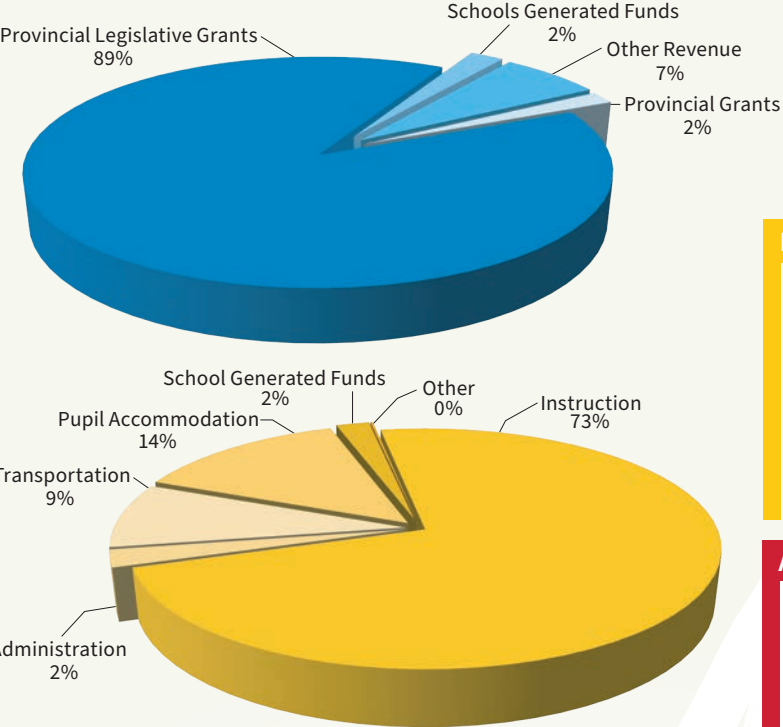


Financials



Revenues		
Provincial Grants	\$ 4,118,830	2%
Provincial Legislative Grants	215,602,683	89%
School Generated Funds	5,303,939	2%
Other Revenue	15,848,307	7%
TOTAL	\$ 240,873,759	100%

Expenditures		
Instruction	\$ 175,510,353	73%
Administration	5,727,684	2%
Transportation	21,252,016	9%
Pupil Accommodation	33,158,083	14%
School Generated Funds	5,131,677	2%
Other	423,042	0%
TOTAL	\$ 241,202,855	100%

Accumulated Surplus		
Increase in Operating A/S		-
Decrease in Internally Appropriated A/S	(558,115)	
Increase in A/S Unavailable for Compliance	229,019	
In-year Accumulated Deficit	(\$329,096)	

The Early Years

CDSBEO’s Early Years initiatives focus on nurturing curiosity, learning, and community for young children. Upon registration, each Kindergarten student received a thoughtfully curated “Welcome to Kindergarten” bag with inquiry-based items and the book *I Am*, inspiring a love of learning, and exploration of faith. CDSBEO provided professional development for Registered Early Childhood Educators, including a session by Hannah Beach, award-winning educator, author, emotional health consultant, and keynote speaker, on building strong educator-child relationships and fostering emotional resilience through play. RECEs also received training from the College of Early Childhood Educators, which covered professional boundaries, workplace challenges, effective communication, collaboration, and reflection on ethical standards.

CDSBEO is dedicated to fostering strong partnerships with childcare providers, Consolidated Municipal Service Managers (CMSMs), and the Ministry of Education’s Early Years and Childcare Programs and Service Integration Branch. Guided by our Early Years Leadership Strategy, we have set clear objectives and surveyed parents to assess childcare needs for the 2025-2026 school year. In collaboration with CMSMs and community partners, we advance inclusive practices and support equitable transitions for students with Special Education needs entering Kindergarten.

Trustees



Top, left to right: Christopher Cummings, Chair (City of Brockville, Town of Smiths Falls, & Leeds County); Karen McAllister, Vice-Chair (Dundas County & Stormont County); Jennifer Cooney (Lanark County); Brent Laton (Grenville County & Elizabethtown-Kitley Township)

Bottom, left to right: Donna Nielsen (City of Cornwall & Glangarry County); Karen Torrie-Racine (City of Cornwall & Glangarry County); Sue Wilson (Prescott-Russell County)

Senior Administration



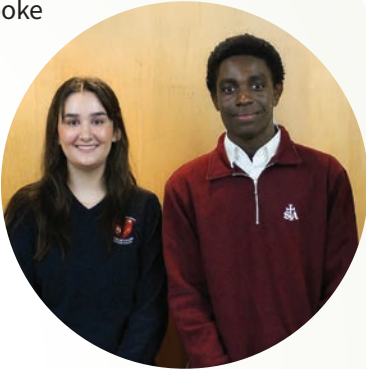
Top, left to right: Shelley Montgomery, Director of Education; Brent Bovaird, Superintendent of School Effectiveness; Dawn Finnegan, Superintendent of School Effectiveness

Bottom, left to right: Heather Gerber, Superintendent of School Effectiveness; Julia Graydon, Superintendent of School Effectiveness; Ashley Hutchinson, Superintendent of Business & Treasurer; Tracy O'Brien, Superintendent of School Effectiveness

Student Senate

Led by Student Trustee Brooke Guindon and Associate Student Trustee Junior Malunda, the CDSBEO Student Senate held four meetings throughout the year.

Presentations included Wampum Belt Teaching by Indigenous Education Lead Melissa Mader-Tardif and Student Success Mentor Allen Smoke, as well as Secondary Bell Times by Superintendent Ashley Hutchinson.



Left to right: Student Trustee Brooke Guindon, Associate Student Trustee Junior Malunda

Students also attended an inspiring leadership talk by Jeff A.D. Martin, further developing their leadership skills and helping to foster a positive environment in all ten CDSBEO secondary schools. Brooke Guindon also discussed the role of Student Trustee and shared her experiences. In April 2025, Heidi Baumann was elected Associate Student Trustee for 2025-2026.

School Board Profile

The CDSBEO operates 39 schools that provide quality Catholic education to over 14,000 students. The board employs 897 full-time equivalent elementary and secondary teachers, as well as 691 support staff, including principals, educational assistants, student support workers, early childhood educators, school office support, custodial and maintenance staff, 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.



CDSBEO



Director’s Annual Report 2024-2025



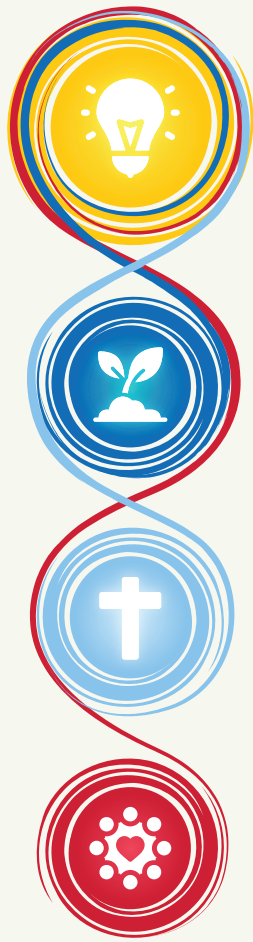
Director’s Message

The Director’s Annual Report for 2024-2025 offers a comprehensive reflection on the Catholic District School Board of Eastern Ontario’s progress, priorities, and achievements over the past year, framed within the vision and strategic direction set out in the 2025-2030 Multi-Year Strategic Plan. This report highlights the board’s ongoing commitment to its guiding pillars: To Belong, To Believe, To Nurture, and To Learn. Each of these tenets informs the work of the board as we strive to foster faith-filled, inclusive, and supportive environments where every student and staff member feels valued and empowered.

Throughout the report, you will find updates that illustrate how the strategic goals are being brought to life in our classrooms and communities. From Religious and Family Life Education, Equity and Inclusion initiatives, mental health supports, and professional development, the report demonstrates how listening, collaboration, and innovation continue to shape our educational journey. The board’s efforts to integrate Catholic Social Teaching, encourage community engagement, and provide opportunities for spiritual and academic growth are evident in our activities, partnerships, and achievements.

The Director’s Annual Report also underscores the alignment between day-to-day practices and the broader multi-year strategic plan, which was developed through extensive consultation and discernment across the CDSBEO community. Guided by Pope Francis’ call for synodality - walking together with openness, participation, and a focus on the common good - the board remains dedicated to nurturing and supporting well-being, and inspiring lifelong learning. This document serves as both a record of accomplishments and a testament to the shared commitment of staff, students, families, and trustees to advance the board’s mission and vision in a rapidly changing world.

The CDSBEO multi-year plan can be found at: cdsbeo.on.ca/strategic-plan



Student Learning

During the 2024-2025 school year, CDSBEO continued to prioritize evidence-based resources and high-impact instructional strategies to advance student achievement. Educators participated in ongoing professional development that focused on strengthening Tier 1 classroom instruction with an emphasis on universal design for learning and differentiated instruction, ensuring teaching methods met a variety of student needs. The Summer Learning Program served 165 students from grades 1 to 6, helping them strengthen their literacy and numeracy skills. Reading intervention teachers worked closely with school teams to implement structured literacy practices and deliver targeted small group interventions, further supporting student growth and success. Additionally, universal screening for Kindergarten to grade 2 students was conducted to identify early literacy needs, enabling educators to provide timely support and inform instruction.

Priority math schools intensified math instruction in select locations, using evidence-based strategies and collaborative planning. Math facilitators helped teachers analyze data, address learning gaps, and apply targeted interventions. Professional development focused on assessment, differentiated teaching, and digital tools, promoting ongoing reflection and growth.

The Curriculum and Student Success department organized and led several initiatives to target our EQAO results in grades 3 and 6, grade 9 math, and OSSLT. Some of the highlights included purchasing a variety of new evidence-based learning resources, professional learning for all grade 3 and 6 teachers, training on our new Tiered Intervention model for reading and math, as well as professional learning to support struggling readers in the junior/intermediate grades.

FSL educators achieved high success rates in DELF sessions for grade 12 students and engaged in cultural activities in Quebec City and France. Retention efforts included funding for the Common European Framework of Reference and cultural activities.

The MLL Department worked directly with secondary school math educators on STEP fundamentals and supporting multi-language learners (MLLs), as well as building capacity with grade 7/8 teachers at a priority school, significantly increasing support for MLLs. STEP assessments and hands-on professional development continued, and more schools updated MLLs' STEP, aligning CDSBEO with Ministry policies.

Specialist High Skills Major

The Specialist High Skills Major (SHSM) program saw notable growth in 2024-2025, offering CDSBEO students practical learning across 27 programs in eight sectors at ten high schools. Enrolment rose to 406 grade 11 and 242 grade 12 students, up by 43 from the previous year, with an 81 per cent completion rate. Strong partnerships with organizations like Carpenters Union Local 93, Apoetic Health, and Cornwall Business Enterprise Centre, helped students earn essential certifications and fulfill sector-partnered experience requirements, such as the Financial Literacy course by Enriched Academy.

Expansion funding enabled renovations to the kitchen at St. Thomas Aquinas CHS, enhancing real-world training for Hospitality and Tourism students. The Transportation Program introduced activities ranging from small engine building to virtual reality welding simulations, and make-do kits connected K-8 students to construction trades via cardboard structure projects. The health fair at North Grenville Municipal Centre drew about 150 students, who earned three certifications through workshops led by industry experts. Students also benefitted from networking opportunities from across the board.

Religious & Family Life Education, Equity & Inclusion

During the 2024-2025 school year, the CDSBEO changed the focus on the board spiritual theme: *I Belong Here - Together we are God's good news!* Students and staff were encouraged to embody the message: *Be God's Light and Pass it On!* The Religion and Family Life Education, Equity, and Inclusion Department enriched school communities through centrally led liturgies, weekly prayers, seasonal devotions and in-school visits. The team also actively participated in interdepartmental consultant meetings, fostering collaboration and professional growth among Catholic educators at CDSBEO.

Through the year, diverse and inspiring guest speakers were welcomed, including author and catechist David Wells, leadership coach Jeff A.D. Martin, activist Ryan Hreljac, journalist Jackie Perez, Holocaust survivor Eva Olsson, and theologian Fr. Kevin Kelly. Their powerful stories resonated with staff and students during events such as Black History Month, Asian Heritage Month, Pride Month and Holocaust Memorial Day, as well as during professional development sessions for educators and administrators.

Support for candidates under the New Teacher Induction Program (NTIP) included voluntary learning opportunities and classroom management resources, highlighted by a video series from *Joyful Teacher* author Berit Gordon. Each candidate received Berit's book, *The New Teacher Handbook*, to guide them as they begin their journey as Catholic educators. Grade 1 teachers benefitted from at-the-elbow training in the new family life program, Blessed and Beloved, while SSW's and chaplaincy leaders integrated faith perspectives into the Kids in the Know personal safety educational program.

The Religious Education in Catholic Schools OECA course was facilitated by Board Chaplain Fr. John Whyte and Consultant Kate Veinotte, who also supported schools with pastoral plans, sacramental prep retreats and a new episode of *Breakfast with God*, featuring former Director of Education Laurie Corrigan. We were delighted to welcome Lorrie Darling to the team as the new Secondary Religious Education Consultant.

The Faith and Equity Advisory Committee (FEAC), united staff, students, union representatives, and community members to promote meaningful dialogue and embrace diverse perspectives. Through leadership initiatives and strong partnerships, CDSBEO continues to nurture a vibrant Equity, Diversity, and Inclusion (EDI) learning community.

Parent Involvement Committee (PIC)

The Parent Involvement Committee (PIC) had a productive year, with meetings held on October 29, February 26, March 26, and May 6.

On February 26, Jeff A. D. Martin delivered a compelling presentation to CDSBEO parents at an event co-hosted by the Parent Involvement Committee and the Faith and Equity Advisory Committee at St. Michael Catholic High School in Kemptville. His talk offered profound insights and challenged conventional thinking, inspiring personal growth and reflection. It served as a powerful reminder of the influence parents have in shaping their children's lives and provided meaningful guidance for those striving to build a more supportive and enlightened future for their families.

Throughout the year, regional and virtual meetings were held across the board, resulting in a notable increase in PIC membership. A new slate of committee members was welcomed, with their term extending through 2027, ensuring continuity and sustained engagement in the years ahead.

Special Education

At CDSBEO, we believe every child is created in the image of God and deserving of meaningful learning opportunities. We are grateful to support students in accessing their academic curriculum and social learning. Our Special Education team remains dedicated to responding to the unique needs of each learner by providing the tools, strategies, and resources necessary for active participation in both classroom and school life.

This year, we enhanced staff capacity through targeted professional development in areas such as student self-regulation, early reading screening and intervention, and academic and social-emotional programming. All administrators and education workers also completed Behaviour Management Systems (BMS) certification to further strengthen their ability to support student regulation.

To foster early literacy, five Reading Intervention Teachers screened all students from Kindergarten to grade 2, modeled structured literacy instruction, and offered targeted intervention. Additional support was provided through the Corrective Reading program and the continued Empower Reading pilot. Together, these initiatives create a cohesive framework that enables educators to respond effectively to student needs.

Throughout the year, Special Education professionals offered timely training and consultation to school teams, helping them recognize student strengths and plan appropriate programming. In August, the Summer Transition Program at seven schools supported more than 70 students with diverse learning needs. This program helped students adjust to the school environment, build social-emotional skills, and engage in literacy and numeracy activities.

The Special Education Advisory Committee continues to be a vital link between the board and community partners, providing advocacy and valuable insight. We are grateful for the ongoing collaboration with community partners, whose shared commitment continues to strengthen programs and services for students, families, and school teams.

Experiential Learning

Experiential Learning programs at CDSBEO promote hands-on education and career exploration through strong community partnerships. In 2024-2025, secondary students engaged in virtual reality simulations for trades such as welding and carpentry, attended the St. Lawrence College Connections event, spent a day at Morrisburg Operating Engineer Training Institute, and visited the Ottawa Airport de-icing facility and Porter hanger, expanding their understanding of STEM and skilled trades. Career fairs in Cornwall and Brockville, coordinated with Junior Achievement and featuring over 25 local businesses, gave grade 8 students from St. Joseph's CSS, St. Michael CHS, and St. Mary CHS the opportunity to rotate through employer stations and gain real-world insight into daily operations across different industries.

The CDSBEO Entrepreneurship Program, supported by community partners, helped students at St. Mary-St. Cecilia, Our Lady of Good Counsel, and St. Joseph (Gananoque), develop business skills in product creation, marketing, budgeting, and customer service. Collaborative build and bake sessions culminated in a Sale Day Event, showcasing teamwork and creativity. Throughout 2024-2025, students from ten high schools completed 259 dual credit courses at Algonquin and St. Lawrence Colleges. Twenty-four OYAP students finished level one programs in trades like electrical and welding, while thirteen completed specialized programs in meat cutting, hairstyling, and commercial vehicle technology.

The OYAP program, with SHSM and Experiential Learning, supported skilled trades and apprenticeships for grades 6-12, with half of all co-op students focused on skilled trades. Three skills competitions, including culinary arts, were hosted, earning students provincial recognition. The Skilled Trades Summer Camp engaged over 60 girls grades 6-8, in activities like carpentry and welding, and concluded with visits to Brockville and Cornwall Motor Speedways.

Indigenous Education

During the 2024-2025 school year, CDSBEO advanced its commitment to strengthening cultural understanding, honouring Indigenous histories, and supporting reconciliation across our schools. Guided by the Indigenous Education Council, initiatives focused on closing achievement gaps and increasing awareness of Indigenous experiences and contributions.

The Indigenous Student Success Mentor deepened learning by facilitating sessions on the Haudenosaunee Ohénton Karihwatéhkwén (Thanksgiving Address) and Wampum Belt teachings, helping students connect treaty rights to practical experiences. Together with the Indigenous Education Secondary Consultant, they delivered lessons using the Indigenous Peoples Atlas of Canada, highlighting the lasting impacts of Residential Schools. The Indigenous Education Team also introduced weekly Indigenous Brilliance Clubs in schools with notable Indigenous student populations. Experiential learning opportunities included visits to the Native North American Travelling College and Thompson Island, as well as student-led construction projects - such as picnic tables and benches for the Mohawk Council of Akwesasne's lodge on Hamilton Island - guided by Haudenosaunee teachings.

A significant highlight of the year was a presentation by Dr. Niigaan Sinclair, who emphasized the importance of truth in reconciliation and affirmed that meaningful change begins with deliberate, community-driven action. Indigenous student self-identification increased from 461 in September to 531 in January and 542 in June, affirming our ongoing efforts to foster a culturally affirming learning environment.

Mental Health

The CDSBEO Mental Health team developed a Suicide Protocol Implementation Guide to support trained staff in responding effectively to students in crisis. This guide, along with an updated suicide safety plan and a corresponding flowchart wall poster, was shared with all CDSBEO staff to ensure clarity and consistency in intervention procedures.

To further strengthen system-wide alignment, the Mental Health Team delivered targeted training and interactive presentations at executive council, principal, and vice-principal meetings. These sessions highlighted the *Mental Health in Action* modules and strategies for leading mentally healthy schools, in partnership with School Mental Health Ontario. In addition, guidance teachers and chaplaincy leads were introduced to these modules to expand mental health capacity and enhance support within CDSBEO schools.

In addition to these efforts, CDSBEO hosted the Mental Health Champions Retreat on May 13, 2025, bringing together school teams to share innovative practices and celebrate successes in promoting student well-being. This collaborative event highlighted the diverse initiatives implemented across the board and reinforced the importance of community engagement in mental health advocacy. Building on this momentum, the mental health team finalized an updated three-year Mental Health and Addictions Strategy and Action Plan in June, outlining priorities and systemic supports to guide the board's continued commitment to fostering mentally healthy schools.

