



## BOARD HIGHLIGHTS

From the Board Meeting  
held October 4, 2011

### Board Improvement Plan Highlights Togetherness to Achieve Student Success

The CDSBEO's Board Improvement Plan highlights the importance of various departments working closely together. Program Principals Frances Spagnolo, Tom Jordan, Jim Roberts, and Sheila Farris, shared the plan with Trustees.

The plan sets the direction for the Board to continue on its pathway of success. It maintains the Board's excellent student achievement results and helps to identify areas in which progress is being made. It also identifies areas in which more progress is needed and explains how those issues will be addressed.

It explains that individual students are monitored with the use of data to determine the proper pathways they need to take to ensure they successfully graduate from our school system.

It also explains that data is used in other ways to help enrich our Board's individual Catholic communities and learning environments. By reviewing such things as the number of school suspensions, graduation rates, credit accumulation rates, and how students are faring at alternative programming sites, we can help to develop a proper Catholic learning environment that nurtures our

students as they strive to become responsible Catholic citizens.

The Improvement plan is tied closely to the Board's Strategic plan, which focuses on three cornerstones: *Living our Catholic Faith*, *Achieving Literacy for All*, and *Making Resources Matter*. Every piece of information found within the plan can be tied to one of our three stones.

The plan is also more concise, as a result of the Realization Network the Board has developed with the assistance of noted experts in education, Michael Fullan, and Lyn Sharrat. The direction within is very clear, which is a direct reflection of our Strategic Plan. We have ensured that the contents are items that we can accomplish and measure.

Director of Education, Wm. J. Gartland said, "The plan is the result of an incredible collaborative effort by all departments which allows continued support for one another, as all staff work towards the common goal of success for all students."

### Attendance Support Program

Superintendent of School Effectiveness, Mark Musca, presented to the Board of Trustees, an outline of the Board's Attendance Support Program.

Mr. Musca stated, "An Attendance Support Program is crucial in shaping workplace quality, employee wellness, and most importantly student achievement. This program addresses absenteeism at all of our sites, and it is driven to help provide a healthy workplace."

The program is non-disciplinary and supportive, and it is aimed at assisting employees who are unable to maintain regular attendance at work. "A goal of the Attendance Support Program is to minimize the effect that absenteeism has on student learning, and to minimize the economic costs of absenteeism as well," said Mr. Musca.

There are two components to the program: disability management, and attendance support. Each is aimed at providing the employee with the assistance necessary to maintain consistent attendance.

It is expected that the program will generate savings with regards to employee replacements costs.

"This is an ongoing process," said Mr. Musca. "We will continue to monitor employee attendance closely, aiming for continuous, ongoing improvement in the level of employee absenteeism."

#### Upcoming Dates/Events:

October 10, 2011 - Thanksgiving Monday  
October 26, 2011 - Parent Involvement Committee Summit  
October 28, 2011 - Professional Activity Day

Contact  
1-800-443-4562  
or 613-258-7757  
for more  
information.



**Next  
Board Meeting:**  
October 18, 2011  
Kemptville Board Office  
7:00 p.m.