

# DIRECTOR'S Annual Report 2021-2022



## Director's Message

In spite of our hopes and wishes, the 2021-2022 school year continued to bring challenges to many of us. Despite these challenges, I know with certainty that our staff – education workers, teachers, custodians, administrators, and central staff, made differences in the lives of our students, their families, and each of us.

Hope can be found in a future where, in twenty or 50 years, when our students are asked questions by their children and grandchildren, they tell them that this time in our history was hard, very hard, but they knew that they were cared for, they knew that they were safe, and they believed that we would eventually be restored to more certainty. It is a testament to faith indeed.

Each school year we look to our strategic plan to set direction and hope for all of us, and we continue to turn to a remarkable plan that was developed prior to the pandemic but resonates for all of us throughout. It helps us to carry out the Board's mission to educate the heart, mind, body and soul of all students. Anchored by **four tenets: believing, protecting, learning, and nurturing**, the plan collectively ensures that students, staff and CDSBEO partners in education, are supported in all ways.

We express these tenets through reconciliation with Indigenous people in learnings and partnership. We look to the Catholic Graduate Expectations to hold us in unity in Catholic education and in belonging. We live the Gospel in all that we do. Our best expression of excellence in Catholic education can be found in the following tenets and priorities of the Board.

Yours in Catholic education,

Laurie Corrigan  
Director of Education



**Nurturing**



**Learning**



**Protecting**



**Believing**



## The Early Years

CDSBEO continues to be proud of our community partnerships with childcare providers, Consolidated Municipal Service Managers, and the Ministry of Education Early Years and Child Care Programs. Through conducting parent surveys to determine childcare needs, CDSBEO continues to expand childcare services in our schools, including most recently the new childcare space at Mother Teresa Catholic School, Russell.



Engaging with the outdoors is a valuable and captivating learning environment for kindergarten students. Indigenous teachings are embedded in exploration of mathematics, literacy, science, and the arts, as the relationship with the natural world is explored. Inquiry of self-image, diversity and belonging, has also been highlighted through many notable initiatives such as Black History Month, Asian Heritage Month, Indigenous Education, and many special recognition days. New digital resources such as MathUP and Zorbis support inquiry and play-based learning in an authentic way.

## Experiential Learning & OYAP

Experiential Learning funding provides programs for students to work with community partners and to deepen their learning by making connections outside the classroom. To facilitate these connections, funding was made available through the Experiential Learning Call for Proposals, whereby many projects came to life including field trips to Saunders Dam, the River Institute, and many other STEM-related projects and guest speakers. CDSBEO community partners provided virtual workshops and guest speakers to help students and parents gain a greater appreciation for the skilled trades. Secondary schools participated in the Career Labs Virtual Reality program to learn more about skilled trades including welding, electrical, plumbing, and carpentry. Additionally, there were dissection and anatomy simulations for science classes, as well as for the visual arts.

The CDSBEO OYAP program continued to engage and encourage students to consider skilled trades and apprenticeships pathways. All ten CDSBEO secondary schools reported an increase in the number of students participating in skilled trades cooperative education. In some schools, over 50 per cent of all cooperative education students are in skilled trades placements. For several years, the Board has focused energy and resources on programs targeted to young women, and the Skilled Trades Summer Camp held in July 2022, for grade 7, 8 and 9 girls was a tremendous success. Since its inception, the OYAP program has guided over 4,000 students toward rewarding careers through cooperative education.

## Specialist High Skills Major

The CDSBEO Specialist High Skills Major (SHSM) program continues to provide students with engaging, hands-on learning experiences. For 2021-2022, 26 programs were offered in eight sectors, and 271 grade 11 students participated in the first year of the two-year SHSM program. There were 224 grade 12 students enrolled, 188 of them graduating with a Certificate of Distinction.

CDSBEO continued to work with community partners such as Unearth Education, Apoetic Health, Enriched Academy and Levac Industrial and Construction Safety to provide students the opportunity to complete the required certificates to earn their SHSM seal. Students were able to fulfill their sector-partnered experience (SPE) requirement by participating in the 2nd Annual Student Leadership and Innovation Conference. This was a provincial virtual event put together by Fair Chance Learning, in collaboration with the Ontario Council for Technology Education (OCTE). The 2021-2022 Expansion Funding provided the opportunity for many grade 8 students to participate in a day in the skilled trades. The “Gearing Up” project offered exciting activities to promote the hospitality, electrical, welding, plumbing, carpentry, automotive, and masonry trades. The funding also allowed the Board to broaden learning opportunities for several SHSM programs.

## Student Learning

Our educators continued to demonstrate resiliency and determination while working hard to support students in their learning. Staff from Curriculum, Student Success, Special Education, and Religious and Family Life, collaborated to support school teams as they implemented school and board action plans. Educators worked tirelessly along with the support of consultants, to help lift learning in core subject areas. Additionally, CDSBEO offered before and after school tutoring sessions in the spring of 2022 to help support learning recovery in response to the COVID-19 pandemic. The CDSBEO Summer Learning Program provided opportunities for students to focus on enhancing their literacy and numeracy skills, while also working on skills to support a successful transition back to school.

CDSBEO FSL educators diligently upheld and promoted the vision, goals, guiding principles, and strategic focus areas of the K-12 Framework for FSL. Our focus on training educators in the Neurolinguistic Approach to second language acquisition, increased their understanding of second language pedagogy. Through ongoing modelling and practice, students have developed proficiency in the French language by engaging in meaningful conversations and being exposed to a range of learning experiences. Many students chose to continue to study FSL past grade 9, and we continued to sustain a 100 per cent success rate for grade 12 students challenging the DELF exam.

School communities also worked to lift the learning in literacy, and access to various digital libraries allowed for student choice and guided practice. Educators were provided with many opportunities to participate in professional learning in literacy development, STEM and computer programming (coding). The CDSBEO is committed to ensuring that our students have a strong understanding of math fundamentals. The 2021-2022 school year began with a focus on supporting the implementation of the new de-streamed grade 9 math.



## Religious Education

The 2021-2022 school year saw the introduction of the new Board spiritual theme, I Belong Here – Together We Are God’s Good News. The theme, with its focus on welcoming, hospitality and building community, pairs beautifully with the Board’s work in Equity and Inclusion and has been warmly received by educators and students alike.

The Department of Religious and Family Life Education, Equity and Inclusion connected virtually with schools to deliver centrally led liturgies throughout Advent and Lent, and to mark many special and religious occasions. Chaplaincy leaders also provided schools with daily prayers, while some elementary Faith Ambassadors offered guided monthly Christian Meditation sessions.

The theme for CDSBEO Week was *Living Our Catholic Social Teachings*, and schools were gifted with a series of plaques displaying the whimsical artwork of Brother Mickey McGrath. Throughout the week, schools celebrated calls to express Care for God’s Creation, Dignity of the Human Person, Solidarity, Belonging, and Option for the Poor.

The department worked alongside Mental Health Leads to create monthly “survival kits” for schools which included books and learning materials aligning with the Umbrella Project. The Rainbows for All Children program saw an uptick in schools, and additional facilitators were trained to offer support to students dealing with grief and loss.

The Board purchased digital access to the newest *Growing in Faith - Growing in Christ* resource, and the grade 10 and 11 Institute for Catholic Education supporting documents were adapted for release on Brightspace, allowing high school teachers digital access to the curriculum. Primary classes enjoyed virtual sessions of “Breakfast with God,” where Fr. John and Consultant Kate Veinotte shared songs and stories of God’s love. Chaplaincy Leaders took on the Just Us Youth Day event this year in high schools, with participants joining for a virtual keynote concert with Canadian recording artist and motivational speaker, Peter Katz.

## Indigenous Education

The 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 Indigenous Education theme for the school year was Land Based Teaching. Its aim was to reflect on Indigenous voices in decolonizing the land. Staff and students were supported in deepening their understanding of Indigenous cultures through diverse educational experiences. Supported by a group of Indigenous Elders, Knowledge Keepers, and teachers, the Land Based Teachings theme was delivered by way of Traditional Teachings in the classroom. To further build on this theme, the CDSBEO's Annual Indigenous Education Day focused on the Strawberry Teachings.

A new Indigenous Education Lead was hired in October, and the Board's first Indigenous Cultural Board Advisor and Grad Coach joined the team in February. The CDSBEO, along with other school boards, the Ontario College of Teachers, and the Ministry of Education are supporting a Mohawk Language Initiative. This pilot project will help identify suitable teacher candidates who are culturally and linguistically strong community members to teach the Mohawk Language.

## Special Education

The Special Education Department continues to focus on providing "learning lifts" by offering individual supports to students impacted by learning disruptions during the COVID-19 pandemic. Opportunities to build staff capacity and maximize support for students were provided through ongoing virtual professional development sessions in the areas of behaviour management systems, hearing and vision, decodable books, basic principles of Applied Behavioural Analysis, and supporting students with attention difficulties. In response to the Right to Read inquiry, CDSBEO continued to educate school staff in the Science of Reading, led by Speech-Language Pathologists. This ongoing board-wide focus facilitates students in making great gains in reading. In addition, all newly appointed CDSBEO vice-principals completed the Special Education for Administrators Additional Qualification Course where they learned about the importance of their roles in supporting students with Special Education needs and the impact their advocacy can have on positive outcomes for our learners. To date, 35 CDSBEO administrators have been trained.

Once again, this summer we were blessed to have Educational Assistants supporting the Summer Learning Program. This additional support was beneficial in helping students with special needs achieve their learning goals. At the end of the summer, the Board also offered a Summer Transition Program, where some students who receive intensive support had the opportunity to connect with school staff and familiarize themselves with their learning environment and routine before the first day of school.

The CDSBEO SEAC Committee continues to provide a solid platform for advocacy and the sharing of information between our community partners and agencies, establishing a united and collaborative approach in supporting our most vulnerable students. CDSBEO is thankful for the joint effort of its partners to continue to improve our programs and services to better serve our learners, their families, and our Special Education team.



## Parent Involvement

The CDSBEO Parent Involvement Committee (PIC) had a busy and positive school year despite the challenges posed by the pandemic. The committee met several times virtually and ensured the parent community had a voice by providing opportunities for sharing feedback through parent surveys. With this valuable information, the Board was able to incorporate many innovative ideas and utilize the feedback in planning parent events. The Chair of PIC, as well as the Superintendent responsible for PIC, were voices for CDSBEO at the round table discussion with the Ministry of Education on important topics such as parent engagement in schools, Parents Reaching Out Grants, Indigenous Education and de-streaming grade 9. These provincial forums provided opportunities to share best practices with a focus on equity and inclusion. PIC hosted virtual guest speakers for parents including a Mental Health and Social Media workshop with keynote speaker Scott Ste Marie, who discussed student mental health and the impact of social media. An anti-sex trafficking presentation by Crown Attorney, Kelly Beale of the Victims and Vulnerable Persons Division, raised awareness of a growing problem for youth in Ontario.

## Mental Health

CDSBEO remains committed to supporting the mental health and well-being of the students entrusted to our care. The 2021-2022 school year saw the introduction of the OurSCHOOL survey which included responses from students, parents, and staff. The results of this survey, and those of the School Needs Assessment, were used to inform School Improvement and Equity Plans, Board Improvement Equity Plans, the three-year Mental Health and Addictions Strategic Plan, and the annual Mental Health and Addictions Action Plan. The Board was blessed to be able to support staff, students, and families with various tools throughout the year. Presentations by the Mental Health Lead were delivered to our Student Senate to increase their awareness of supporting peer mental health. Additionally, posters highlighting the importance of sleep to mental health were distributed to all schools. Students registered in the Specialist High Skills Major in Health and Wellness received safeTALK certification, to promote suicide safer communities. New resources from School Mental Health Ontario which included lesson plans for teachers, tip sheets, and daily activities, were shared with school communities.

## Equity & Inclusion

CDSBEO completed its fourth and concluding year working with Dr. Nicole West-Burns, a provincial leader on equity initiatives, who guided school equity teams to address the needs of students who face systemic barriers and marginalization. This equity practice called Critically Conscious Practitioner Inquiry (CCPI) helped form each School Improvement and Equity Plan (SIEP).

Building on previous work focused on economic and racial marginalization, schools continued to see a reduction in barriers to success for students and fewer discriminatory incidents in the 2021-2022 school year. Schools, in collaboration with the Equity and Inclusion Committee and Department of Religious Education and Family Life, implemented equity practices that help students feel welcome and accepted.

The Board has continued the rollout of commitments in the CDSBEO Equity Action Plan, by incorporating an annual Equity Walk in all schools with the purpose of building greater awareness around discrimination. Student voice and community partners were included in the planning of Black History Month and Asian Heritage Month activities. Administrators and School Equity Teams participated in two professional development series and had the opportunity to hear many inspirational keynote speakers including Anthony McClean, musician Peter Katz, Senator Bernadette Clemont, Toronto youth author Ainara Alleyne, and New York Times bestselling author Joanna Ho.

CDSBEO students submitted art to the Board's Anti-racism Art Contest open to all grades, and schools participated in the development of anti-racism campaigns. Students also participated in a positive and appropriate language presentation, which was delivered to all grade 7 and 8 students. High school Chaplains also participated in a Jesuit-lead presentation on understanding the immigrant experience. As well, the CDSBEO continued the ongoing work of examining all curriculum resources for cultural diversity and relevance.



Learning



Believing

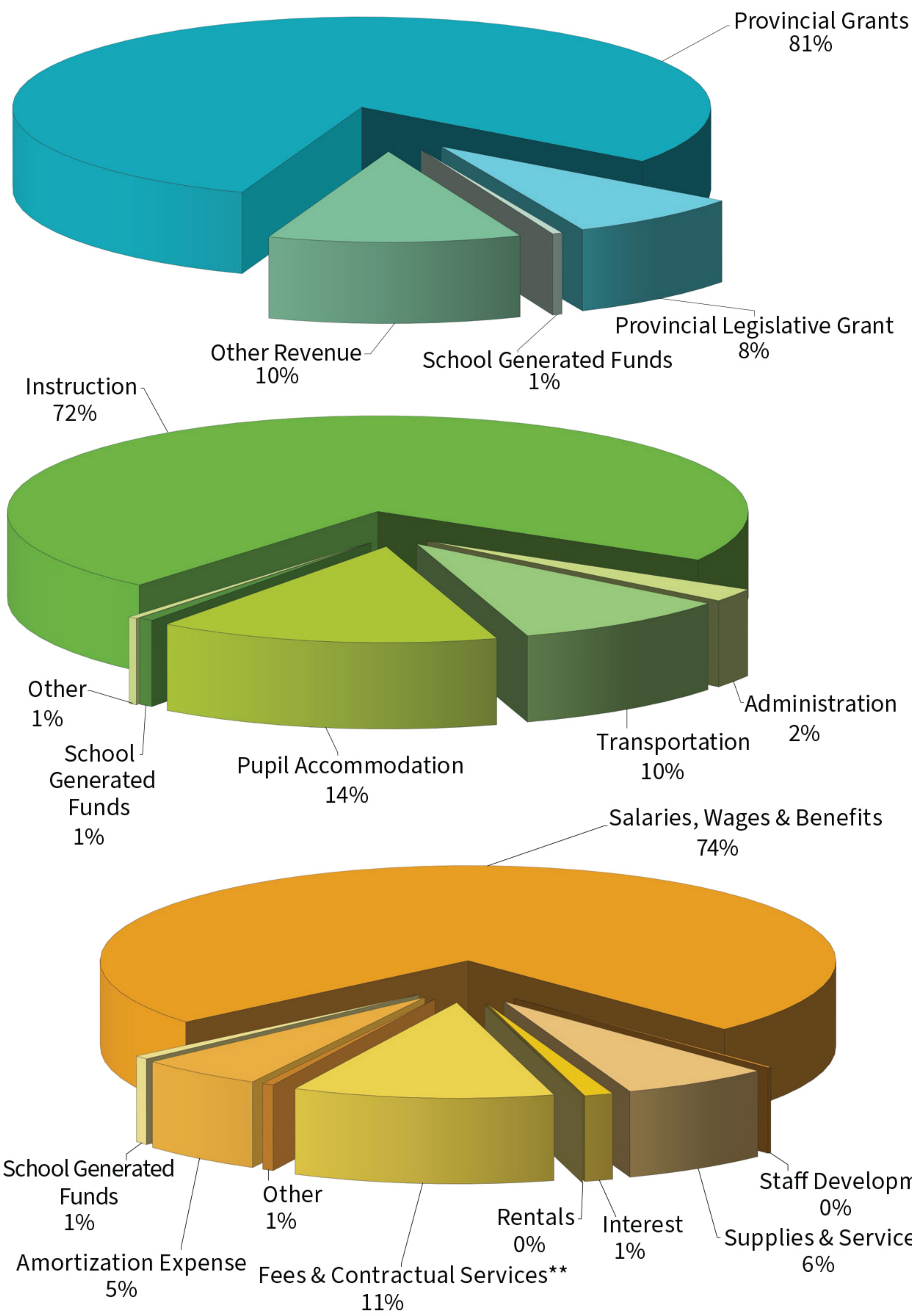


Nurturing



Protecting

# Financials



## Revenues

Provincial Grants	\$167,756,415	81%
Provincial Legislative Grant	16,074,878	8%
School Generated Funds	2,171,370	1%
Other Revenue	21,212,401	10%
<b>TOTAL</b>	<b>\$207,215,064</b>	<b>100.0%</b>

## Expenditures by Category

Instruction	\$146,894,154	72%
Administration	4,924,585	2%
Transportation	20,331,262	10%
Pupil Accommodation	28,586,805	14%
School Generated Funds	2,052,211	1%
Other	1,924,383	1%
<b>TOTAL</b>	<b>\$204,713,400</b>	<b>100.0%</b>
Annual Surplus	\$2,501,664	
Increase in Externally Appropriated	(186,059)	
Increase in Internally Appropriated	(1,695,293)	
<b>In-year Operating Surplus</b>	<b>\$620,312</b>	

## Expenditures by Object

Salaries, Wages & Benefits	\$151,789,457	74%
Staff Development	683,393	0%
Supplies & Services	11,829,254	6%
Interest	2,352,756	1%
Rentals	48,446	0%
Fees & Contractual Services**	23,410,796	11%
Other	1,924,383	1%
Amortization Expense	10,096,042	5%
School Generated Funds	2,052,211	1%
<b>TOTAL</b>	<b>\$204,186,738</b>	<b>100.0%</b>

\*\* Primarily includes transportation contracts.

# Trustees



LEFT TO RIGHT TOP ROW: Todd Lalonde, Chair (City of Cornwall & Glengarry County); Sue Wilson, Vice-Chair (Prescott County & Russell County); Jennifer Cooney (Lanark County); Ronald Eamer (City of Cornwall & Glengarry County)  
 LEFT TO RIGHT BOTTOM ROW: Paula Hart (City of Brockville, Town of Smiths Falls & Leeds County); Brent Laton (Grenville County & Elizabethtown-Kitley Township); Karen McAllister (Dundas County & Stormont County)

# School Board Profile

The CDSBEO operates 39 schools that provide quality Catholic education to over 13,200 students. The Board employs 909 full-time equivalent elementary and secondary teachers, as well as 651 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 for staff recruitment and hiring, and to prevent systemic bias and barriers through equity training programs.

# Senior Administration



LEFT TO RIGHT TOP ROW: Laurie Corrigan, Director of Education; Brent Bovaird, Superintendent of School Effectiveness; Dawn Finnegan, Superintendent of School Effectiveness  
 LEFT TO RIGHT BOTTOM ROW: Heather Gerber, Superintendent of School Effectiveness; Ashley Hutchinson, Superintendent of Business; Norma McDonald, Superintendent of School Effectiveness; Tracy O'Brien, Superintendent of School Effectiveness.

# Student Senate

Under the leadership of CDSBEO Catholic Student Trustee Julia Vo and Associate Catholic Student Trustee Ella Scott, our 23 Student Senators met four times throughout the school year. Student Senate meetings featured Indigenous guest speaker Dawn lehstoseranonha, who shared a message about acceptance and equity, and motivational speaker Scott Ste Marie, who shared his own personal struggle with mental health and how addiction to electronic devices can lead to an increase in depression and loneliness. Cornwall area Senator Bernadette Clement, the guest for Black History Month, inspired students to have courage, pursue goals even when there are obstacles, and to seek mentors for support. CDSBEO's School and Community Liaison Coordinator, Pam Dunk, presented on anti sex-trafficking as part of the Safe Schools Prevention Strategy. Student senators shared their individual school community reports which are rich learning opportunities covering topics such as student leadership, spiritual wellbeing, and inclusion activities.