

CATHOLIC DISTRICT SCHOOL  
BOARD OF EASTERN ONTARIO

# DIRECTOR'S ANNUAL REPORT 2018-2019



## DIRECTOR'S MESSAGE

I am delighted to present the annual report outlining the accomplishments and successes of the Catholic District School Board of Eastern Ontario. Each school year, guided by our Strategic Plan, the Board strives to improve and build on the success of our students and to continue to expand and refine the programs and initiatives which support their success.

This past year, the Board has adopted a special focus on kindness and empathy as part of the new Board Theme, *Be Holy – Joy springs from a loving heart!* The theme, which was introduced in September 2018, is inspired by scripture, by the Saints, and by the Holy Father Pope Francis. The theme is a personal call to be inspired and transformed within our intimate relationship with Jesus, and at the same time to recognize the needs of others, and to create holy moments through acts of empathy and kindness.

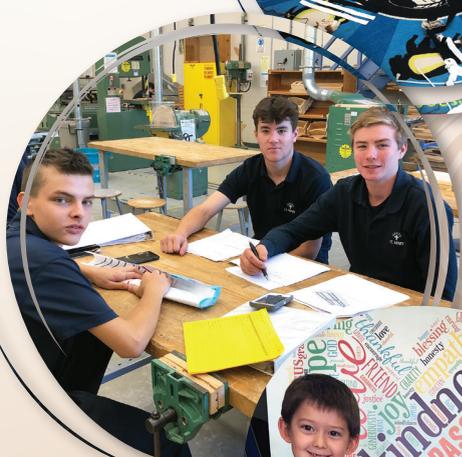
Student achievement continues to be a key focus at the CDSBEO, and the Board strives to offer specialized programming to meet the needs of all learners. The Board is very excited about the growth experienced within our International Education program. The program allows students from around the world an opportunity to study and learn alongside Canadian students of the same age, encouraging cultural awareness and international understanding. In 2018-2019, the CDSBEO hosted 134 students from abroad.

Catholic social teaching has inspired many notable fundraisers and charity events throughout the CDSBEO. In 2018-2019, the Good Samaritan Trust Fund Committee ran a fundraising campaign from January to June 2019. This campaign was very successful and focused on donations through corporate partners and payroll deductions for staff. More than \$47,700 was raised during the 2018-2019 year to help students and families in the CDSBEO who were in desperate need with no other supports available.

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

CDSBEO continues to promote the importance of collaborative learning environments. We focus on improving student achievement and enhancing student literacy and numeracy skills through initiatives such as the Board Literacy Preparation Plan, the Focusing on the Fundamentals Math Board Action Plan, and the Neurolinguistic Approach to second language learning.

Board Collaborative Learning Networks connect facilitators from Special Education, Religious Education and Curriculum departments with school improvement teams, to share celebratory news and achievements and examine and revise the goals of the School Improvement Plan. Teams align these goals with the needs and strengths of each school community, as well as the Board Improvement Plan for Student Achievement.

The French as a Second Language team builds capacity in CDSBEO learners to effectively communicate in both of Canada's official languages. The Board continues to see great benefits in using the Neurolinguistic Approach to second language learning in elementary schools. Grade 12 students challenging the DELF exam continue to achieve a 100 per cent success rate.

The role of technology continues to expand and diversify in CDSBEO classrooms. Teachers and students alike are learning about STEM and Coding, and embracing the benefits of their 21st-century classrooms.

## SPECIALIST HIGH SKILLS MAJOR

The CDSBEO Specialist High Skills Major Program (SHSM) is now in its thirteenth year, offering 25 programs in nine different economic sectors. In 2018-2019, the CDSBEO graduated 140 students with their Red Seal and finished the year with a completion rate of 66 per cent. In total, 430 students were registered in a SHSM program.

This year, St. Joseph's Catholic Secondary School launched its fourth Specialist High Skills Major program in Arts and Culture. In the Arts and Culture sector students gain knowledge and skills specific to the Arts industry including visual art, theatre, music, and recording engineering technology.

Holy Trinity Catholic Secondary School has completed its second year of the SHSM in Agriculture, focusing on teaching sustainable agriculture practices including how to plant, grow and harvest. The program is connected to many community partners to foster cooperative education and experiential learning opportunities.

## RELIGIOUS EDUCATION

The new spiritual theme *Be Holy - Joy Springs from a loving heart!* was launched on September 28th, 2018 with the CDSBEO Faith Day telecast from St. Joseph Catholic Secondary School in Cornwall to satellite sites in Carleton Place, Brockville, Russell and Kemptville. Keynote speaker John L. Allen Jr., author and senior Vatican correspondent for CNN, provided insight to staff on the leadership of the Holy Father Pope Francis, connecting his focus on mercy to the spiritual theme. The Board celebrated the first ever CDSBEO Week in October 2018, which inspired schools and staff to embrace kindness, and to help engage students in the new theme and its messages.

The new religious education program – Growing in Faith, Growing in Christ, continues to be implemented in CDSBEO schools, while teachers received training on Catholic faith, liturgy and traditions. A Praise and Worship Day for Grade 6 students was hosted in two locations with a plan to expand to all four regions for 2019-2020.

The CDSBEO supported two annual Guatemala service trips for secondary learners, along with the Sandy Lake First Nation Building Bridges trip. These experiences contribute to authentic learning about challenges in developing communities within a context of cultural immersion.

## 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, respected community partners, and meaningful resources.

Many successful initiatives contributed to our learning journey in 2018-2019. The Traditional Teachings in the Classroom initiative grew with the addition of more community partners and more time in schools. The focus of the program supported the board-wide theme of Inuit learning. Partnerships within the Inuit community contributed to meaningful learning through an authentic lens. Inuit learning was shared in a cross-curricular way through Inuit games, art, story, and various experiential learning opportunities. Additionally, all elementary schools have received sharing circle floor coverings, accompanied by traditional sharing circle teachings that build capacity and help to create safe spaces for all.

Indigenous Education Day was celebrated across the Board on Wednesday, May 8, 2019. The Indigenous community partners that support our Summer Learning Program continue to make a meaningful difference to our youngest students.

## 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. 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 youth mental health literacy and coping skills.



## EQUITY & INCLUSION

The Board's Equity and Inclusion Committee was created in 2017-2018, with the mandate of working together to develop equitable and inclusive learning and working environments. On October 18, 2018, all schools participated in a Bridges Out of Poverty workshop based on the work of Dr. Ruby Payne and facilitated by Certified Bridges Trainer Gayle Montgomery. Our Equity and Inclusion Committee attended Culturally Relevant and Responsive Pedagogy (CRRP) training, facilitated by the Ministry of Education, and were successful in receiving funding to support our Critically Conscious Practitioner Inquiry action plan.

In May, school teams attended a CRRP training session facilitated by Dr. Nicole West-Burns which aimed to bring awareness to personal biases and beliefs. Ten schools have volunteered to be part of a pilot project which will include the examination of our institutions, policies and procedures that may contribute to marginalization.

# STUDENT ACHIEVEMENT

## EQAO Assessment of Reading, Writing and Mathematics - Primary

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	14-15	15-16	16-17	17-18	18-19	14-15	15-16	16-17	17-18	18-19	14-15	15-16	16-17	17-18	18-19
CDSBEO Board Results	78	75	69	84	82	80	79	76	82	76	66	62	54	67	56
Provincial Results	n/a	72	74	75	74	n/a	74	73	72	69	n/a	63	62	61	58
CDSBEO Results - Boys	73	72	66	80	82	76	74	71	78	75	67	64	56	69	62
CDSBEO Results - Girls	83	78	72	88	82	85	84	81	87	77	65	60	52	65	50

## EQAO Assessment of Reading, Writing and Mathematics - Junior

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	14-15	15-16	16-17	17-18	18-19	14-15	15-16	16-17	17-18	18-19	14-15	15-16	16-17	17-18	18-19
CDSBEO Board Results	81	83	78	85	79	83	82	76	82	80	51	48	39	47	35
Provincial Results	n/a	81	81	82	81	n/a	80	79	80	82	n/a	50	50	49	48
CDSBEO Results - Boys	81	81	74	81	73	79	76	69	76	73	51	46	38	46	35
CDSBEO Results - Girls	81	85	84	88	85	86	88	86	88	88	50	50	40	49	36

## EQAO Assessment of Grade 9 Mathematics

	Applied, Levels 3-4					Academic, Levels 3-4				
	14-15	15-16	16-17	17-18	18-19	14-15	15-16	16-17	17-18	18-19
CDSBEO Board Results	59	51	49	56	49	86	84	86	88	86
Provincial Results	n/a	45	44	45	44	n/a	83	83	84	84
CDSBEO Results - Boys	64	54	47	55	55	89	86	86	91	88
CDSBEO Results - Girls	52	47	50	56	42	84	82	86	86	86

## OSSLT - Fully Participating

	First Time Eligible Students, Levels 3-4				
	2015	2016	2017	2018	2019
CDSBEO Board Results	85	81	82	79	80
Provincial Results	82	81	81	79	80
CDSBEO Results - Boys	81	79	78	75	75
CDSBEO Results - Girls	88	83	86	83	85

CDSBEO results based on percentage of students at levels 3 and above, 2014-15 to 2018-19.

CDSBEO and Provincial OSSLT results based on the percentage of students that passed.

## PARENT INVOLVEMENT

The Parent Involvement Committee (PIC) met regularly throughout the 2018-2019 school year, focusing on Catholic faith and ways to support the partnership among parish, school and home. CDSBEO's PIC membership includes Director Cameron, Trustee Cooney, Superintendent McDonald and seven parent representatives from the geographic regions across the CDSBEO. The format provides parent involvement opportunities in the various regions closely tied to Catholic Education Coalition (CEC) events. Presentations on resources including the CDSBEO Parent Resource Bank, as well as the new parent app and website upgrades provided informative, relevant information for all parents.

## THE EARLY YEARS

CDSBEO continues to ensure a community approach to supporting families and students in our schools through partnerships with childcare providers and Consolidated Municipal Service Managers, and through involvement with municipal table discussions. Welcome to Kindergarten events provide opportunities for school and childcare staff from our many vibrant daycare and before and after school programs, to welcome parents and new students to our schools. Kindergarten educators are leaders in pedagogical documentation and the process of interpreting documentation to determine instructional next steps. Our outdoor classrooms and outdoor play opportunities provide deep learning experiences for our JK and SK students that incorporate indigenous teachings.

## EXPERIENTIAL LEARNING & OYAP

The promotion of the apprenticeship pathway is a priority for the Board, primarily through the Ontario Youth Apprenticeship Program. Over the past fifteen years, more than 3,500 students have participated in skilled trade cooperative education placements, half of those being registered as apprentices. The CDSBEO is committed to providing supports to students as they choose post-secondary pathways, with a focus on building awareness and capacity with teachers, students and parents, on the value of pathways planning. The Board is one of only three school boards in Ontario to pilot Career Labs VR, a virtual reality platform that allows students to explore the skilled trades through virtual reality.

Through our partnerships with St. Lawrence College, Algonquin College, and Loyalist College, many students are benefiting from Dual Credit opportunities. The inaugural Career Fair held in April 2019, provided an excellent opportunity for students to meet professionals in many fields including the food industry, skilled trades, law enforcement, and STEM.

## SPECIAL EDUCATION

CDSBEO's Special Education Department continues to support students, staff and families to provide a meaningful education for all learners. A focus on offering tiered levels of assessment and support ensures the needs of students are being met. The addition of the CDSBEO Multidisciplinary Team, as well as continued support from Board Mental Health and Addictions Counsellors, has provided even more opportunities for wrap around care for students and families.

Our Special Education teachers work diligently to ensure rich literacy programs such as PALS and FROG are provided in each of our primary classrooms. The Lexia Reading Program is a very successful tool in Board classrooms, helping educators to close the reading gap. New primary teachers are supported through the Shine-On document, which shares exemplary practices on routines and structures to support transitions, sensory needs and co-regulation for our students.

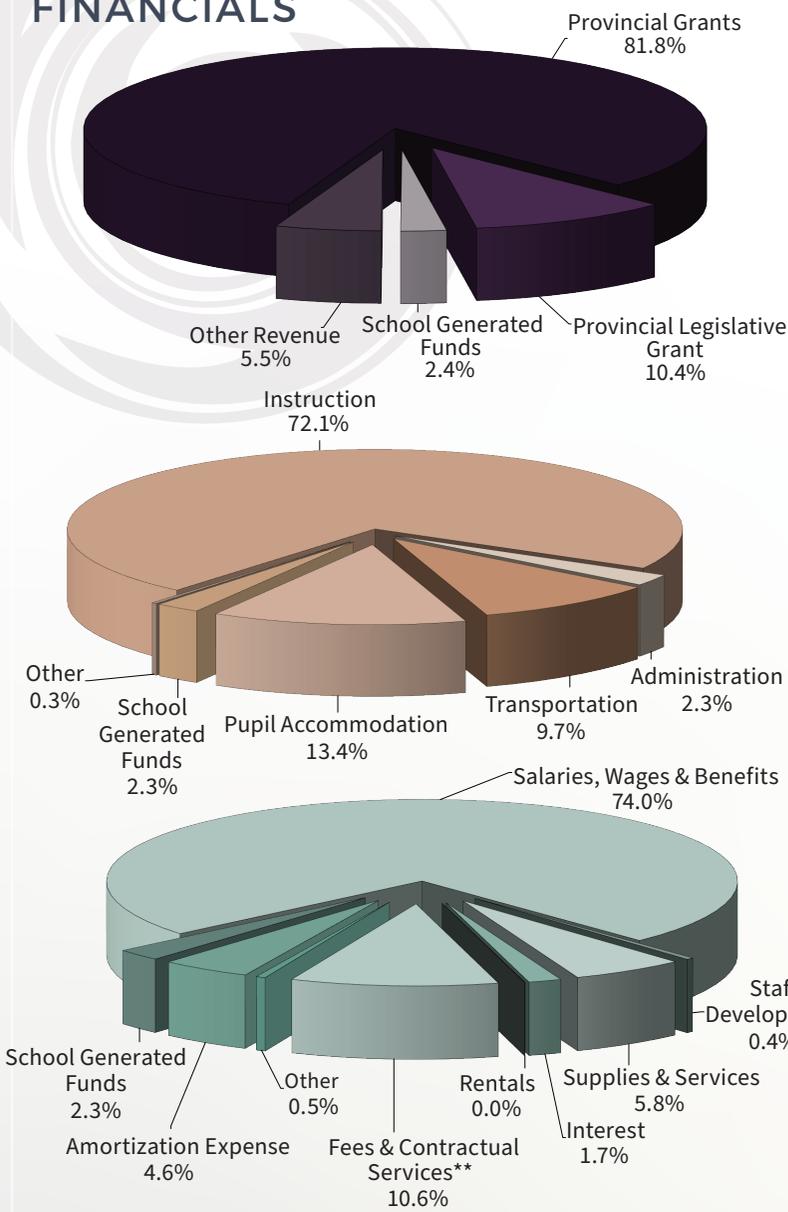
CDSBEO continues to offer an after school social skills group for K-12 students with a diagnosis of Autism Spectrum Disorder. The program focuses on play, communication and relationship building skills. The Board also offer students with special education needs the opportunity to be creative through the Without Exception - Exceptional Art from Beautiful Minds art days. During these days our students are engaged and inspired, producing outstanding art work.

The Special Education Advisory Committee (SEAC) continues to be active and focused on parent engagement and learning about the Board's transdisciplinary approach through interactive meetings. The multidisciplinary team, in partnership with SEAC, has created a framework and poster to showcase CDSBEO's approach to supporting students with a diagnosis of FASD. CDSBEO's work was featured at the 8th International Conference on Fetal Alcohol Spectrum Disorder in Vancouver, garnering attention from many stakeholders world-wide.

## SCHOOL BOARD PROFILE

The CDSBEO operates 39 schools that provide quality Catholic education to over 13,000 students. The Board employs 883 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, 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.

# FINANCIALS



## Revenues

Provincial Grants	\$154,991,455	81.8%
Provincial Legislative Grant	19,647,901	10.4%
School Generated Funds	4,485,332	2.4%
Other Revenue	10,371,956	5.5%
<b>TOTAL</b>	<b>\$189,496,644</b>	<b>100.0%</b>

## Expenditures by Category

Instruction	\$136,260,964	72.1%
Administration	4,315,899	2.3%
Transportation	18,281,141	9.7%
Pupil Accommodation	25,271,584	13.4%
School Generated Funds	4,438,967	2.3%
Other	550,710	0.3%
<b>TOTAL</b>	<b>\$189,119,265</b>	<b>100.0%</b>

Annual Surplus	\$377,379
Increase in Externally Appropriated	(664,596)
Decrease in Internally Appropriated	45,887
<b>In-year Deficit</b>	<b>\$(241,330)</b>

## Expenditures by Object

Salaries, Wages & Benefits	\$140,007,322	74.0%
Staff Development	717,287	0.4%
Supplies & Services	10,972,502	5.8%
Interest	3,178,043	1.7%
Rentals	40,233	0.0%
Fees & Contractual Services**	20,084,540	10.6%
Other	926,920	0.5%
Amortization Expense	8,753,451	4.6%
School Generated Funds	4,438,967	2.3%
<b>TOTAL</b>	<b>\$189,119,265</b>	<b>100.0%</b>

\*\*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.

# STUDENT TRUSTEE

Student engagement was a focus for the 13th annual Just-Us Youth Day for Grade 10 students, hosted in April. This year's theme, Making Change Joyfully featured keynote address by Jacob Moon, who shared a powerful message about making change through connecting with others and listening to God's call to service. Catholic Student Trustee, Michael Fenn, supported by the Student Senate, planned and organized the day, which included many informative breakout sessions.

The Student Trustee for the 2019-2020 school year is St. Mary Catholic High School student, Josephine Purcell. She will lead the Student Senate, which is made up of representatives from all CDSBEO secondary schools. The Senate discusses student issues, gathers student opinion, and helps to develop communications with all students across the CDSBEO.



Catholic Student Trustees  
 Michael Fenn (2018-2019)  
 Josephine Purcell (2019-2020)