



Excellence | Equity | New Evangelization

The Student Well-Being and Achievement Balanced Scorecard

2018 – 2019



**DURHAM CATHOLIC
DISTRICT SCHOOL BOARD**
Learning and Living in Faith

50
Years

Our Mission

We are called to celebrate and nurture the God-given talents of each student as we serve with excellence in the light of Christ.

Our Vision

Each student in our Catholic learning community embodies excellence and equity by embracing the Ontario Catholic School Graduate Expectations — to be:

- a discerning believer;
- an effective communicator;
- a responsible citizen.
- a reflective, creative and holistic thinker;
- a self-directed, responsible lifelong learner;
- a collaborative contributor;
- a caring family member; and

Our Catholic Values

By living these values with an open mind and a faithful heart we bear witness to these words: “You are the hope of the Church and of the world. You are my hope.” – Pope Saint John Paul II

As a Catholic Learning Community, we value:

Faith, evangelizing ourselves and others through scripture, sacrament, prayer and action in service with the home, school and parish.

Hope, giving witness to the belief that we can become who we are called to be.

Love, being present to others with care, compassion, solidarity, community and joy.

Peace, creating opportunities for contemplation, spirituality, reconciliation and forgiveness.

Wisdom, listening and responding to the Holy Spirit.

Inclusion, ensuring a sense of belonging by promoting the dignity and worth of each human life.

Excellence, building on God’s grace to achieve our earthly and eternal vocations.

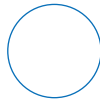
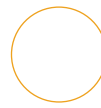
Creativity, celebrating diverse and innovative expressions of God’s gifts.

Service, seeking out and responding to local and global needs with prudence, fortitude, humility and charity.

Stewardship, shepherding God’s creation and resources for the common good.

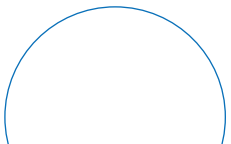
Responsibility, demonstrating accountability and fidelity in our thoughts, words and deeds.

Justice, acting and serving with integrity in communion with the Gospel and teachings of Jesus.



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Message from the Director of Education

As we complete another successful school year, it is important that we take the time to reflect on our accomplishments and assess the results and outcomes of our *Discovery 2020 Strategic Plan* and *Student Well-Being and Achievement Board Improvement Plan*. I am pleased to share our progress through the 2018 – 2019 Balanced Scorecard.

In our commitment to our Board’s strategic goals and priorities which are guided by the principles of Excellence, Equity and New Evangelization, we offer the Balanced Scorecard as a reflective reporting tool that holds us accountable to the goals we set out for this school year. Through a continuous cycle of review and monitoring, we are able to articulate to all stakeholders, the goals we have accomplished, and the areas in which we continue to make progress.

Every member of our learning organization demonstrates a deep commitment to achieving our mission and vision for the Durham Catholic District School Board. I wish to express my sincere gratitude to everyone who has played a role in supporting our students during the 2018 – 2019 Year of Joy — families, clergy, partners, community members, trustees, and staff. Thank you to each one of you for your dedication to achieving excellence in our school communities; we have witnessed success in many areas of our educational system.

Yours in Catholic Education,
Anne O’Brien
Director of Education and
Secretary/Treasurer of the Board





Witnessing Faith

Celebrating Equity, Excellence and New Evangelization

Creating and Sustaining a Caring Catholic School Culture

Strategic Goal

To promote staff, student and community engagement in the implementation of the New Evangelization theme of joy.

Results and Outcomes Achieved

- ✓ A committee was created to develop support materials to promote the spiritual theme of joy throughout the system.
- ✓ The theme of joy was embedded in communications throughout the year.
- ✓ Approximately 100 student leaders attended the Year of Joy Student Summit, developed school action plans and documented their focus on joy through the Student Success newsletter.
- ✓ Learning materials focused on Renewing the Promise, Year of Joy and DCDSBs 50th anniversary were developed and shared.
- ✓ Evidence of integration of the spiritual theme of joy across board initiatives was gathered by inter-departmental sharing.
- ✓ Over 2,300 employees attended the Year of Joy system wide Faith Day with Bishop Bergie and Michael Pautler as keynote presenters.

In Progress

- Social media audit to inform assessment of integration of the spiritual theme for trustees and staff.

Building Relationships and Developing People

Strategic Goal

To collaborate with local, provincial and national partners to align goals and best practices in Catholic education.

Results and Outcomes Achieved

- ✓ Pastoral plans were developed and shared with key stakeholders, including parish priests, Catholic School Council Chairs and Family of Schools superintendents.
- ✓ Institute for Catholic Education (ICE) Discussion Guide was shared with system leaders through the Board Learning Council to promote ongoing learning and discussions to support staff understanding of *Renewing the Promise*.
- ✓ School administrators facilitated shared learning on *Renewing the Promise* at each secondary and Family of Schools meeting.
- ✓ Awareness of the key messages of *Renewing the Promise* and calls to action for students increased through participation in the Year of Joy Student Summit.

In Progress

- A *Renewing the Promise* retreat for Catholic School Council Chairs was deferred until 2019–2020.

Teaching and Learning in the Formation of a Distinct Catholic Identity

Strategic Goal

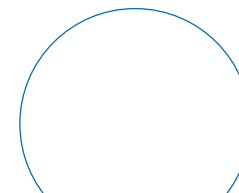
To promote faith formation initiatives that support a culture of teaching and learning which nurtures and reflects the Ontario Catholic School Graduate Expectations (CGEs).

Results and Outcomes Achieved

- ✓ Advent/Lenten twilight and overnight retreats were held for staff members in support of adult faith formation programs for Catholic educators.
- ✓ Themes from *Renewing the Promise* were incorporated into the New Teacher Induction Program (NTIP) and Aspiring Leaders.
- ✓ Staff can articulate the importance of *Renewing the Promise* as a foundational document guiding Catholic education.
- ✓ Increased networking between the Faith Formation and Leadership Development Teams.
- ✓ Student actions reflect their joyful discipleship.

In Progress

- Continued focus on the implementation of Religion and Family Life Programs and Curricula, with updated resources and supports.





Teaching and Learning

Leading and Learning in the 21st Century Classroom

Achieving Instructional Excellence

Strategic Goal

To improve student achievement and engagement through the understanding and implementation of Focusing on the Fundamentals of Math.

Results and Outcomes Achieved

- ✓ Principals and vice-principals report higher levels of confidence in leading Math-based professional learning with their staff on instructional strategies that support fundamental concepts.
- ✓ Improved results in administrator attitudinal data in the area of Numeracy.
- ✓ Classroom teachers have increased capacity to use effective strategies in supporting students in learning fundamental Math concepts and skills.
- ✓ Ultimate Potential (UP) Math is refined and firmly established in all secondary schools and taught by staff members who are confident in their understanding of the program and ability to improve student achievement.
- ✓ Professional learning focused on Numeracy is more precise and effective.
- ✓ Program support teachers are effectively able to support Math programming for students with learning disabilities in Math.
- ✓ The Numeracy Action Plan has been refined to address the goals of Ontario's Focus on Fundamentals of Mathematics.

Achieving Instructional Excellence (Cont'd)

- ✓ Numeracy coaches in every secondary school were identified to support and enhance professional learning.
- ✓ Student Math Councils continue to bring the student voice to the table on Math-related matters.
- ✓ Math Cafés hosted by the Durham Catholic Parent Involvement Committee (DCPIC) offered parents and guardians opportunities to learn how they can support their children's learning at home.

In Progress

- Improving student achievement and engagement outcomes in Mathematics.
- Increasing leader content knowledge for administrators, Math curriculum chairs, Math lead teachers and system leaders.



Instruction for the 21st Century

Strategic Goal

To increase the frequency and quality of authentic experiential learning opportunities for students from Kindergarten to Grade 12 and adult learners.

Results and Outcomes Achieved

- ✓ A Call for Proposal (CFP) was issued for Innovative Experiential Learning Projects to support inquiry-based and/or service learning opportunities to enhance Indigenous Education and/or Outdoor Education initiatives.
- ✓ Student participation in community connected experiential learning activities that are age/developmentally-appropriate, culturally responsive and safe has increased.
- ✓ Meaningful participation in experiential learning that involves connecting to local, national or global communities has increased.
- ✓ Students participate in and learn from interactions with community partners both in school and in community settings.
- ✓ Students had increased exposure to information about Skilled Trades and Careers in Technology via Skills Ontario programs.

In Progress

- Student continue to demonstrate an understanding of the relationship between what they are learning, why they are learning it and how it connects to their lives.
- Visible signs of students demonstrating curiosity and a positive and productive disposition to learning.

Assessment, Evaluation and Reporting

Strategic Goal

To effectively implement the Revised Social Studies, History and Geography and Canada and World Studies curriculums in a manner that authentically reflects the Calls to Action of the Truth and Reconciliation Committee.

Results and Outcomes Achieved

- ✓ Students are taught a Social Studies, History and Geography curriculum that is reflective of the revisions made in accordance with the Truth and Reconciliation Commission Calls to Action numbers 62 and 63.
- ✓ Visible signs of respect for our commitment to Indigenous Education is present within schools.
- ✓ Indigenous students have a venue for providing input and voice regarding system level supports and activities through the establishment of the Indigenous Education Student Advisory Circle.
- ✓ Educators work collaboratively with Indigenous community members to plan and facilitate learning.

- ✓ Meaningful participation in local community, provincial and national events in support of Indigenous peoples is increased.
- ✓ Increase in learning resources in schools reflect and support the Indigenous community.
- ✓ Important days, months and events in connection with the Indigenous community are recognized.
- ✓ Indigenous Education awareness is incorporated into all professional learning meetings with administrators, educators and support staff.
- ✓ Learning about Indigenous education is facilitated with the Durham Catholic Parent Involvement Committee (DCPIC).

In Progress

- Continued efforts to deepen relationships with the local Indigenous community through the work of the Indigenous Education Advisory Circle and participation in community events.





Expanding Pathways

Differentiating Opportunities for Every Student's Future

Adopting a Pathways Planning Mindset

Strategic Goal

To develop the necessary knowledge and skills to support pathways planning opportunities.

Results and Outcomes Achieved

- ✓ The Pathways component in the School Improvement Plan is improved.
- ✓ An increased number of Grade 7 to 12 students are exploring pathways in Skilled Trades through formal courses, in addition to programs that allow students to develop skills in the trades. Other activities such as Habitat for Humanity Youth Build, Taste of the Trades Days, Girls in Trades, Gold Collar Workshops, and participation in Skills Canada highlighted various pathways options for students.
- ✓ More experiential learning opportunities are available for students through co-operative education, OYAP, Specialist High Skills Majors and Dual Credit programs.
- ✓ Increased partnerships between schools, colleges and community partners have been established.

In Progress

- All Grade 7 to 12 students continue to develop an Individual Pathways Plan.



Assisting Students with Transitions Planning

Strategic Goal

To facilitate elementary to secondary transition planning.

Results and Outcomes Achieved

- ✓ Results from formal participant feedback in the Grade 9 Only First Day of School indicate the day was successful in providing students with a positive transition to Grade 9.
- ✓ All Grade 7 and 8 students have reviewed their Individual Pathways Plan at least twice throughout the year.

In Progress

- Staff continues to review feedback from Grade 9 students to further enhance the transition to secondary school.

Promoting Student Engagement

Strategic Goal

To create a positive culture about Student Success.

Results and Outcomes Achieved

- ✓ Increased enrolment in Student Success initiatives, such as SHSM programs, Dual Credits and OYAP programs.
- ✓ New plans are implemented for new Dual Credit programs.
- ✓ Areas of growth of SHSM programs are identified and implemented.
- ✓ Student leaders represent Student Voice in province-wide events, such as the Ontario Catholic Student Leadership Conference and the Ontario Student Trustee Association Fall General Meeting, bringing new strategies and ideas for student well-being and achievement.





Inspiring Leadership

Promoting a Culture of Professional Growth

Capacity Building

Strategic Goal

Prepare for the next round of local collective bargaining for renewal of the eight collective agreements between the board and its bargaining agents.

Results and Outcomes Achieved

- ✓ Grievance activity and trends during contract administration periods has been reviewed.
- ✓ Sick leave data and absenteeism trends have been analyzed.
- ✓ Disability management case load tends to determine nature of claims, time lost from work averages and challenges related to facilitating timely return to work plans were reviewed monthly.
- ✓ WSIB claims to determine trends with source of claims, time lost from work due to injury/illness, healthcare costs and the challenges to facilitating timely return to work plans were reviewed monthly with quarterly reports to the Joint Health and Safety Committee.
- ✓ Review of workplace accident and injury data with respect to root causes were completed quarterly through the Employee Health, Safety and Wellness portfolio.
- ✓ Data trends on the frequency and timing of job postings due to natural attrition and sick leave utilization have been assessed consistently throughout the year to inform potential bargaining proposals.
- ✓ Bargaining teams for the re-negotiation of all eight collective agreements have been finalized. The Human Resources Department is in the process of meeting with the teams to best inform the development of collective bargaining proposals.

Capacity Building (Cont'd)

- ✓ At the time of this report, Central collective bargaining under the *School Boards Collective Bargaining Act* has commenced for only one union representing three bargaining units. Subject to central bargaining outcomes, local collective bargaining will commence during the 2019–2020 school year.

In Progress

- Sick leave data will continue to be monitored and analyzed at the conclusion of the year for comparison by employee group and in relation to previous school years.

Board Leadership Strategy

Strategic Goal

To support and promote school level and system level leadership in the board.

Results and Outcomes Achieved

- ✓ Support is available for newly hired administrators through the mentoring program.
- ✓ Protocols have been established, by which mentee and mentor-coaches work together, develop and collaborate on professional development.
- ✓ Increased opportunities are available for newly hired administrators to meet with those in similar positions to network.
- ✓ Opportunities to integrate leadership and management through professional development were created.

Promoting a Culture of Professional Growth

Strategic Goal

To create a structure which builds and sustains effective leadership which is one of the critical foundations to sustain and enhance system-wide improvement.

Results and Outcomes Achieved

- ✓ Completion of the New Teacher Induction Program (NTIP) for 52 educators in 2017–2018.
- ✓ Increased leadership practices that build collaborative cultures.
- ✓ Inspiring Leadership series graduated 23 individuals who participated in the program.
- ✓ Increased levels of offerings in the monthly Sharing of Excellence Series for all educators in the board.





Celebrating Inclusion

Personalization, Precision and Professional Development

Universal Design for Learning

Strategic Goal

To implement and assess the strategies, programs and services of the board's *Mental Health and Addictions Strategic Plan*.

Results and Outcomes Achieved

- ✓ Social-emotional learning programs were delivered in various schools as required, including mindfulness programs, Zones of Regulation, Stress Lessons/Kids Have Stress Too.
- ✓ Inclusion of general wellness promotion, including physical activity and movement breaks at all professional learning sessions.
- ✓ School Improvement Plans included specific well-being goals under the Catholic Culture, Community and Caring pillar. These were developed in alignment with the Aligned and Integrated Model from School Mental Health Ontario.
- ✓ Increased parent and youth engagement by hosting three parent engagement evenings, including Creating a Sense of Connectedness – an important protective factor for building resiliency and preventing mental health problems in youth.

In Progress

- The expansion of the Roots of Empathy program is in progress.



Differentiated Practice

Strategic Goal

To support educators in implementing effective strategies that meet the diverse learning needs of all students.

Results and Outcomes Achieved

- ✓ Effective use of Grade 7/8 Guidance Teachers in the ongoing transition of students from Grade 8 to 9.
- ✓ Learning sessions and book studies were delivered to educators in schools on trauma sensitive pedagogy. All secondary school staff had trauma sensitive pedagogy training from Dr. Kristen McLeod.
- ✓ Review of the Empower reading intervention pilot took place in five elementary schools.
- ✓ Learning sessions were delivered to educators on Applied Behaviour Analysis including more intensive programming for specific PSTs, classroom teachers and Educational Assistants.
- ✓ PSTs provided professional learning sessions at staff meetings to help educators: support students with behavioural challenges; use Applied Behaviour Analysis for students diagnosed with Autism Spectrum Disorder.



Precise and Personalized Intervention

Strategic Goal

To foster continued improvement of Individual Education Plans (IEPs).

Results and Outcomes Achieved

- ✓ Learning sessions were delivered to Ultimate Potential (UP) Math and Grade 9 Applied Math teachers on supporting students with IEPs, specifically students with learning disabilities.
- ✓ The role of Psychological Services staff in supporting students with Learning Disabilities in both elementary and secondary school was enhanced.

In Progress

- Continued work on the use of learning profiles to support Numeracy instruction in Numeracy capacity building sessions.
- Full implementation of learning profiles for students transitioning from Grade 8 to 9.





Serving in Partnership

Building Connections to Enhance Catholic Education

Outreach and Programs

Strategic Goal

To maximize community use of board facilities to enhance community engagement and student well-being and achievement.

Results and Outcomes Achieved

- ✓ Additional advertising and promotion of under-utilized schools resulted in increased rentals for the remaining school locations.
- ✓ The partnership advisory committee met and information was shared with departments of the board regarding unused school spaces and possible partnership opportunities.
- ✓ The annual Community Partnership public meeting was held to engage partners and to implement stakeholder input for the expansion of Community Use of Schools (CUS) opportunities.
- ✓ CUS Guidelines were updated based on feedback from clients and other provincial staff and community members.
- ✓ CUS hours have been streamlined.
- ✓ Staff has been trained in promoting a welcoming culture in schools to support partners and school communities.

In Progress

- Improving CUS partner satisfaction and matching of partner requests with schools that best meet their needs is ongoing.



Parents, Stakeholders and Community Involvement

Strategic Goal

To enhance opportunities for parent involvement and engagement that support student well-being and achievement.

Results and Outcomes Achieved

- ✓ DCPIC hosted Regional Math Cafés in Pickering, Ajax, Whitby and Oshawa with a specific focus for each session. Topics included fundamentals, fractions, spatial reasoning and problem solving.
- ✓ Sessions increased parent knowledge of what happens in Mathematics classrooms.
- ✓ Math Cafés were available via livestream broadcasts/ recordings and viewed by over 580 unique users.
- ✓ Take-home Math tasks were developed and shared with elementary schools to improve communication between the home and school with respect to Math learning.



Classroom, School and Board

Strategic Goal

To identify and engage with potential partners to expand partnership opportunities and enhance community engagement and student well-being and achievement.

Results and Outcomes Achieved

- ✓ Over four new partnerships have been added to the database.
- ✓ Details and terms for all existing partnerships have been updated to ensure effectiveness and overall benefit to the board.
- ✓ Inter-departmental dialogue continues through the board Partnership Advisory Committee with a focus on expanding partnership opportunities.
- ✓ Annual community engagement meetings took place to engage in ongoing dialogue with potential partners throughout the year.

In Progress

- Increasing engagement with potential partners at the Durham Chamber of Commerce and Durham Beset Start Network.
- Regular meetings with community partners and departments of the board to build relationships that are beneficial to stakeholders.
- Developing enhanced communication strategies to support community outreach.





Emerging Technology

Empowering Today
for a Changing Tomorrow



Infrastructure, Security and User Experience

Strategic Goal

To plan and implement technology upgrades that support student achievement.

In Progress

- Currently conducting an analysis of technology at each school.
- Students are having the best experience when using the most up-to-date technology.
- The goal is to have 100% of DCDSB classrooms using Interactive Video Projections.
- Continuing to implement access to the newest technology for students.



Infrastructure, Security and User Experience

Strategic Goal

To continue implementation of emerging technology, enabling 21st century education.

In Progress

- Ongoing work with teachers to promote the Learning Management System to promote student engagement.
- The goal is to engage all students in building their own portfolio and evidence of learning through the Learning Management System.
- Parent/guardian participation in using the Learning Management System continues to increase, improving communication and awareness of school activities and student progress.



Infrastructure, Security and User Experience

Strategic Goal

To implement an integrated system to improve productivity and efficiency.

In Progress

- Request for Proposal for an integrated system was created, but implementation of the project was placed on hold due to funding.

Infrastructure, Security and User Experience

Strategic Goal

To implement a Broadband Modernization Program.

Results and Outcomes Achieved

- ✓ Staff worked with the Ministry Broadband Modernization Program team to architect the next generation broadband network to support student achievement and 21st century learning.
- ✓ Completed a proof of concept of SD-WAN hardware, acquired the new hardware and rolled it out to all schools.

In Progress

- Negotiating internet speed with vendor.
- Anticipating a completion date of the project in 2019.



Advancing Communications

Strengthening Relationships to Enhance Student Achievement

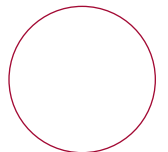
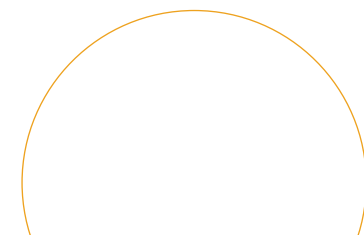
Community Engagement

Strategic Goal

To promote the board's 50th anniversary key messages, events and activities.

Results and Outcomes Achieved

- ✓ A communications plan for the anniversary was established and implemented for August 2018 through June 2019.
- ✓ 50th Anniversary-branded banners and flags were prominently displayed in schools and at significant board-wide events.
- ✓ Past and present members of the Durham Catholic learning community were informed about anniversary events and celebrations through multiple forms of communications.
- ✓ Communication was shared with stakeholders through various channels, emphasizing the significance of the 50th anniversary milestone year and related events.



Branding and Visual Identity

Strategic Goal

To ensure the board's and schools' branding and visual identity is consistent in all forms of communication.

Results and Outcomes Achieved

- ✓ The DCDSB logo was refreshed with a professional design that maintains the dignity of the current logo with improved visibility on board communications.
- ✓ Logo guidelines were updated to reflect the refreshed look and shared with users.
- ✓ DCDSB letterhead with the refreshed logo was created.

In Progress

- A plan to educate and train staff on the importance of creating accessible communications and how to use available tools is being developed.

Collaborative Communication

Strategic Goal

To develop and implement communications policies and procedures.

Results and Outcomes Achieved

- ✓ Current communications policies and administrative procedures have been reviewed by staff.
- ✓ Communications staff has created draft updates to current policies for consideration in alignment with best practices.

In Progress

- Policy updates will be considered by Administrative Council for inclusion on the policy roster for review, consultation and approval.





Managing Resources

Establishing Sustainable
Priorities and Raising
Stakeholder Confidence

Resource Management

Strategic Goal

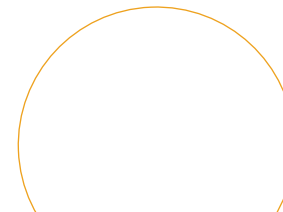
To ensure efficient and equitable allocation of school finances and resources.

Results and Outcomes Achieved

✓ Integrated funds allocated by the Durham Catholic Children's Foundation into the overall financial planning model at the school level.

In Progress

- Establishing a School Finances Working Group to assess the financial capacity of each school.
- Reviewing the annual school budget allocation and school generated funds activity.
- Adjusting the annual school budget allocation as required to equalize financial capacity at the school level.
- Developing a school level multi-year technology equalization strategy in collaboration with the Information Technology Advisory Committee.



Financial Stability

Strategic Goal

To efficiently utilize board facilities to accommodate programs and services.

Results and Outcomes Achieved

- ✓ Maintained a consistent and equitable school space allocation model.
- ✓ Provided the annual accommodation and utilization report to the Board of Trustees.
- ✓ Updated and refined the multi-year Long-Term Accommodation Plan and provided to the Board of Trustees.

In Progress

- Monitoring the board's French Immersion programs and locations.
- Ongoing consideration of community hubs, child care and partnership opportunities.
- A comprehensive analysis of Continuing Education programs and services.
- Ongoing boundary/accommodation reviews.



System Accountability

Strategic Goal

To enhance system capacity with respect to financial literacy.

Results and Outcomes Achieved

- ✓ Provided comprehensive information to the Audit Committee, Finance Committee and Board of Trustees with respect to the board's overall financial position, opportunities and challenges.
- ✓ Led ongoing discussion of finance related topics with Administrative Council, school administrators and corporate managers.
- ✓ Information sessions were provided to the Special Education Advisory Committee (SEAC), Durham Catholic Involvement Committee (DCPIC), Student Senate and employee groups with respect to the board's finances and education funding.

In Progress

- Ongoing training for school administrative assistants and operational support from the school support administrator.
- Assessing the various financial systems to ensure relevant reports, processes and tools.





Continuing Education

Serving the Needs and Interests of All Learners

Promoting Student Engagement

Strategic Goal

To provide transitional pathways which reflect the needs of all learners.

To promote the Catholic faith in a diverse community.

Results and Outcomes Achieved

- ✓ Increased success in transitional pathways attracts future students.
- ✓ Flexible scheduling through hybrid learning and eLearning helps students achieve credits and graduate.
- ✓ Wrap-a-round supports with 1:1 guidance counselling and community partners on site supports the challenges that adult learners experience when balancing home-work-school commitments.
- ✓ Increased opportunities for eLearning and hybrid learning provides flexibility in student schedules and supports credit accumulation for OSSD.
- ✓ Increased guidance promotes student engagement with improved intake and referrals that supports planning transitional pathways.

In Progress

- Increased academic support for students in Grade 8 to 9 transitions and Grades 7 to 12 Literacy and Numeracy programs improves student Literacy/Numeracy and EQAO/OSSLT results.
- Support for low-income families demonstrates Catholic values.

Career Training and Personal Development

Strategic Goal

To maintain and develop programs which reflect the interests and needs of the community.

Results and Outcomes Achieved

- ✓ Increased enrolment in continuing education courses and programs.
- ✓ Increased number of PLAR and maturity credit assessments, and number of credits earned.
- ✓ Increased enrolment in courses and Pathways and employment training programs.
- ✓ Regular meetings with community partner managers and educational institution leaders.
- ✓ Continued collaboration with community partners to develop programming that reflects the needs of the community and increases client referrals in continuing education courses and employment training programs.

- ✓ Positive anecdotal feedback from students, community partners and employees received.
- ✓ Administration and coordinators attend business community meetings.

In Progress

- Focus on fiscally responsible programming to sustain viable programs and provide support for those that are growing or could expand in the future.
- Continued focus on increasing enrolment through ongoing social media and digital marketing plans.
- Increased graduation rates and number of graduates applying for post-secondary education.



Expanding and Extending Programs

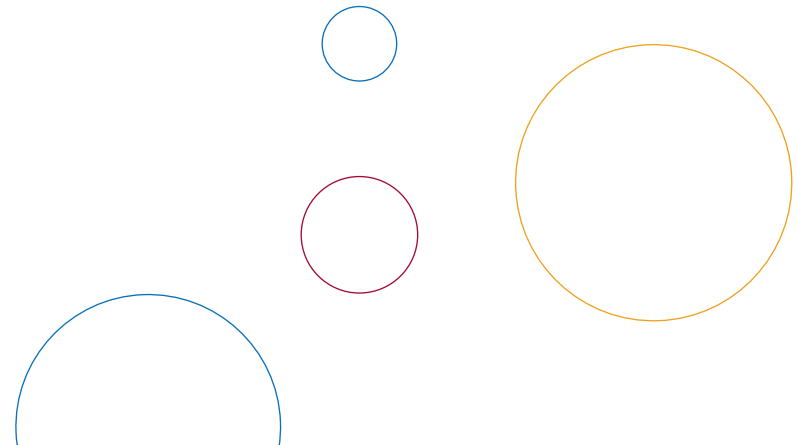
Strategic Goal

To build on the partnership between the Passport to Excellence: International Education Program and Archbishop Anthony Meagher Catholic Continuing Education Centre.

Results and Outcomes Achieved

- ✓ Expanded the number of Travel for Credit Courses from two to four, with a focus on the development of global competencies and cross-cultural learning.
- ✓ Student enrolment for the four Summer 2019 experiential learning courses is 72.
- ✓ The Summer 2019 Experiential Learning course offerings were a reflection of feedback from the Summer 2018 participants, honouring student voice.

- ✓ Information sessions for experiential learning courses took place with students, parents and guardians in multiple locations to ensure equity of access. This input helped to establish the 2019 course offerings.
- ✓ The International Education website, social media and marketing efforts were refreshed as part of the overall communication plan. Additional materials highlighting the board's secondary schools were published and shared with education agents in which the board has signed partnership agreements.







**DURHAM CATHOLIC
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Learning and Living in Faith

50
Years

650 Rossland Road West
Oshawa, Ontario L1J 7C4
Tel: 905-576-6150
dcdsb.ca

