

Director's Annual Report 2019-2020



Directors Message

The 2019-2020 school year proved to be an immense challenge for many, and the education sector was no exception. While we did face many changes and obstacles, I was extremely proud of our teachers, administrative staff and all support staff who exemplified extraordinary flexibility, adaptability, and patience as we navigated the implementation of distance learning for our students during the spring COVID-19 school closures.

Student success, which remains a priority for the CDSBEO, is supported by connecting students with staff members who guide academic and career counselling. During the school year, our Continuing Education Program supported 273 adult and high school students through eLearning, night school, co-operative education, and the Personal Support Worker Program. Additionally, the Summer eLearning Program provided credit opportunities to 948 secondary and adult students. Programs included reach-ahead courses, credit and mark upgrading, and interest courses. This summer, 76 courses were offered, including three new course options, Personal Fitness, Leadership Through Literacy, and the Ministry of Education mandated upgrade course in grade 9 and 10 Mathematics.

As in previous years, two groups of 30 secondary students had the opportunity to travel to Guatemala to participate in the annual CDSBEO exposure trips. Our students spent time in a small community assisting with road construction and building a small medical clinic. Donations were also gifted to support the community. Our students were extremely grateful for this experience, as well as to the hosting families who willingly shared many parts of their culture and community.

I would like to offer special thanks to Archbishop Prendergast and Archbishop Mulhall for their continued support and guidance. I would also like to thank the many individuals and organizations who work in partnership with us to provide outstanding programs and learning opportunities for our students.

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



Specialist High Skills Major


The CDSBEO Specialist High Skills Major (SHSM) Program continues to thrive, with 25 programs across nine sectors. In 2019-2020, 274 Grade 11 students participated in the first year of the two-year SHSM program. There were 187 Grade 12 students enrolled, with 114 graduating with their Certificate of Distinction. CDSBEO partnered with Unearth Education to provide students the opportunity to complete required sector certificates to earn their SHSM seal, when students moved to a virtual learning platform.

This past year, CDSBEO added a new Arts and Culture Program at St. Joseph's Catholic Secondary School in Cornwall. The school is excited to continue to develop many different opportunities for students in the realm of theatre, music, art, and drama.

The Gold Collar Worker initiative was developed by the Board to provide grade 7 and 8 students with a hands-on workshop to introduce them to the skilled trades. Students engaged in small projects exploring electrical, plumbing, construction, hairdressing, horticulture and hospitality.




Equity & Inclusion



Through the Ontario Ministry of Education's Equity Action Plan, the CDSBEO continued its work implementing teaching practices, curriculum, and assessment that is culturally reflective of, and responsive to, our students. Our Equity and Inclusivity Committee, trained in Culturally Relevant and Responsive Pedagogy (CRRP) by Dr. Nicole West-Burns and Jeff Kugler, identified an equity-focused domain based on local needs within CDSBEO schools. Throughout the 2019-2020 school year, our work with CRRP and Dr. Nicole West-Burns expanded from our committee to ten schools who developed a plan of action for supporting students and families experiencing poverty, based on school and community data. The Board's work in supporting equitable school environments was framed by resources including, *Is Everyone Really Equal?* by Ozlem Sensoy and Robin DiAngelo, *Confronting Racism, Poverty and Power* by Cathy Compton-Lilly and *Reaching and Teaching Students in Poverty: Strategies for Erasing the Opportunity Gap* by Paul Gorski.

Equity and inclusive education goals responsive to each school's local needs, were included in all CDSBEO School Improvement Plans for Student Achievement. Special attention was given to the welcoming nature of our schools so everyone who enters our schools can see themselves reflected in their school environment. Schools were encouraged to examine ways to strengthen school culture to avoid unintended marginalization of students, so that all feel included.



Response to Black Lives Matter became a major area of focus of our Equity and Inclusivity Committee for the latter part of the 2019-2020 school year. Schools were supported through providing resources such as *Waking up White* by Debby Irving, along with workshops lead by Dr. Nicole West-Burns and Merrill Matthews (*Digging Deeper: From Inclusion to Culturally Responsive and Relevant Pedagogy*). Staff, students, and families without access to technology, were provided with devices and internet accessibility to support distance learning.

Mental Health & Well-being

The Board mental health team works diligently to support student mental health in partnership with many community agencies. CDSBEO students benefit from programs such as: safeTALK (suicide prevention certification), Roots of Empathy, Rainbows, Sources of Strength, Kids Have Stress Too!, and many other proactive and supportive programs. Several presentations have been delivered to students at CDSBEO schools including "StressLESS" provided by CHEO's YouthNet, and "Celebrate EveryBODY" provided by Hopewell, the Eating Disorder Support Centre. The Canadian Mental Health Association – Champlain East, also provided the Talking About Mental Illness program at many of our Cornwall area schools.

CDSBEO's mental health team and the Religious Education and Family Life Department work closely to connect mental wellness and faith. This spiritual connection to social emotional learning and mental wellness enhances the support we provide to our students and families. The CDSBEO website includes a library of mental health resources and the Board works closely with School Mental Health Ontario (SMHO), and Ottawa-Region mental health leaders to share information and resources.

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. The theme for the 2019-2020 year was Spirit of Water which supported all staff and students to deepen their understanding of Indigenous cultures through diverse educational experiences which included culturally relevant pedagogy, opportunities to learn from community partners, and meaningful resources.

Many successful initiatives contributed to our learning journey. Supported by a large group of Indigenous Elders, teachers, and Knowledge Keepers, as well as the Water Rangers community group, the CDSBEO water theme was implemented through The Traditional Teachings in the Classroom initiative. Schools learned to test our local water, to understand the importance of water and to be socially active in promoting clean water globally.

The pandemic allowed for creativity in sharing Indigenous learning in a cross-curricular way through videos from Knowledge Keepers, through virtual tutors for self-identified students and through virtual support via Microsoft Teams for Indigenous Studies courses. The Summer Solstice Indigenous Festival was celebrated virtually, as well as Indigenous Education Day, which was celebrated on Wednesday, May 6, 2020.

Religious Education

CDSBEO's Religious Education and Family Life Department continues to provide resources and opportunities to bring our spiritual theme, Be Holy - Joy Springs from a Loving Heart! to life in all CDSBEO schools. The new religious education program, Growing in Faith, Growing in Christ, was implemented in Grade 6 classes throughout the 2019-2020 school year with in-service opportunities provided to teachers. High school chaplaincy leaders and elementary school faith ambassadors continue to be important facilitators for staff, students, and families in our school communities. We are very proud of our new Microsoft Teams Catholic Educators site where many valuable online resources are shared throughout the school board community.

Expansion of our Praise and Worship Day for Grade 6 students continued into the western region of the Board during 2019-2020. Collaboration between Religious Education and Mental Health was also an area of focus with an emphasis on Christian Meditation in all schools. We are very proud the work completed with all schools in our Collaborative Learning Networks as we continue to integrate religious goals into all aspects of our students' success!

Student Learning

The CDSBEO continues to promote the importance of collaborative learning environments where facilitators from the Religious Education, Special Education, Student Success and Curriculum departments connect with school improvement teams to identify goals, implement monitoring processes, and refine school improvement plans. Departments work collectively to align these goals with the Board Improvement Plan for Student Achievement.

Our French as a Second Language team supports instruction and the development of resources for CDSBEO learners to effectively communicate in both of Canada's official languages. Student fluency is one of the many benefits in using the Neurolinguistic Approach for second language learning in elementary schools. Grade 12 students challenging the DELF exam continue to achieve a 100 per cent success rate.

Technology-enabled learning provides students with opportunities for creativity and innovation. Through programming and initiatives such as STEM education, experiential learning, and digital education technologies, students are developing digital literacy, critical literacy, and foundational numeracy skills. In alignment with Focusing on the Fundamentals of Math initiatives, math teachers across the board received training on the implementation of high impact instructional strategies and practices. With a focus on mental math and fundamental math skills, CDSBEO has introduced valuable digital resources in elementary classrooms to improve student confidence and achievement in mathematics.

Special Education

The collaborative implementation of individualized supports to help students access their curriculum and close learning gaps is a priority for our Special Education team. When school boards closed schools due to COVID-19, CDSBEO Special Education staff were able to pivot quickly to meet Special Education needs within a distance learning platform. Special education technology was deployed to families, so students were able to access their curriculum. Additionally, during the school closure period, the Special Education team participated in a series of professional development sessions hosted through the Microsoft Teams platform. Training included topics such as Fetal Alcohol Spectrum Disorder, Lexia, Anxiety, Sensory and Occupational Therapy topics, and Christian Meditation.

Speech and Language Pathologists delivered professional development sessions to staff in response to the growing provincial concern around reading. These sessions have revolutionized how reading is taught within our schools.

Educational Assistants supported the first ever Virtual Summer Learning Program, which allowed students with specialized learning needs the opportunity to be included through individualized supports for synchronous and asynchronous learning. A second component to the summer program included a partnership with our local mental health agency, Open Doors, who provided anxiety workshops to students and parents. Our special needs learners also had the opportunity to participate in school transitions at the end of August, allowing them the opportunity to return to their schools to re-acclimatize to their learning environment.



Parent Involvement

The focus for the 2019-2020 school year was to assist parents in supporting student learning at home. The CDSBEO Curriculum team provided PIC members with a presentation on various Math resources such as TVO Mathify for tutoring, Math games and learning tools, the CDSBEO parent guide entitled "Reading and Writing with Your Child," as well as the parent resource "Making reading fun for all!"

The four regional spring events did not take place based on COVID-19 related school closures, however, PIC members participated in a teleconference on April 23, to provide the Ministry of Education with parent experiences supporting students in their learning at home. PIC shared relevant videos on the CDSBEO website from Dr. Jean Clinton and Ann Douglas, and a resource was shared on the CDSBEO website to support parents with virtual learning platforms.

The Early Years

The CDSBEO continues to be proud of our community partnerships with childcare providers, Consolidated Municipal Service Managers (CMSMs), and the Ministry of Education Early Years and Child Care Programs and Service Integration Branch. The 17th Annual Child Care and Early Years Conference for Leeds and Grenville was hosted for 172 participants at St. Mary CHS, on October 26, 2019.

An Early Years regional meeting in November welcomed partners from throughout Eastern Ontario to share best practices, before and after-school programs, and professional learning. Early Years educators enjoyed the opportunity to participate in a series of knowledge exchange gatherings focusing on embedding Indigenous teachings. Members of the administrative team also met regularly with daycare providers and CMSMs throughout the school closure period to support daycare reopening and establishing COVID-19 protocols.

Experiential Learning & OYAP

Experiential Learning funding provides programs for students to connect with community partners and to deepen their learning by making connections outside of the classroom. A key focus of Experiential Learning is the exploration of future pathways with an emphasis on the Skilled Trades. Using the immersive platform, Career Labs VR, students in the grade 10 Careers class had the opportunity to experience electrical, heavy equipment operation, robotics, mining, and welding, through a virtual worksite. A special emphasis for the initiative was given to promoting the trades pathway with young women.

Post-secondary pathways planning focusing on skilled trades and apprenticeships, delivered primarily by the Ontario Youth Apprenticeship Program (OYAP), continues to be a priority for the Board. Since its inception, the program has guided over 3,700 students toward rewarding careers in skilled trades through co-operative education placements. Many former students are now business owners, supervisors and leads, committed to continuing a successful learning process.

CDSBEO continues to use myBlueprint as its digital platform for the Individual Pathways Plan. Students use the site to explore how their own interests and talents can lead to future careers.

Financials

Revenues

Revenue Source	Amount	Percentage
Provincial Grants	\$156,009,939	82.2%
Provincial Legislative Grant	18,640,163	9.8%
School Generated Funds	2,885,369	1.5%
Other Revenue	12,350,150	6.5%
TOTAL	\$189,885,621	100.0%

Expenditures by Category

Category	Amount	Percentage
Instruction	\$133,131,921	72.8%
Administration	4,179,083	2.3%
Transportation	17,698,461	9.7%
Pupil Accommodation	24,565,218	13.4%
School Generated Funds	2,570,406	1.4%
Other	768,026	0.4%
TOTAL	\$182,913,115	100.0%

Budget	Amount
Annual Surplus*	\$6,972,506
Increase in Externally Appropriated	(1,474,320)
Increase in Internally Appropriated	(2,246,704)
In-year Operating Surplus	\$3,251,482

* One of the contributing factors to the CDSBEO operating surplus was the provincial school closures from March 16 to June 30, 2020.

Expenditures by Object

Object	Amount	Percentage
Salaries, Wages & Benefits	\$138,149,133	75.5%
Staff Development	358,691	0.2%
Supplies & Services	9,511,839	5.2%
Interest	2,756,248	1.5%
Rentals	34,174	0.0%
Fees & Contractual Services**	19,814,003	10.8%
Other	1,130,839	0.7%
Amortization Expense	8,587,782	4.7%
School Generated Funds	2,570,406	1.4%
TOTAL	\$182,913,115	100.0%

** Primarily includes transportation contracts.



Trustees



Back row, left to right: Robin Reil (City of Brockville, Town of Smiths Falls & Leeds County), Ronald Eamer, Vice-Chair (City of Cornwall & Glengarry County), Todd Lalonde, Chair (City of Cornwall & Glengarry County), John Cameron (Director of Education)

Front row, left to right: Brent Laton (Grenville County & Elizabethtown-Kitley Township), Sue Wilson (Prescott County & Russell County), Jennifer Cooney (Lanark County), Karen McAllister (Dundas County & Stormont County)

Executive Council



Left to right: Natalie Cameron, Superintendent of School Effectiveness; Leah Finley, Executive Assistant to the Director of Education; Norma McDonald, Superintendent of School Effectiveness; Bonnie Norton, Associate Director of Education; John Cameron, Director of Education; Brent Bovaird, Superintendent of School Effectiveness.

School Board Profile

The CDSBEO operates 39 schools that provide quality Catholic education to over 13,000 students. The Board employs 882 full-time equivalent elementary and secondary teachers, as well as 603 support staff, including principals, educational assistants, student support workers, early childhood educators, school office support, custodial and maintenance staff, board administration, chaplaincy leaders, computer and library technicians, and other professional staff employees. The CDSBEO works diligently to implement inclusive practices regarding staff recruitment and hiring, and to prevent systemic bias and barriers through equity training programs.

Student Trustee

As Catholic Student Trustee for 2019-2020, Josephine Purcell represented the more than 13,000 students across the Board. The school year was one with many obstacles and challenges but the Board theme of “Be Holy – Joy Springs from a Loving Heart” was evident in the many events the Student Senate helped support including CDSBEO Week, various mental health initiatives, Orange Shirt Day, CDSBEO Indigenous Education Day and the Just-Us Youth Day, all while inspiring our faith, empathy and sense of community.

The Student Trustee and the Associate Student Trustee for the 2020-2021 school year are Kennah Delage from St. Joseph’s Catholic Secondary School and Julia Vo from Holy Trinity Catholic Secondary School. They will lead the Student Senate, which is made up of representatives from all CDSBEO secondary schools. Both students look forward to reinforcing the Catholic virtues of faith, love, hope, justice, fortitude, temperance, and prudence, while leading the Student Senate this year.