have had the opportunity to participate in the "Harry Potter Cognitive Behaviour Therapy Novel Study," which is an innovative and experiential way to learn about mental distress and how to overcome it. This program brings together the principles of cognitive behavioural therapy and the novel Harry Potter and the Prisoner of Azkaban, as a strategy for increasing mental health literacy and coping skills in youth.

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 2018, the new program was implemented in all grade 5 classrooms; teachers received training on its delivery and deepened their learning around Assessment and Evaluation in Religious Literacy. The Board is proud to support two annual Guatemala service trips for our secondary learners along with our Sandy Lake First Nation Building Bridges trip. These experiences contribute to authentic learning about the challenges of life in developing communities.

Christian Meditation learning sessions were held in many CDSBEO schools throughout the Board. These sessions engaged educators, as well as students, in the practice of Christian Meditation. This approach showed teachers that when practiced regularly, this prayer form has the potential to improve student attentiveness, self-regulation, problem solving, social skills, and most importantly, provide a reminder of the presence of God in our lives.

Student Achievement

EQAO Assessment of Reading, Writing and Mathematics - Primary

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	13-14	14-15	15-16	16-17	17-18	13-14	14-15	15-16	16-17	17-18	13-14	14-15	15-16	16-17	17-18
CDSBEO Board Results	73	78	75	69	84	82	80	79	76	82	65	66	62	54	67
Provincial Results	70	n/a	72	74	75	78	n/a	74	73	72	67	n/a	63	62	61
CDSBEO Results - Boys	69	73	72	66	80	75	76	74	71	78	64	67	64	56	69
CDSBEO Results - Girls	77	83	78	72	88	91	85	84	81	87	65	65	60	52	65

EQAO Assessment of Reading, Writing and Mathematics - Junior

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	13-14	14-15	15-16	16-17	17-18	13-14	14-15	15-16	16-17	17-18	13-14	14-15	15-16	16-17	17-18
CDSBEO Board Results	83	81	83	78	85	84	83	82	76	82	57	51	48	39	47
Provincial Results	79	n/a	81	81	82	78	n/a	80	79	80	54	n/a	50	50	49
CDSBEO Results - Boys	79	81	81	74	81	77	79	76	69	76	53	51	46	38	46
CDSBEO Results - Girls	87	81	85	84	88	90	86	88	86	88	61	50	50	40	49

EQAO Assessment of Grade 9 Mathematics

	Applied, Levels 3-4					Academic, Levels 3-4				
	13-14	14-15	15-16	16-17	17-18	13-14	14-15	15-16	16-17	17-18
CDSBEO Board Results	57	59	51	49	56	91	86	84	86	88
Provincial Results	47	n/a	45	44	45	85	n/a	83	83	84
CDSBEO Results - Boys	58	64	54	47	55	91	89	86	86	92
CDSBEO Results - Girls	56	52	47	50	57	92	84	82	86	86

OSSLT - Fully Participating

First Time Eligible Students, Levels 3-4					
2014	2015	2016	2017	2018	
85	85	81	82	79	
83	82	81	81	79	
80	81	79	78	75	
91	88	83	86	83	

CDSBEO results based on percentage of students at levels 3 and above, 2013-14 to 2017-18. CDSBEO and Provincial OSSLT results based on the percentage of students that passed.

Indigenous Education

CDSBEO continues to support First Nations, Métis and Inuit students in a culturally respectful way to ensure both academic success and student well-being. All staff and students continue to deepen their understanding of Indigenous cultures through diverse educational experiences and opportunities which include culturally relevant pedagogy, engaged community partners, and effective resources.

Many successful initiatives contributed to learning in 2017-2018. The First Nations, Métis and Inuit Student Support Initiative provided Indigenous students who are struggling to meet provincial standards with small group tutoring, targeting literacy and numeracy.

A new student leadership initiative provided training to a team of students in each secondary school. The teams support curriculum by delivering the Blanket Exercise in their schools, as well as in elementary feeder schools. Additionally, elementary schools continued to utilize sharing circle floor coverings, accompanied by traditional sharing circle teachings that build capacity around Indigenous pedagogy.

Indigenous Education Day was celebrated across the Board on Wednesday, May 9, 2018, with all schools participating in a liturgy that focused on Métis teachings, in addition to many cultural activities such as drumming, dancing and Indigenous visual art.

Equity & Inclusion

The Equity and Inclusion Committee was struck in 2017-2018, with the mandate of working together to develop equitable and inclusive learning and working environments. Many grade 10 students from CDSBEO secondary schools attended training on principles of equity, diversity, and inclusion, while developing their abilities to take on leadership for social change. Schools set goals within their School Improvement Plans to address areas of need. Further training of school administrators and student leaders will continue into 2018-2019.

On April 25, 2018, school teams gathered to learn about diversity and systemic bias. The training session included a keynote address and facilitation by Shakil Choudhury, co-founder and senior partner with Anima Leadership. The session aimed to bring awareness to personal biases and beliefs, and to help the group gain a deeper understanding of equity and inclusivity for creating safe, respectful and supportive learning environments in CDSBEO schools.

Special Education

The Special Education Department continues to support students and staff to ensure the learning needs of all students are met. Tiered levels of assessment, targeted intervention strategies, and specialized assistance and programming ensures that CDSBEO students are well supported in the classroom. The enhanced SERT role was introduced to 15 schools in the 2017-2018 school year. At the secondary level, these Special Education Teachers worked to assist applied level math students, and help close the math learning gap for those needing help with math success. At the elementary level, SERTs worked diligently to build capacity in their schools, ensuring rich literacy programs were robust in primary classrooms. The Lexia Reading Program has been fully implemented following the pilot program in May 2017. Lexia is an individualized computer program to assist students who require an individualized approach to enhance reading development.

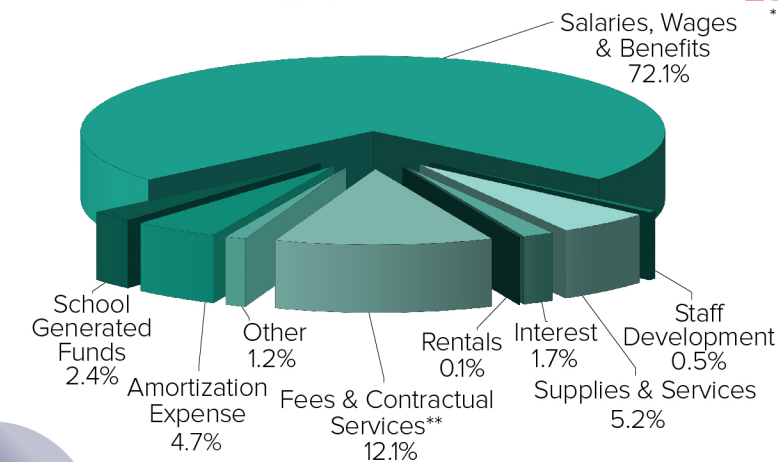
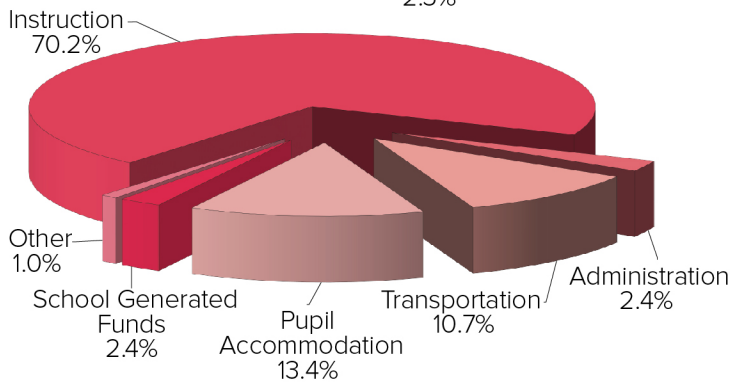
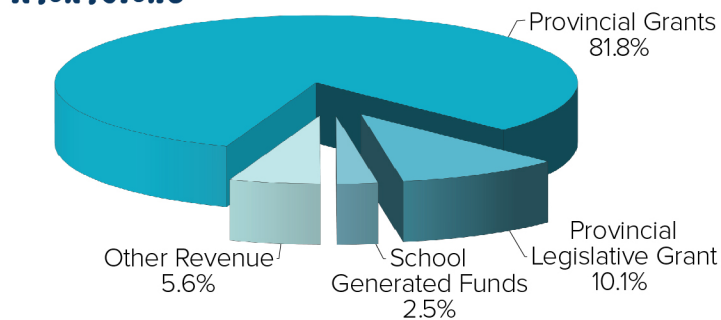
In order to support the Renewed Math Strategy, the Special Education team developed and supported a Mathematical Learning for All magazine, which includes an approach to using differentiated instruction, strategies, and resources to support math processes. Primary teachers continue to be supported in the Board-wide implementation of the Shine-On document, which offers exemplary practices for creating routines and structures to support transitions, sensory needs and self-regulation. The Board was also very excited to introduce Read/Write as a communication tool for both students and staff. The Special Education team was able to provide in-service on this topic as well as other programs such as PicCollage, iMovie, and OneNote.

The Special Education Advisory Committee (SEAC) continued to be very active and has focused on parent engagement and promoting positive mental health. New resources and handbooks were provided to each school and family, and the Board is proud to report that the Best Buddies program continues to expand.

School Board Profile

The CDSBEO operates 39 schools that provide quality Catholic education to over 12,600 students. The Board employs 881 full-time equivalent elementary and secondary teachers, as well as 576 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.

Financials



Revenues

Category	Amount	Percentage
Provincial Grants	\$151,728,009	81.8%
Provincial Legislative Grant	18,783,051	10.1%
School Generated Funds	4,661,041	2.5%
Other Revenue	10,411,518	5.6%
TOTAL	\$185,583,619	100.0%

Expenditures by Category

Category	Amount	Percentage
Instruction	\$131,723,027	70.2%
Administration	4,500,473	2.4%
Transportation	19,991,530	10.7%
Pupil Accommodation	25,088,453	13.4%
School Generated Funds	4,571,882	2.4%
Other	1,803,401	1.0%
TOTAL	\$187,678,766	100.0%

Annual Deficit	\$(2,095,147)
Increase in Externally Appropriated	(1,189,003)
Decrease in Internally Appropriated	1,151,672
In-year Deficit	\$(2,132,478)*

* due to transportation arbitration order on rates for 2016-17 & 2017-18

Expenditures by Object

Category	Amount	Percentage
Salaries, Wages & Benefits	\$135,265,541	72.1%
Staff Development	941,189	0.5%
Supplies & Services	9,817,435	5.2%
Interest	3,281,690	1.7%
Rentals	122,809	0.1%
Fees & Contractual Services**	22,620,731	12.1%
Other	2,177,821	1.2%
Amortization Expense	8,879,668	4.7%
School Generated Funds	4,571,882	2.4%
TOTAL	\$187,678,766	100.0%

** primarily includes transportation contracts



Catholic Student Trustees
Andrew D'Alessio (2017-2018)
Michael Fenn (2018-2019)

Student Trustee

The Catholic District School Board of Eastern Ontario hosted its annual Just-Us Youth Day, a symposium for nearly 300 grade 10 students on Tuesday, November 28, 2017. This day gives students an opportunity to learn about the good work of not-for-profit organizations and individuals committed to social justice initiatives. The Student Senate took on responsibility for the event, and Student Trustee Andrew D'Alessio served as the emcee for the day. The day began with an impactful keynote address by Dr. Eva Olsson, Holocaust survivor and author. Dr. Olsson spoke to the students about the power of hatred, and how it contributed to the death of more than 11 million people during WWII.

The Student Trustee for the 2018-2019 school year is St. Mary Catholic High School student, Michael Fenn. Trustee Fenn has identified he will continue discussions relating to youth mental health, well-being, and student involvement. A distinctive effort will also be placed on bringing student awareness to the CDSBEO's own Good Samaritan Trust Fund.

Executive Council



LEFT TO RIGHT: Norma McDonald, Superintendent of School Effectiveness; John Cameron, Director of Education; Leah Finley, Executive Assistant to the Director of Education; Bonnie Norton, Associate Director of Education; Brent Bovaird, Superintendent of School Effectiveness; Natalie Cameron, Superintendent of School Effectiveness; Donaleen Hawes, Superintendent of School Effectiveness.

Trustees



BACK ROW, LEFT TO RIGHT: Ronald Eamer, Vice-Chair (City of Cornwall & Glengarry County), John Cameron (Director of Education), Todd Lalonde, Chair (City of Cornwall & Glengarry County), Sue Wilson (Prescott County & Russell County), Robin Reil (City of Brockville, Town of Smiths Falls & Leeds County)
FRONT ROW, LEFT TO RIGHT: Brent Laton (Grenville County & Elizabethtown-Kitley Township), Nancy Kirby (Lanark County), Karen McAllister (Dundas County & Stormont County), Bonnie Norton (Associate Director of Education)