



CATHOLIC DISTRICT SCHOOL BOARD OF EASTERN ONTARIO

Director's Annual Report 2014



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, Catholic education has experienced many milestones within our Board through social justice initiatives, anti-bullying campaigns, and our ongoing mission trips.

The Just Us Youth Symposium for grade ten students was held once again this year. The theme, Witnessing to Hope Through Justice, called our students to bring the principles of Catholic social teaching to life. The keynote address and breakout sessions armed students with real examples of how to live the Catholic virtues, and how to become active, and significant members of society. This annual conference, which is organized by the Student Senate, continues to be a very engaging experience for our Grade 10 students.

The Board has also continued to keep student success at the forefront of our focus, and has championed the involvement of community partners to assist in the development of meaningful educational programs, and enriching opportunities for all students. Partnerships continue to take on many forms that involve a myriad

of roles for our learners. We are proud of the many existing initiatives in place with such organizations as the Raisin Region Conservation Authority, the South Nation Conservation Authority, Poverty Into Action, Lanark Lodge, the St. Lawrence Parks Commission, and hundreds of other colleges, non-profit organizations and businesses. Every partnership is unique and extremely valuable in offering CDSBEO students extraordinary experiential learning opportunities.

I would like to thank Archbishop O'Brien, Archbishop Prendergast and Bishop Damphousse for the continued support and guidance they provide to our school system. As well, I would like to thank the many individuals and organizations, and our partners, who help us provide quality Catholic education for our learners.

Yours in Catholic education,

Wm. J. Gartland,
Director of Education



Catholic Education

The CDSBEO has built and maintained strong relationships with all of our partners in Catholic education, to enhance learning opportunities for our students. The Board has worked to support our elementary school faith ambassadors and high school chaplaincy leaders through monthly newsletters and annual in-services this past school year. Annual mission trips continue to be at the forefront of our goal to educate the minds, hearts, bodies and souls of our students. As evidence of our entire Board's support of these experiential learning opportunities, and the communities we hope to help, our Board's Student Senate coordinated a board-wide fundraiser that raised over \$11,900 for the Nuestros Pequeños Hermanos Orphanage in Guatemala.

Parent Involvement Committee (PIC)

This year the Parent Involvement Committee sponsored two noteworthy events. The fall event was the annual Catholic School Council Summit, an evening of discussion and workshops for parents, school staff and community partners. In the spring, the Parent Involvement Committee sponsored an evening presentation Supporting Positive Mental Health for Students and Families. The evening welcomed guest speaker, Loyal Dleikan, a practicing family therapist from Family Services, Ottawa. The presentation was streamed via live video to three regional locations across the Board with specialized staff available at each site to answer questions.

Members of the Parent Involvement Committee also took part in two conferences, the Ministry of Education's Fifth Annual PIC Symposium, held in Toronto, and The Ontario Association of Parents in Catholic Education (OAPCE) Conference, Annual General Meeting in Mississauga.



Mental Health

This past year, the Board has moved toward a strong focus on mental health for students and staff. For students, this has materialized as various initiatives were brought to fruition, including the launch of our new bully reporting app, EMPOWER, and through the introduction of new student resiliency initiatives. In December of 2013, a new committee was formed to look at employee mental health, and to seek ways to promote mental wellness. The first steps towards improving employee mental wellness have involved the creation of a Board Employee Mental Health policy and the adoption of the Mood Disorders of Canada's national 'Elephant in the Room' campaign. The campaign aims to reduce the stigma around mental health issues, and benefits both staff and students throughout our schools and administrative offices. Another valuable support has been the creation of an 'Employee Mental Health and Wellness Handbook' which has been distributed to all staff members.

The Board was pleased to have been recognized with two prestigious awards from the Mood Disorders Society of Canada, acknowledging the many initiatives and accomplishments in pioneering a new awareness on mental wellness in education. It is hoped that these efforts will prove helpful as we strive for strong mental health across our Board.

Teaching Excellence & Quality Programs

The Early Years

As the CDSBEO continued to implement the Full-Day Kindergarten program, educators were invited to engage in professional learning through a network of school families. Teams developed professional educator inquiries rooted in their observation of students, as well as the key mindsets around the Full-Day Kindergarten model. Families of schools met several times throughout the year, and in between the formal sessions teams worked on theories based on research examined in the Family of Schools sessions.

A professional day of collaboration and team building was organized with classroom educators, school administrators, community agency representatives, and childcare providers (from our Before and After School programs) in attendance. This was a first step in developing a trusting and respectful professional relationship from all three areas of support and service in our Catholic school community, with the goal of building and strengthening partnerships to provide a seamless and consistent experience for our young learners.

Student Learning

Educators within the Catholic District School Board of Eastern Ontario have begun to engage in professional discourse about a student's complete journey through our system from Kindergarten to grade 12 by focusing on creating a framework that will better mobilize knowledge, allow us to improve student learning, and close gaps in literacy and numeracy.

Educators have dug deeper into their own understanding of student thinking and learning through a cycle of professional inquiry. By bringing documentation of student learning to the table in the forms of video, photographs, learning stories, documentation panels, student work samples, and educator observation notes, teams are dialoguing about ways to provide more talk time to help students process (think), dig deeper (inquire), and communicate their ideas and apply their growing thinking. Examining professional research through Ministry webcasts and professional books and articles continues to be a central part of the professional educator inquiry process.

Equity & Inclusion

The Board has continued to provide professional development to school teams as we ensure the ongoing development of more equitable and inclusive classrooms and schools. School teams were trained to develop “culturally responsive and relevant pedagogy.” Teams learned to work more effectively with students, colleagues and community members by adopting an equity lens approach. We are now better able to examine our systems and professional practices to ensure that equity and a bias-free approach are employed. Further training of school staff and student leaders will continue into 2015.



Student Achievement

EQAO Assessment of Reading, Writing and Mathematics - Primary

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	09-10	10-11	11-12	12-13	13-14	09-10	10-11	11-12	12-13	13-14	09-10	10-11	11-12	12-13	13-14
CDSBEO Board Results	67	72	72	70	73	80	81	85	84	82	72	72	72	67	65
Provincial Results	62	65	66	68	70	70	73	76	77	78	71	69	68	67	67
CDSBEO Results - Boys	65	69	72	66	69	77	75	83	81	75	73	71	74	67	65
CDSBEO Results - Girls	69	74	71	74	77	83	87	89	86	91	71	73	70	67	64
CDSBEO Results - Special Needs	42	51	N/R	N/R	N/R	67	67	N/R	N/R	N/R	50	51	N/R	N/R	N/R

EQAO Assessment of Reading, Writing and Mathematics - Junior

	Reading, Levels 3-4					Writing, Levels 3-4					Mathematics, Levels 3-4				
	09-10	10-11	11-12	12-13	13-14	09-10	10-11	11-12	12-13	13-14	09-10	10-11	11-12	12-13	13-14
CDSBEO Board Results	74	78	80	84	83	71	76	79	80	84	63	62	60	59	57
Provincial Results	72	74	75	77	79	70	73	74	76	78	61	58	58	57	54
CDSBEO Results - Boys	71	74	78	82	79	64	70	76	75	77	63	62	58	59	53
CDSBEO Results - Girls	76	82	82	85	87	78	82	83	86	90	63	63	62	59	61
CDSBEO Results - Special Needs	52	53	N/R	N/R	N/R	45	53	N/R	N/R	N/R	35	35	N/R	N/R	N/R

EQAO Assessment of Grade 9 Mathematics

	Applied, Levels 3-4					Academic, Levels 3-4				
	09-10	10-11	11-12	12-13	13-14	09-10	10-11	11-12	12-13	13-14
CDSBEO Board Results	59	50	60	53	57	84	86	85	90	91
Provincial Results	40	42	44	44	47	82	83	84	84	85
CDSBEO Results - Boys	66	56	67	58	58	86	89	87	92	91
CDSBEO Results - Girls	51	43	53	46	56	81	83	84	88	92
CDSBEO Results - Special Needs	50	40	N/R	N/R	N/R	78	77	N/R	N/R	N/R

OSSLT - Fully Participating

First Time Eligible Students, Levels 3-4				
2010	2011	2012	2013	2014
90	86	86	87	85
84	83	82	82	83
88	84	81	83	80
92	88	90	91	91
67	62	62	66	62

* CDSBEO, Provincial, results based on percentage of students at levels 3 and above, 2009-10 to 2013-14. N/R (Not Reported)

* CDSBEO and Provincial Ontario Secondary School Literacy Test (OSSLT) results based on percentage of students that successfully passed the OSSLT, 2010-14.

Aboriginal Education

Through data collection and analysis, collaborative dialogue, and action, the CDSBEO has continued to pursue the vision statement of the Ontario First Nations, Métis and Inuit Education Policy Framework: “First Nation, Métis and Inuit students in Ontario will have the knowledge, skills, and confidence they need to successfully complete their elementary and secondary education ... All students in Ontario will have the knowledge and appreciation of contemporary and traditional First Nations, Métis and Inuit traditions, cultures and perspectives.”

Building on successes from past years, the CDSBEO supported its First Nations, Métis and Inuit students in a number of ways during 2013-14. Throughout the year, students engaged in experiential learning opportunities, connected with Aboriginal role models, benefitted from small group tutoring, and accessed accurate, relevant, and engaging Aboriginal resources. Targeted educators gained awareness and understanding of the learning styles of First Nations, Métis and Inuit students, of the rich and relevant resources available to them, and of ways to plan for inclusive and respectful learning. In June, a group of students travelled to Sandy Lake First Nation in Northwestern Ontario, to experience real-life challenges and cultural traditions on a reserve.

Special Education

The Special Education Department continues to support the Board-wide mental health strategy focusing on building resiliency through a strengths based approach, and developing a Bully Prevention and Intervention Plan in order to ensure our schools are safe, inclusive and accepting places to learn. Schools continue to use a wide range of prevention programs and initiatives, as well as provide targeted intervention strategies and specialized supports. Partner agencies are valued and help to support aspects of Board strategies.

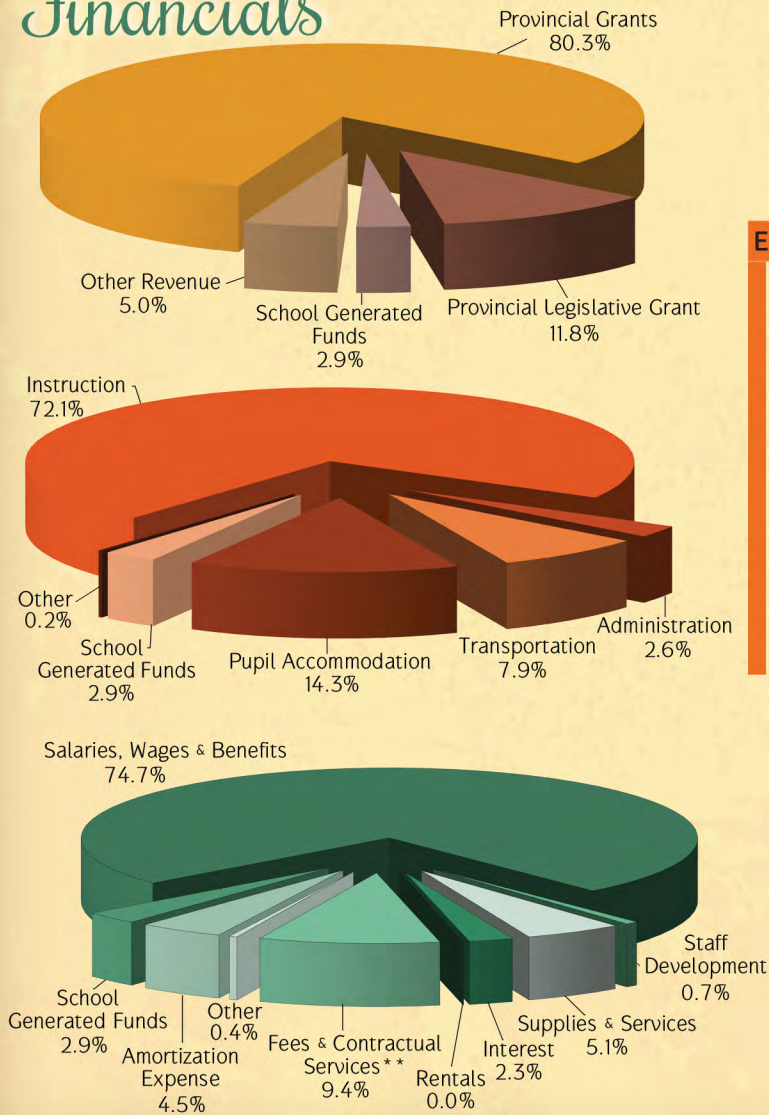
The Special Education Department has continued school reviews on the delivery of programs and services, development of Individual Education Plans (IEPs), and the capacity and use of assistive technology to meet the needs of our students. Extensive in-services have been provided to implement new IEP software, and to ensure effective strategies and outcomes are developed with parents. We also work closely with the Special Education Advisory Committee (SEAC) to examine and review programs, services and budget priorities. Our Special Education students have made outstanding literacy gains, of which we are very proud.

School Board Profile

The CDSBEO operates 42 schools that provide quality Catholic Education to over 12,900 students. The Board employs 884.5 full-time equivalent elementary and secondary teachers, as well as 577 support staff, including principals, educational assistants, student support workers, early childhood educators, school office support, custodial and maintenance staff, Board administration, computer and library technicians, and other professional staff employees.



Financials



Revenues

Provincial Grants	\$136,896,697	80.3%
Provincial Legislative Grant	20,160,189	11.8%
School Generated Funds	4,922,798	2.9%
Other Revenue	8,541,509	5.0%
TOTAL	\$170,521,193	100%

Expenditures by Category

Instruction	\$122,767,984	72.1%
Administration	4,476,147	2.6%
Transportation	13,423,867	7.9%
Pupil Accommodation	24,396,833	14.3%
School Generated Funds	4,871,713	2.9%
Other	382,830	0.2%
TOTAL	\$170,319,374	100.0%

Annual Surplus	\$201,819
Decrease to Externally Appropriated	(519,039)
Decrease to Internally Appropriated	317,220
TOTAL	\$-

Expenditures by Object

Salaries, Wages & Benefits	\$127,180,904	74.7%
Staff Development	1,124,794	0.7%
Supplies & Services	8,745,587	5.1%
Interest	3,935,188	2.3%
Rentals	79,468	0.0%
Fees & Contractual Services**	16,078,483	9.4%
Other	701,565	0.4%
Amortization Expense	7,601,672	4.5%
School Generated Funds	4,871,713	2.9%
TOTAL	\$170,319,374	100.0%

** primarily includes transportation contracts



Student Senate

Student Trustee, Terron James visited with council members from each secondary school to discuss initiatives happening within Board schools. Trustee James achieved various goals in the area of building community among students across the system.

The Student Trustee for the 2014-2015 school year is St. Michael Catholic High School student, Brianna Workman. Trustee Workman has identified that she will continue discussions throughout the school year relating to mental health and well-being. She has already demonstrated a very strong and effective voice for all students within the Board.



Trustees

Brent Laton, Chair (Grenville County & Elizabethtown-Kitley Township)
 Todd Lalonde, Vice-Chair (City of Cornwall & Glengarry County)
 Ronald Eamer (City of Cornwall & Glengarry County)
 Nancy Kirby (Lanark County)
 Karen McAllister (Dundas County & Stormont County)
 Robin Reil (City of Brockville, Town of Smiths Falls & Leeds County)
 Sue Wilson (Prescott County & Russell County)
 Terron James (Catholic Student Trustee 2013-14)
 Brianna Workman (Catholic Student Trustee 2014-15)



Executive Council

Wm. J. Gartland, Director of Education
 John Cameron, Superintendent of School Effectiveness
 Dr. Donaleen Hawes, Superintendent of School Effectiveness
 Tom Jordan, Superintendent of School Effectiveness
 Mark Musca, Superintendent of School Effectiveness
 Bonnie Norton, Superintendent of Business
 Charlotte Rouleau, Superintendent of School Effectiveness
 Carole Flaro, Executive Assistant to the Director of Education