



Excellence | Equity | New Evangelization

A YEAR OF WITNESS

Director's Annual Report | 2015 – 2016



DURHAM CATHOLIC DISTRICT SCHOOL BOARD
Catholic Education: Learning and Living in Faith





DURHAM CATHOLIC DISTRICT SCHOOL BOARD
Catholic Education: Learning and Living in Faith

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

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.” – 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.





TABLE OF CONTENTS

Durham Catholic District School Board’s Mission and Vision	3
Message from the Director of Education.....	6
Message from the Chair of the Board.....	7
Quick Facts.....	7
Excellence, Equity and New Evangelization.....	9
Learning and Living in Faith	10
Witnessing Faith	16
Teaching and Learning	18
Expanding Pathways.....	21
Inspiring Leadership	24
Celebrating Inclusion.....	27
Serving in Partnership.....	30
Emerging Technology	33
Advancing Communications.....	34
Managing Resources	36
Continuing Education.....	39
Learning and Living in Faith	42
Honours and Distinctions.....	44
Superintendents of Education	46
Durham Catholic District School Board of Trustees.....	47



MESSAGE FROM THE DIRECTOR OF EDUCATION

As we continue to celebrate many milestones and achievements in our Durham Catholic schools, *A Year of Witness*, the theme of this report, reflects the completion of the first year of our three-year evangelization plan. I thank our students, staff, clergy, families, Trustees and the community for being ambassadors for the theme of *Witness*, sharing our cross through the Walk of Faith and other faith-based activities.

Thank you to everyone involved in the development of our Student Well-Being and Achievement Board Improvement Plan at the start of the school year. This report to the community highlights the progress that we made together on achieving the goals of the plan as we build on this momentum guided by our strategic priorities and the principles of Excellence, Equity and New Evangelization.

While student well-being and achievement continues to be our highest priority, I am pleased to acknowledge the amazing work of staff and our Employee Wellness Committee, ensuring that we also have tools available to promote self-care as a habit of mind for our administrators, educators, support staff and all employees.

In keeping with the theme of *A Year of Witness**, this report is a reflection of the work that took place during 2015 – 2016 in terms of promoting academic excellence, equitable opportunities and evangelizing our faith, all of which connect to our 10 key themes that are outlined in the *Discovery 2020 Strategic Plan*.



I am pleased to share some of our Board-wide videos which further highlight key events that took place throughout the year. These videos can be easily identified in the pages of this report with the YouTube icon and can be easily accessed by positioning your electronic device over the QR code that has been created. I invite you to share in our joy and passion for Catholic education as noted in the pages of this report.

Be Well in Catholic Education,

Anne O'Brien
Director of Education



*A Year of Witness, the Director's Report on the 2015 – 2016 academic year, compliments the *Balanced Scorecard* which was released in June 2016, indicating goals and achievements that were guided by the *Discovery 2020 Strategic Plan*. The 2015-2016 *Balanced Scorecard* is available at dcdsb.ca.



MESSAGE FROM THE CHAIR OF THE BOARD

As a school Board of Trustees we are honoured to serve our communities and meet the diverse needs of our students through our shared mission. Representing the Durham Catholic District School Board in various associations both locally and provincially allows us to maintain an active role in shaping Catholic Education in Ontario.

The 2015 – 2016 school year celebrated many milestones and achievements. I want to thank my colleagues on the Board of Trustees for leading with excellence, and making decisions with the best interests of our students in mind. I also want to acknowledge the role of our Student Trustees and Senators, who worked to ensure that the student voice was heard throughout every decision process.

In reviewing our Year of Witness and the province-wide Catholic Education Week theme promoting Pope Francis’ Year of Mercy, we reflect upon the past year with gratefulness, knowing that we have made a difference in sustaining publicly funded Catholic education for our students.

I am blessed to work with many great people here in Durham Region and beyond. I extend my sincere appreciation to all students, parents, staff, parishes,

communities, municipal and regional government officials and the Board of Trustees for their contributions, hard work and ongoing support. Thank you to our staff in the many roles they play in addressing the well-being and educational needs of our students. It is through these efforts, along with the support of our ratepayers and community partners, that we can provide accessible quality Catholic education for every learner.

I look forward to working with our school and community partners as further developments unfold in our wonderful Catholic school system.

Sincerely,

Theresa Corless
Chair of the Board

PRIMARY CLASS SIZE

20 and under = 90%
23 and under = 10%

SCHOOLS

40 Elementary Schools, **7** Secondary Schools, **6** Alternative and Continuing Education Sites, **14,575** Elementary Students, **6,802** Secondary Students

STAFF

846 Elementary Teachers, **459** Secondary Teachers, **8** Chaplains/Faith Animator, **92** Early Childhood Educators, **276** Educational Assistants, **73** Principals/Vice-Principals, **40** Student Services Professionals, **24** Program Consultants and Resource Teachers, **183** Custodial/Maintenance, **113** Secretaries/Clerical, **17** Non-Union, **43** Board Administration



"And let the
peace of Christ rule in
your hearts, to which
indeed you were called
in the one body."
(Colossians 3:15)

EXCELLENCE, EQUITY AND NEW EVANGELIZATION

The *Discovery 2020 Strategic Plan* was developed to align with the goals outlined in the Ministry of Education's plan, *Achieving Excellence: A Renewed Vision for Education in Ontario*, as well as the Ontario Catholic School Graduate Expectations. The 10 themes have been established under the guiding principles of:

Excellence: Children and students of all ages will achieve high levels of academic performance, acquire valuable skills and demonstrate good citizenship. Educators will be supported in learning continuously and will be recognized as among the best in the world.¹

Equity: All children and students will be inspired to reach their full potential, with access to rich learning

experiences that begin at birth and continue into adulthood.²

New Evangelization: Students will embrace the Catholic Church's renewed efforts to meet the spiritual needs of today's society, as witnesses to the Gospel values in their everyday lives.³



Witnessing
Faith



Teaching
and Learning



Expanding
Pathways



Inspiring
Leadership



Celebrating
Inclusion



Serving in
Partnership



Emerging
Technology



Advancing
Communications



Managing
Resources



Continuing
Education

1. *Achieving Excellence: A Renewed Vision for Education in Ontario*, Ontario Ministry of Education

2. *Achieving Excellence: A Renewed Vision for Education in Ontario*, Ontario Ministry of Education

3. *Religious Education, Ontario Catholic Elementary Curriculum Policy Document Grades 1 – 8*



EDUCATION QUALITY AND ACCOUNTABILITY OFFICE (EQAO)

The Durham Catholic District School Board (DCDSB) uses EQAO data to improve teaching and learning by looking beyond the scores in three different areas:

Contextual Data

- Describes the context of the school.
- Helps us understand the school community.
- Acts as a critical step to looking at other school data.

Achievement Data

- Helps to identify what students are learning.
- Helps us understand what we are teaching.
- Determines which students need extra support.

Practices that Support Student Achievement

- Academic Press and Growth Mindset.
- Focused School Improvement Plan — staying the course.

Attitudes and Behaviour

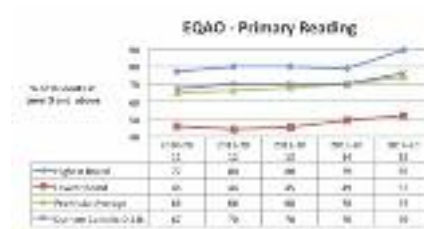
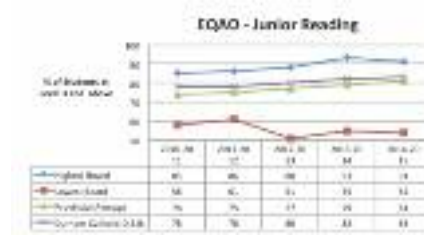
- Helps us understand what students, teachers and parents think about the school culture and learning environment.
- Student engagement is a precursor to achievement. When students enjoy what they are doing they are more likely to succeed.

- Job embedded learning to address student need.
- Purchasing of resources to support student need.
- Tracking student reading levels.
- Intervention — Buddy Reading.
- Parent engagement — parent nights, newsletter information, helpful websites.

EQAO Writing



EQAO Reading

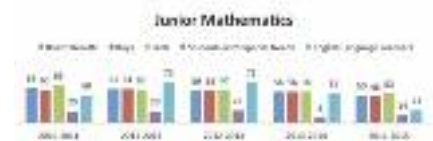
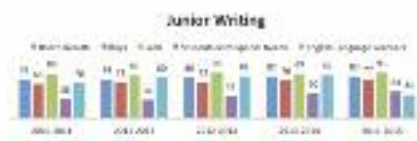


"Let the children come to me, and do not prevent them; for the kingdom of heaven belongs to such as these." (Matthew 19: 13-16)

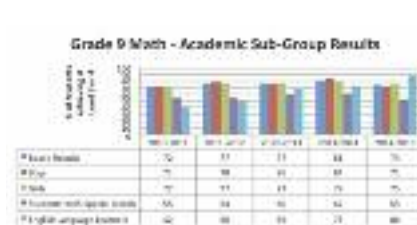
Primary Reading, Writing, Mathematics



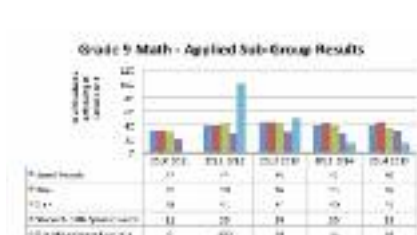
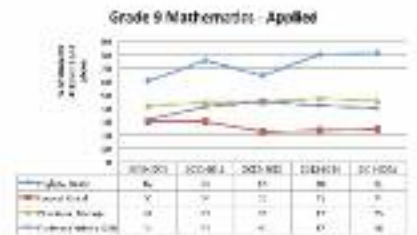
Junior Reading, Writing, Mathematics



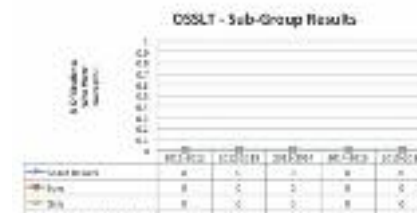
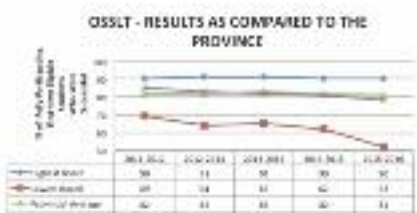
Grade 9 Academic Mathematics



Grade 9 Applied Mathematics



Ontario Secondary Literacy Test (OSLT)

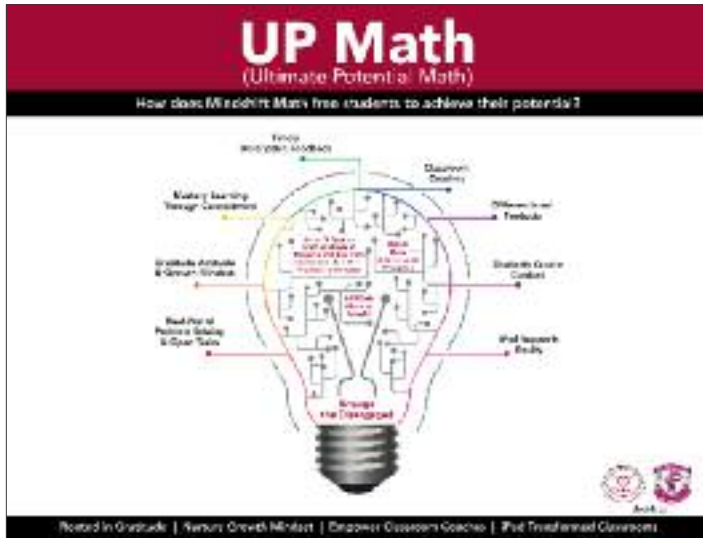
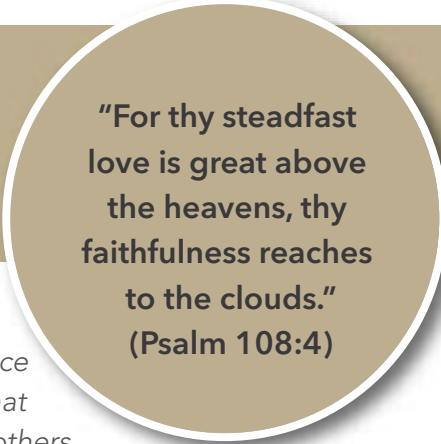






UP MATH

Ready, Set, Grow with Ultimate Potential (UP) Math



"It's really helped me build my confidence in Math so much so that I'm now able to help others with their Math with concepts that I at one point needed help with."
– Grade 9 Student featured in the UP Math Video



With funding from the Teacher Learning and Leadership Program (TLLP), the Mathematics Department at Monsignor John Pereyma Catholic Secondary School focused on pedagogical research and data about how students were using Continuum Based Math (CBM) diagnostic testing.

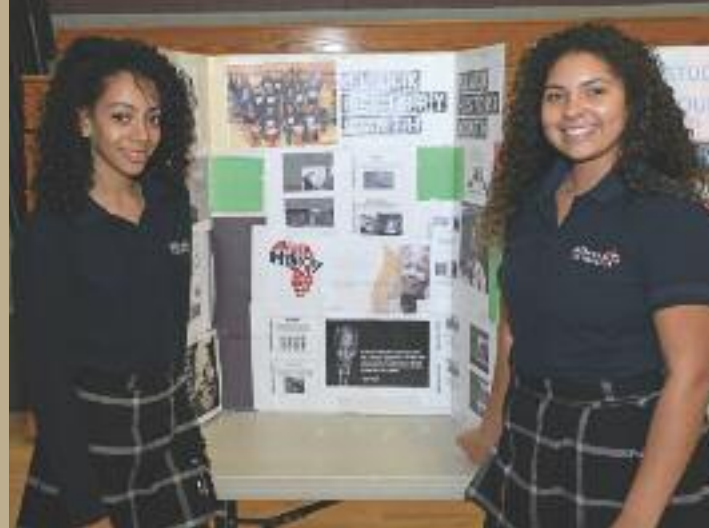
The outcome was Ultimate Potential (UP) Math, a specialized program that combines best teaching practices including open tasks, Mathematical inquiry, iPad supported learning and traditional pedagogical techniques. UP Math graduates work to undergo a Math MindShift and become class leaders who exude increased confidence and a new-found love of Mathematics.

Finding out from students themselves about how they learn best, then using research-based strategies to target students' numeracy gaps, has been central to the UP Math program. UP Math teachers observe students working on a task, then reflect upon and modify the task as necessary to help them be successful.

UP MindShift

1. Real-World Problem-solving and Open Tasks
2. Gratitude Attitude and Growth Mindset
3. Mastery Learning Through Commitment
4. Descriptive Feedback
5. Classroom Coaches
6. Differentiated Products
7. Students Create Content
8. iPad Supports Equity

LEARNING AND LIVING IN FAITH







WITNESSING FAITH

Celebrating Equity, Excellence and New Evangelization

Year of Witness

To be an effective ministry of the Gospel today, one needs to be credible and speak from their own experience. An authentic minister of the Gospel today, which all Catholic educators are called to be, needs to be a witness. First, ministers of the Gospel must foster their own relationship with Jesus. Only then, will they be able to witness to the power of Jesus in their own lives.

No disciple can communicate the Gospel in a credible way if he or she has not had a real interior encounter with Jesus. This "being with Jesus" transforms all existence and gives it meaning; it is "living with Jesus" that introduces the believer into the inner life of the Father, borne on by the breath of the Holy Spirit. It is this experience of encounter that

will impel us to announce, proclaim, and share what we have lived, because we have experienced it as good, positive and beautiful. All of this is a question of authenticity: proclaiming what we have first experienced for ourselves, speaking from our very being and telling others what it is that dwells within us.



Sculpture

Meaning: The hands of God the Father open to reveal the mystery and triumph of the resurrection.

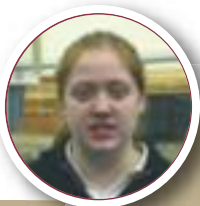
From DCDSB's Evangelization Plan, Year 1: Witness

Opening the Doors of Mercy



With Pope Francis' proclamation of 2015 – 2016 as a Year of Mercy, we as Catholics were asked to focus on what it means for the faithful and how the

year will be celebrated in our Catholic schools. At the Durham Catholic District School Board, we asked our students...How do we open the Doors of Mercy?



"Today at St. Mary CSS we had the vow of silence – a group of students that went silent for 24 hours to stand in solidarity with the oppressed in our society, who don't have a voice and have no rights."
– Student

"Here at Paul Dwyer, we are a school that loves to give and spread equality. We open our arms to mercy within our community. One example of this is our Spirit of Giving campaign we run throughout every December. Our Student Council comes together with various fundraisers and activities to ensure that everyone in our community can have a safe Christmas with their families."
– Student



“Modern man listens more willingly to witnesses than to teachers, and if he does listen to teachers, it is because they are witnesses.” - Pope Paul VI

Celebrating Our Year of Witness



In September 2015, the Durham Catholic District School Board launched a new three-year plan for New Evangelization. The theme for 2015 – 2016 was Witness. To celebrate, students and staff participated in the Witness Walk of Faith.



Feasting on Faith

The Adult Faith Formation Committee introduced the Feasting on Faith series to encourage faith exploration and learning for staff. Topics included:

- Witness: Faith as a Verb
- Open to the Spirit: Implications of the Synod of Bishops on the Family

100

participants attended the Feasting on Faith sessions.



All Durham Catholic high school students participated in the 3rd Annual Province-Wide Mass for secondary students.

75 Durham Catholic secondary students representing the Board’s seven high schools participated in the planning of the 2016 Student Summit for elementary and secondary students.

\$25,000

raised at the 3rd Annual Fore-the-Kids Golf Tournament.

\$20,000

raised at the 3rd Annual Durham Catholic Children’s Foundation Dinner.

\$15,900

raised from the ShareLife Employee Campaign.

\$20,000

raised at the Board’s first ever Community Run for Hope and Student Walk for Hope.

\$40,000

allocated by the Durham Catholic Children’s Foundation to schools to assist families at the school level.

100%

participation in the 2016 ShareLife Schools Campaign = \$76,000



18 Durham Catholic schools ranked in the top 100 schools in the Archdiocese of Toronto for the highest funds raised for ShareLife.



TEACHING AND LEARNING

Leading and Learning in the 21st Century Classroom

Numeracy Action Plan



Teaching and Learning staff implemented the Numeracy Action Plan for the Durham Catholic District School Board. Understanding the importance of having a program that balances rich tasks while

promoting conceptual understanding with carefully planned practice opportunities, the plan is focused on:

- Balanced Numeracy
- Using Problem Solving Models
- Continua for Learning
- Professional Learning Resources
- Conversations in the Classroom and
- Learning Environment

The Board's Teaching and Learning consultants continue to build on current knowledge and have supported educators in a variety of ways including:

- Collaborative Inquiry for Learning Mathematics (CILM) in 12 schools
- Job-Embedded Learning Sessions
- Math Cafés
- Capacity Building Days
- Student Work Study Teachers (SWST)
- Numeracy Action Teams



Indigenous Education

162* students

were self-identified as being of FNMI ancestry.

** There are many others who have chosen not to self-identify through this process.*

Coding and Robotics

The Durham Catholic District School Board has introduced coding and robotic technology to stimulate new and inventive curriculum delivery that is linked to learning in the areas of Science, Technology and Mathematics.

16 elementary and 5 secondary schools

received robotic kits/materials to implement this program in its first year.



Watch the video.

Students of the DO'C Botics club at Archbishop Denis O'Connor Catholic High School participated in the annual Robotics Championship at the University of Ontario Institute of Technology (UOIT), and the FIRST Robotics competition in Windsor, Ontario. The team spent several months working on robot design, building and programming, fundraising and promotion.

"The heart and soul of Catholic education is Jesus Christ, and our school system finds its very reason for existence in its communication of the Christian message." – Bishop Frederick Henry

Functional Fitness



Physical exercises based on the science of Functional Fitness for life were introduced in all elementary schools with a staff member from each school trained in Physical Literacy and use of the resource.

"We want people to adopt an understanding that fitness breaks throughout the day are ideal. By building physical literacy about what wellness means and by giving resources that staff can use we are hoping fitness will be incorporated not just at a specific time, but through all parts of the day."
– Tracy Barill, Superintendent of Education

Over 340 elementary students

from 13 schools participated in the Board's annual Showcase of the Arts, an opportunity for families and friends to see top talent from Durham Catholic students.



Health and Physical Education Curriculum

In 2015, the Ministry of Education released the Health and Physical Education (HPE) curriculum to be implemented in September 2016. Board staff, coaches and consultants worked with the Institute for

Catholic Education to ensure the program would be delivered in alignment with our Catholic values and the teachings of Christ. Since September 2015, Teaching and Learning consultants have rolled out training to various groups.

40 elementary

lead learners were trained on the new curriculum with a review of practices and protocols that support the *Fully Alive* program.

30 secondary

school staff were trained to develop an understanding and approach to the delivery and alignment of the HPE and Religious Education curriculum.

70 principals

and vice-principals were trained to understand how teachers would be supported in implementing the revised curriculum.

10 staff

members attended a PA Day Workshop which focused on the HPE curriculum.

12 area clergy

attended an information session about the Ministry's curriculum review process, changes made to the curriculum and how it connects with the Board's current Family Life program.

Summer RAYS



Funded by the Ontario Ministry of Education, the Summer RAYS Learning Program continues to support Senior Kindergarten students who would

benefit from engaging and interactive classes in literacy and numeracy over the summer. In its third year at the Durham Catholic District School Board, the program grew from 63 students in 2014 to 123 students in 2016; and has been expanded to serve in three municipalities at St. Bernadette Catholic School in Ajax, Monsignor Philip Coffey Catholic School in Oshawa and St. Marguerite d'Youville Catholic School in Whitby.



Diplôme d'études en langue française (DELF)



34 Grade 12 French students from Monsignor Paul Dwyer Catholic High School and Archbishop Denis O'Connor Catholic High School completed the Diplôme d'études en langue française (DELF) exam successfully. DELF is an internationally recognized French proficiency test.



Total growth of French Immersion enrollment over four years in Grades 1 through 12:

1,483 students (2012 – 2013)

1,961 students (2013 – 2014)

2,211 students (2014 – 2015)

4,565 students (2015 – 2016)



Single-Track French Centre

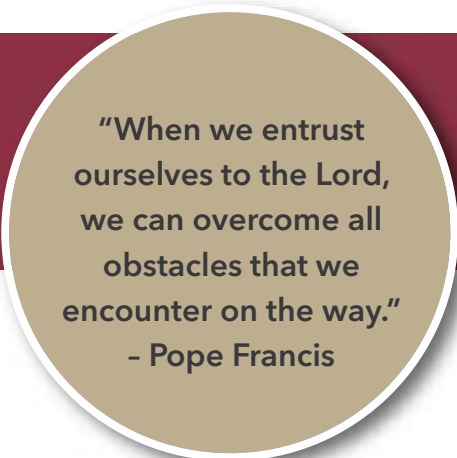
In September 2015, St. Patrick Catholic School opened its doors as the Board's first single-track French Centre. The consolidation of two thriving French Immersion programs at St. Patrick Catholic School and Mother Teresa Catholic School in Ajax was recognized by staff as they hung up friendship quilts around the school symbolizing the joining of their two French Immersion communities.





EXPANDING PATHWAYS

Differentiating Opportunities for Every Student's Future



**"When we entrust ourselves to the Lord, we can overcome all obstacles that we encounter on the way."
- Pope Francis**

Naming of the Pope Francis Centre



"With the naming of the Pope Francis Centre, our youth leaders have created a legacy that will be remembered for years and decades to come."
- Anne O'Brien

When big ideas come from the progressive minds and faithful hearts of Durham Catholic School Board student senators, positive change happens. In 2016, a change came to life as the student senate-led initiative for renaming the Board's conference centre to the Pope Francis Centre took place.

The Pope Francis Centre is a state-of-the-art conference and meeting facility which opened in 2012 for professional development sessions, public meetings, student forums, community gatherings and more.

TEDx 2016

The fourth annual TEDx conference took place in April 2016. Organized by St. Mary Catholic Secondary School volunteers, the theme was Convergence. This year, the invitation to attend was extended to include Grade 7 and 8 students from each elementary school, in addition to secondary students. Students who were selected were those who best represented their school in academics and/or school integrity through serving the community and representing the Durham Catholic District School Board's mission, vision, Catholic values, and their school mottos.



.....
1,020 students
and volunteers participated
in TEDx 2016.
.....

Financial Literacy



Durham Catholic Student Senators launched the first-ever Board-wide Financial Literacy workshop for Grade 11 and 12 students. The day included a presentation by the Canadian

Bankers Associations on Your Money Students, providing information and tools to understand the importance of money management, while improving the financial literacy of Canadians. The presentation focused on:

- Budgeting - how to spend what you have;
- Saving - how to save for what you want, both now and in the future;
- Investing - how to grow your money;
- Credit - how it works and how to avoid traps; and
- Fraud - how to keep your money safe.

Ontario Youth Apprenticeship Program (OYAP)

OYAP Participants

Students in Grades 11 or 12 participating in a cooperative education placement in an apprenticeable trade: 164
Male: 103 Female: 61

OYAP Apprentices

Students in Grades 11 or 12 with Registered Training Agreements: 33
Male: 25 Female: 6

Trade	Number of students participating	Dual Credit attempted	Dual Credit achieved	Success rate	Number of students achieved level one
Automotive Service Technician	5	10	9	90%	4
Child Development Practitioner	3	3	3	100%	3
Cook	2	2	2	100%	2
Electrical	1	2	2	100%	1
General Carpenter*	13	n/a	n/a	100%	13
Hairstylist	1	2	2	100%	1
Industrial Mechanic Millwright	2	4	4	100%	2
Plumber	4	8	6	75%	2

Students participating in an OYAP accelerated program are working with an employer/sponsor and are registered apprentices with the Ministry of Training, Colleges and Universities. They also receive their Level One apprenticeship training, which is delivered by a college or trade union.

*General Carpenter is not a Dual Credit program.



92.6%

success rate in
Cooperative Education.

850 students

participated in Cooperative
Education.

1,492

potential Cooperative
Education credits.

1,382

earned Cooperative
Education credits.

74 students

were enrolled in the Centre for Success, a unique learning model that offers students the opportunity to complete their secondary school graduation requirements in an adult learning environment with support and encouragement from their teachers.



INSPIRING LEADERSHIP

Promoting a Culture of Professional Growth

Welcoming a French Delegation

The Board welcomed a French delegation from Académie de Reims in France. Staff joined the group at the Barrie Region learning session for secondary teachers regarding the Common European Framework of Reference (CEFR). Teachers came together to learn more about the action-oriented approach in the teaching of French as a Second Language and worked with colleagues from other boards to collaborate and plan lessons to promote second language learning.

The French educators also participated in a Director's meeting and toured our Grade 7 and 8 classes at Monsignor John Pereyma

Catholic Secondary School, the French Centre at St. Patrick Catholic School and the Durham College Centre for Success. Staff also shared our approach to hiring teachers and emerging technologies in the classroom. This was a wonderful experience in sharing our best practices in Teaching and Learning as leaders in education.



Collective Agreements



The Durham Catholic District School Board was pleased to reach negotiated settlements for renewed collective agreements with all of its unionized groups:

- Association of Professional Student Services Personnel (APSSP)
- Canadian Union of Public Employees (CUPE) Local 218
- Elementary Teachers' Federation of Ontario (ETFO)
- Ontario English Catholic Teachers Association (OECTA)

Pope Francis ranked #4 on the list of *Fortune's* list of the World's 50 Greatest Leaders in **2015 and 2016.**

36

principals and vice-principals engaged in a Board Mentoring program.

29

Aspiring Leaders completed a job shadowing experience.

**"All great teachers are leaders and all great leaders are teachers."
- Unknown**

Healthy Workplace Award



The Durham Catholic District School Board received the Healthy Workplace Gold with Honours Award presented by Durham Region Health Department. The focus for 2015 was on mental health in the workplace. This award recognizes organizations for their role in supporting the health and well-being of their employees.

With a newly established Employee Wellness Committee, the Board's main area of focus for 2015 was mental health. The committee's efforts were recognized in raising mental health awareness, providing staff with education and support, and reviewing policies in relation to healthy workplaces.

"This award is a testimonial to our staff, Trustees and Employee Wellness Committee, encouraging us to have a healthy workplace in our schools and offices. In promoting student well-being and achievement, it is important that we take care of our own physical and mental health." - Anne O'Brien, Director of Education

New Employee Orientation

A new orientation process was implemented to ensure new employees enter the system with a comprehensive understanding of the organization. The process includes the completion of forms, training and certification requirements.



23

permanent elementary teachers hired.

17

permanent Educational Assistants hired.

4

custodians hired.

3

secretarial staff hired.

1

chaplain hired.

1

psychologist hired.

1

support staff hired.

Celebrating Durham Catholic EcoSchools

100% of Durham Catholic Schools received Ontario EcoSchools Certification.

“Our students and staff embrace the Ontario EcoSchools program because it connects to their experiential learning outside the classroom, making connections between CO2 emissions and preserving God’s creation.” – Bob Camozzi, Superintendent of Education, Facilities Services



Gold

Archbishop Denis O’Connor CHS
Father Joseph Venini CS*
Good Shepherd CS
Monsignor John Pereyma CSS
Sir Albert Love CS
St. André Bessette CS
St. Bernard CS
St. Bridget CS
St. Catherine of Siena CS
St. Christopher CS
St. Elizabeth Seton CS
St. Francis de Sales CS
St. Hedwig CS
St. James CS
St. John Bosco CS
St. John the Evangelist CS

St. John Paul II CS
St. Joseph CS, Oshawa
St. Joseph CS, Uxbridge
St. Jude CS
St. Leo CS
St. Luke the Evangelist CS
St. Marguerite d’Youville CS
St. Mark the Evangelist CS
St. Mary CSS
St. Matthew the Evangelist CS
St. Monica CS
St. Paul CS
St. Teresa of Calcutta CS
St. Theresa CS
St. Thomas Aquinas CS
St. Wilfrid CS*

Silver

All Saints CSS
Father Fénelon CS
Monsignor Paul Dwyer CHS
Monsignor Philip Coffey CS
Notre Dame CSS
St. Bernadette CS
St. Isaac Jogues CS
St. Josephine Bakhita CS*
St. Kateri Tekakwitha CS
St. Patrick CS

Bronze

Father Leo J. Austin CSS*
Holy Family CS
St. John XXIII CS

*School was recognized by Ontario EcoSchools with 5-year seal.

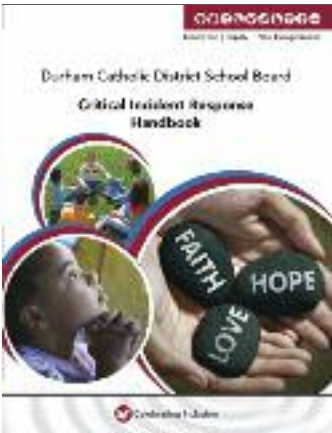


CELEBRATING INCLUSION

Personalization, Precision and Professional Development

**“Welcome one another, therefore, as Christ has welcomed you, for the glory of God.”
(Romans 15:7)**

Critical Incident Response Handbook



The Student Services Department launched the updated *Critical Incident Response Handbook*, a resource that supports staff when dealing with a critical incident that may cause serious, sudden grief in a school community. With the help of these guidelines, protocols and checklists

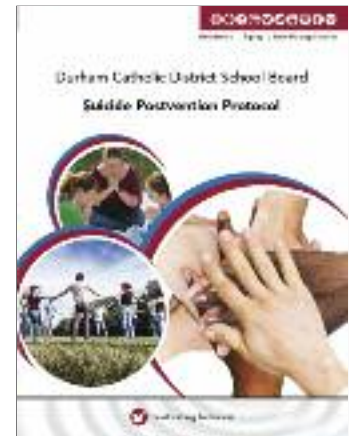
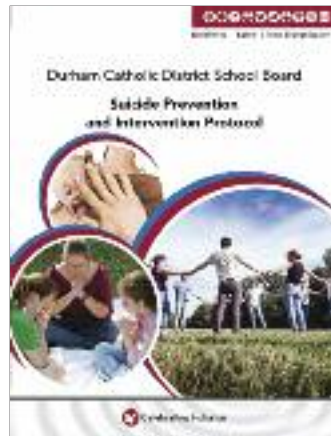
that are based on the Catholic faith and teachings of Jesus, the school community can provide a

supportive and nurturing environment where the healing process can begin.

“I am confident that our staff, both locally in our schools and beyond with our Student Services Department and partners have the skills and expertise to support our students throughout their spiritual and educational journeys. The Critical Response Handbook is a tool to accompany those skills, allowing for a consistent yet personal approach to dealing with critical incidents.” – Anne O’Brien, Director of Education

Suicide Prevention and Intervention Protocol

As part of the Board’s *Mental Health and Addiction Strategy – Together for Mental Health*, Student Services developed the *Suicide Prevention and Intervention Protocol* to promote positive mental health and provide staff with appropriate procedures when supporting students who disclose suicidal thoughts, feelings and/or behaviours.



Pathways to the Future

The Student Services Department hosted its third annual Pathways to the Future — Looking Beyond Secondary School event. Board staff and 25 community agencies provided information about post-secondary services and programs available for students with exceptional needs. The event was well attended by students, families, staff, members of the community and partnering agencies.



Safe and Caring Schools



Safe Schools initiated a Board-wide National Pink Shirt Day, t-shirt and pledge card design contest. Congratulations to Rachel Castillo, student at St. Patrick Catholic School on designing the winning Pink Shirt logo for the board; and to Mary Llera and Victoria Mahadeo for contributing to the design of the Kindness is my Superpower pledge card.



Other areas of focus for Safe and Caring Schools for 2015 – 2016 included:

- Teaching Bullying Prevention Curriculum
- Violence Threat Risk Assessment Training
- Renewed modules in Restorative Practice
- Promotion of self-regulation strategies for students in all grades as they move about their day
- Programs emphasizing the development of pro-social behaviours.

Equity and Inclusion



While the goal of the Durham Catholic District School Board is to embed equitable opportunities for students in all aspects of school life, the Board is also

pleased to support external initiatives that promote equity and inclusion for all. Students, staff and Trustees supported students in local communities through the Dimes 4 Time event hosted by Their Opportunity Minor Sports Corporation. This community fundraising initiative helped raise money to provide children from lower income families with the opportunity to participate on sports teams.

We continue to celebrate inclusion in all Durham Catholic classrooms by wearing blue and yellow on March 23 for World Down Syndrome Day and by wearing blue on April 2 for Autism Awareness Day.



2,146

Individual Education Plans were effectively implemented in elementary schools.

1,414

Individual Education Plans were effectively implemented in secondary schools.

266 students

received Assistive Technology to help access the curriculum.

20 staff

participated in the Program Support Teacher mentoring program.

15 teachers

participated in Special Education Part 1 and Special Education Part 3 offered in partnership with the University of Ontario Institute of Technology.

20 students

in Grades 7 to 9 attended the Board's four-day Assistive Technology camp in the summer.

117 staff

trained in Mental Health First Aid.

54 staff

staff trained in Applied Suicide Intervention Skills Training (ASIST).

200 staff

staff trained in safeTALK.

24

wellness themed staff workshops took place during a Professional Activity Day as part of the Sharing of Excellence Series.

150 people

attended the Learning with a Difference Conference, supporting students with Learning Disabilities.

90 people

attended the Pathways to the Future Conference.

200

parents and community members attended the Parenting Resilient Children and Youth conference.



SERVING IN PARTNERSHIP

Building Connections to Enhance Catholic Education



Parents as Partners: Promoting Positive Mental Health in Children and Youth

The Special Education
Advisory Committee
hosted a Parents as

Partners conference for members of the Durham Catholic community and beyond, featuring several community agencies and keynote speaker Ann Douglas on Big Picture Parenting.

300

**members of the community and staff attended
SEAC's Parents as Partners Conference.**

Parent Involvement



The Durham Catholic Parent Involvement Committee (DCPIC) hosted a series of webinars on the topic of Numeracy with Dr. Lynda Colgan (Queens University) and Prof. David Booth (OISE/UT). These innovative webinars allowed for both in-person and at home live interaction. They were also recorded and posted at dcpic.ca where they can be accessed by anyone, anytime. Over 500 members of our communities participated in the series.



Partners in Community Safety

For many years, schools in Durham Region have benefited from a positive relationship

with their School Liaison Officer. This officer is assigned to a number of schools in one area and provides police support when required. In 2015, the Durham Regional Police Service launched a new pilot project to enhance this access by adding the role of School Resource Officer (SRO) concentrating on four schools. The focus for the SRO is to spend more time in those school communities, developing relationships with students, staff and parents, supporting educators and delivering both formal and informal crime prevention programs. The Durham Catholic District School Board was pleased to welcome the SROs as members of our Safe Schools teams.



Partnership agreements signed in 2015 – 2016

10 partnership agreements were signed in 2015 – 2016 for the following sites:

1. Monsignor Paul Dwyer CHS (Field)
2. All Saints CSS (Learning Commons)
3. All Saints CSS (Portable)
4. St. Francis de Sales CS
5. Notre Dame CSS (Cafeteria)
6. St. Mary CSS
7. Archbishop Denis O'Connor CHS
8. Giffard Centre
9. Continuing Education (International Education)
10. Various other schools

“We don’t have to go far or come up with grand projects to be charitable. Often the people closest to us could use our help.” – Pope Francis

Community Use of Schools

The Durham Catholic District School Board believes that educational facilities are an integral part of the community and as such add to the spiritual, educational, recreational and social development

of all who share them. It is the intent of the Board to have its facilities used in the best interests of the community when they are not required for school use.



1,800

Community Use of School permits were issued in 2015 – 2016 for a total of 71,300 hours.

10

partnership agreements were signed.

New School Blessings



With support from local community representatives, Trustees and school staff, doors were opened for students at two new Catholic elementary schools:

- Father Fénelon Catholic School in Pickering
- St. Kateri Tekakwitha Catholic School in Oshawa

Bishop Vincent Nguyen joined students, staff, Trustees and parish and community representatives, including the Knights of Columbus, to celebrate official opening ceremonies and blessings at each of the two schools.

Collaborative Learning Spaces

- Transformed the library into a 21st Century Learning Commons at All Saints Catholic Secondary School, Notre Dame Catholic Secondary School, St. James Catholic School and Good Shepherd Catholic School.



New Child Care Spaces



Creating more licensed child care spaces in local schools gives children the opportunity to transition

from child care into Kindergarten at the same location, making for an easier adjustment. New spaces are being built in areas where there is significant demand, giving families more options when it comes to quality licensed child care that is close to home.

In 2015, provincial funding for child care was announced at the following Durham Catholic schools:

- Father Fénelon Catholic School (Pickering)
- St. James (Ajax)
- St. Josephine Bakhita (Ajax)
- St. Kateri Tekakwitha (Oshawa)
- St. Marguerite d'Youville (Whitby)

Early Years Partnerships

Our Early Years program and partnerships encourage play-based activities that boost a child's desire to

explore while learning. The following services have expanded over the years as we continue to build our Early Years partnerships.



Program	2012 – 2013	2013 – 2014	2014 – 2015	2015 – 2016
Full Day Kindergarten Schools	22	26	38	38
Registered Early Childhood Educators	47	69	92	92
Full Day Extended Day Child Care Programs	9	15	29	32
Before and After School Programs in FDK Sites	9	15	29	32
Full Service Child Care	11	13	12	12
After School Recreation Programs	2	4	4	4
Daytime Recreation Programs for Young Children	1	1	1	8
Ontario Early Years Programs	5	8	8	3
Nursery School Programs	3	2	3	1
Schools Cool Programs (Summer)	2	4	4	2
School Readiness Programs (Summer)	2	3	3	2



EMERGING TECHNOLOGY

Empowering Today for a Changing Tomorrow

**“Pedagogy is the steering wheel. Technology is the Accelerator.”
- Michael Fullan**

Technology Upgrades Supporting Student Achievement

The Information and Communication Technology Department has supported Durham Catholic schools in advancing opportunities for 21st century learning and collaboration.

- Supported the Learning Commons implementation at All Saints Catholic Secondary School, Notre Dame Catholic Secondary School, St. James Catholic School and Good Shepherd Catholic School.

- Deployed Chromebook carts for libraries at St. Thomas Aquinas Catholic School, Sir Albert Love Catholic School, St. Hedwig Catholic School, Monsignor Philip Coffey Catholic School and Good Shepherd Catholic School.
- Completed the implementation of the Wireless Network (Wi-Fi) on all secondary and elementary schools, including portables.

Wide Area Network (WAN) and Internet

The upgrade of all elementary, secondary schools and Board office network switches was completed. All out-of-warranty and old equipment (over 12 years) was upgraded, improving system performance and reliability, and achieving 100% availability.

The new WAN now runs on a layer 2 network, making it easier to manage. This major upgrade was completed in-house without the need to outsource, bringing capital savings to the Board.



Data Mining

The Compass for Success (C4S) data warehouse was implemented, bringing reporting, analysis and dashboards for measuring success to Durham Catholic schools. ICT provided training to all principals and vice-principals.

New Board and School Websites



The new Board website was successfully launched on January 5, 2016, along with the Board’s Mobile App (iOS and Android) that fully integrates with dcdsb.ca. School websites were developed and launched by September 2016 with training provided to teachers at all schools on how to use the new Content Management System.

Data Transfer

AS400 legacy student information data was migrated to the Board’s Microsoft SQL Database. An Online Transcript Manager (OTM) was built to allow administrators to print student transcripts for students who left or graduated prior to September 2007.



ADVANCING COMMUNICATIONS

Strengthening Relationships to Enhance Student Achievement

BRAVO Award of Distinction



The Durham Catholic District School Board received a BRAVO Award of Distinction for demonstrating excellence in the

newly designed website and mobile app. Awarded by the Canadian Association of Communicators in Education (CACE), this national recognition for the branding and launch of the new dcdsb.ca aligns with the Board's Discovery 2020 Strategic Plan. CACE is a national association of communication professionals committed to encouraging and enhancing excellence in communications in education. The website and app launched in January 2016.

Key features of the new website include:

- Accessible and mobile friendly design
- App available for Apple and Android mobile devices
- Subscription feature which offers visitors the ability to receive timely communication
- Meeting and event calendars
- School and bus alerts
- Embedded multi-media features to profile programs and services available at our Board and schools
- Improved search function

"The launch of the new dcdsb.ca was an important priority for 2016 as we recognized the need for a website that is informative, accessible, and promotes community engagement." – Anne O'Brien, Director of Education

100%

of school websites were redesigned to align with the look and navigation of dcdsb.ca.

Sharing Timely Information

With the increasing use of mobile devices and greater desire for information to be delivered in an online format, the Subscribe feature on the Board and school websites makes it easier than ever to share content with families and community partners. While information can be easily shared online by staff by using the new Content Management System (CMS), readers are able to subscribe to news and calendar feeds to receive the information they want as soon as it is posted. All parents and guardians are encouraged to use this feature.



“Good communication helps us to grow closer, to know one another better, and ultimately, to grow in unity.” – Pope Francis

Accessible Communications



As the Board strives to achieve 100% compliance in meeting the Accessibility for Ontarians with Disabilities Act (AODA), training sessions took place for staff representing all schools

and departments across the Durham Catholic District School Board to promote the development of communications that are accessible for all. Topics covered included accessible font size, style, colour; the use of images in accessible format; and creating accessible Word and PDF files.

International Education Rebranding Project



The Communications Department developed a communications plan to support International Education student recruitment. Through this strategic planning and implementation process, the newly branded Passport to Excellence: International Education Program launched in September 2016. The goal of the plan was to promote a unique learning experience that is focused on academics, community and Canadian culture.



944 stories

were shared on the Board's Celebrating Excellence blog.



13 videos

were produced by Communications staff and shared on the Board's YouTube channel and website.



MANAGING RESOURCES

Establishing Sustainable Priorities and Raising Stakeholder Confidence

Financial Overview

During the spring of 2015, the Board engaged in a public consultation process in conjunction with the development of the 2015 – 2016 budget to affirm priorities and ensure alignment with the Board's *Discovery 2020 Strategic Plan*. The budget for 2015 – 2016 provided for expanded programs and services while maintaining a balanced budget during times of fiscal constraint. Such financial stability will provide the Board with the opportunity and capacity to advance the strategic directions outlined the strategic plan, ensuring that students and staff will be provided with the resources and supports necessary to foster positive student well-being and achievement now and into the future.

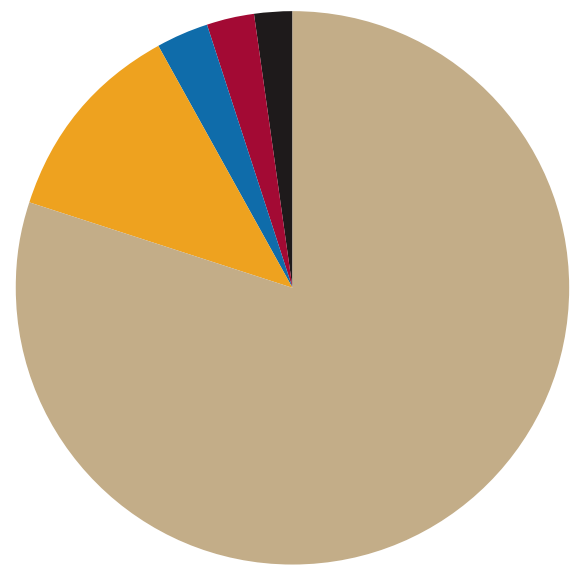
The 2015 – 2016 budget included \$238.8 million of operating expenditure and \$13.6

million of capital expenditure for a total budget of \$252.4 million. The budget is balanced and is compliant with the financial requirements of the Education Act. The chart below provides a breakdown of expenditure by category for the 2015 – 2016 school year.

Actual results for the 2015 – 2016 fiscal year also met the Ministry of Education's reporting requirements. In addition, the Board's external auditor provided an unqualified report regarding the 2015 – 2016 audited financial statements. The 2015 – 2016 financial statements also resulted in a balanced budget position which enabled the Board to maintain an appropriate level of operating reserves to meet the Ministry's expectations and to address unforeseen events beyond the Board's control.

2015 – 2016 Expenditures

- Instruction 80%
- Pupil Accommodation 12%
- Pupil Transportation 3%
- Administration 3%
- School Activities 2%



“The world is not something indifferent, raw material to be utilized simply as we see fit. Rather, it is part of God’s plan, in which all of us are called to be sons and daughters in the one Son of God, Jesus Christ.” – Pope Benedict XVI, Apostolic Exhortation Sacramentum Caritatis

Long-Term Accommodation Plan

Trustees approved the guiding principles and actions, in principle, for the Board’s Long-Term Accommodation Plan: 2016 – 2020. Staff conducted a series of public meetings at various times and locations across the region to provide information about the five-year plan and next steps with respect to upcoming developments as they are approved by the Ministry of Education.

During the meetings, staff reviewed demographic data and trends, as well as the guiding principles and action items outlined in the plan, and responded to questions from the community.

The five-year Long-Term Accommodation Plan is a working document that will be reviewed and updated every year as projects are approved or completed. Based on guiding principles that extend from the Board’s *Discovery 2020 Strategic Plan* and align with Ministry of Education guidelines and requirements, the plan will allow staff to promote modernization,

sustainability and efficiency in all Durham Catholic learning communities.



As part of the Long-Term Accommodation Plan for 2016 – 2019, staff reviewed Pupil Accommodation in the Township of Scugog in accordance with Board policies and administrative procedures which reflect guidelines from the Ministry of Education. As a result of the review, Trustees approved the consolidation of the Immaculate Conception Catholic School with Good Shepherd Catholic School communities.

Whitby Catholic Secondary School Study



Driven by the Board’s Long-Term Accommodation Plan, a Whitby Catholic Secondary School Study was initiated to:

- Review optimal programs and service delivery models for Catholic secondary schools in Whitby
- Understand the existing accommodation issues (enrolment and projections)



- Understand the unique values and needs of the Whitby community
- Engage the community in providing input and feedback
- Review potential options to address the accommodation issues
- Prepare recommendations to the Board of Trustees.

Grade 7 to 12 Secondary Model



In September 2015, Monsignor John Pereyma Catholic Secondary School opened its doors as the first-ever Grade 7 to 12 secondary school model in the Durham Catholic District School Board. The decision to adopt this model was based on the priorities and directions outlined in Discovery 2020, the Board's five-year strategic plan, as well as a secondary school program study and visits to other Grade 7 to 12 schools across the province and beyond.

In keeping with the Board's strategic priorities, the model was identified as an opportunity to

- advance academic programs
- embrace best practices and resources in 21st century learning
- maintain a dynamic Catholic secondary school that is guided by the principles of Excellence, Equity and Evangelization.

Students entering the model in Grade 7 and 8 continue in the intermediate program that is currently experienced in Kindergarten to Grade 8 schools. They also enjoy the following benefits of being located in a secondary school facility:

- access to specialist teachers, guidance staff, program support staff, Student Success programs and services, and a school chaplain;
- access to enhanced learning facilities/environments for Grade 7 and 8 students, such as a chapel, science labs, music rooms, technology facilities, an intermediate gymnasium, cafeteria, lockers and updated athletic facilities;
- enhanced opportunities to access sports, arts and drama courses, instrumental music, intramurals, clubs and activities;
- greater learning continuity and seamless transitions for students entering Grade 9 from the intermediate division;
- improved interaction between all teaching staff in Grades 7 to 12 to deliver the curriculum and coordinate the implementation of programs;
- opportunities for students in Grades 11 and 12 leadership programs and courses to provide a range of functions including mentorship, tutoring, peer support, and organizing of co-curricular activities for Grade 7 and 8 students.

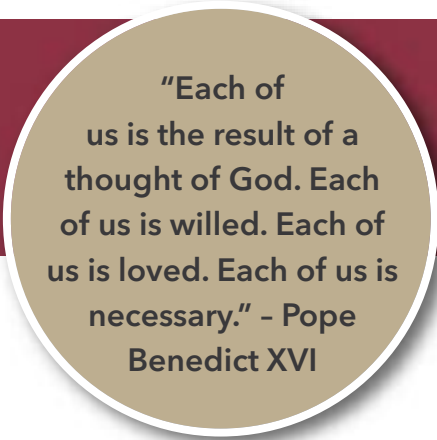


150 Grade 7 and 8 students attended Monsignor John Pereyma Catholic Secondary School in 2015 – 2016.



CONTINUING EDUCATION

Serving the Needs and Interests of All Learners



“Each of us is the result of a thought of God. Each of us is willed. Each of us is loved. Each of us is necessary.” – Pope Benedict XVI

Raising Healthy Children

The Archbishop Anthony Meagher Catholic Continuing Education Centre offers the Raising Healthy Children Program to help parents and caregivers learn about child development and new parenting skills. Students enrolled in the program can earn a high school credit over a seven-week period. In the class, participants learn about:

- How to help children learn to talk, play and read
- Child development
- New parenting skills
- Early Years programs
- Outreach initiatives in the community
- Resources to support your child’s growth and development.

28

moms and dads participated in the program in 2015 – 2016.

35 children

between the ages of 18 months and 4 years of age benefitted from the Early Years Program with an Early Childhood Educator from the YMCA.

204

unique clients attended Summer 2016 LINC and ESL.

International Education

The Durham Catholic District School Board continued to promote and accept international students into both elementary and secondary schools. The program offers year-round English as a Second Language classes, cultural excursions, visits to university and college campuses, post-secondary planning guidance and support, and more. International students graduating from Durham Catholic schools may be offered pre-admission to select post-secondary programs at Durham College

and the University of Ontario Institute for Technology, pending final acceptance based on student grades and other admission criteria.



21 students were enrolled in International Education in 2015 – 2016.



204 clients

attended Summer 2016 LINC and ESL classes.

63 students

transitioning into Grade 9 participated in the Reach Ahead Program.

733 students

studied international languages in the summer of 2016.

25 students

attended a summer exchange program in China.

993 students

participated in the Head Start program for Grade 8 students going to Grade 9.

48 students

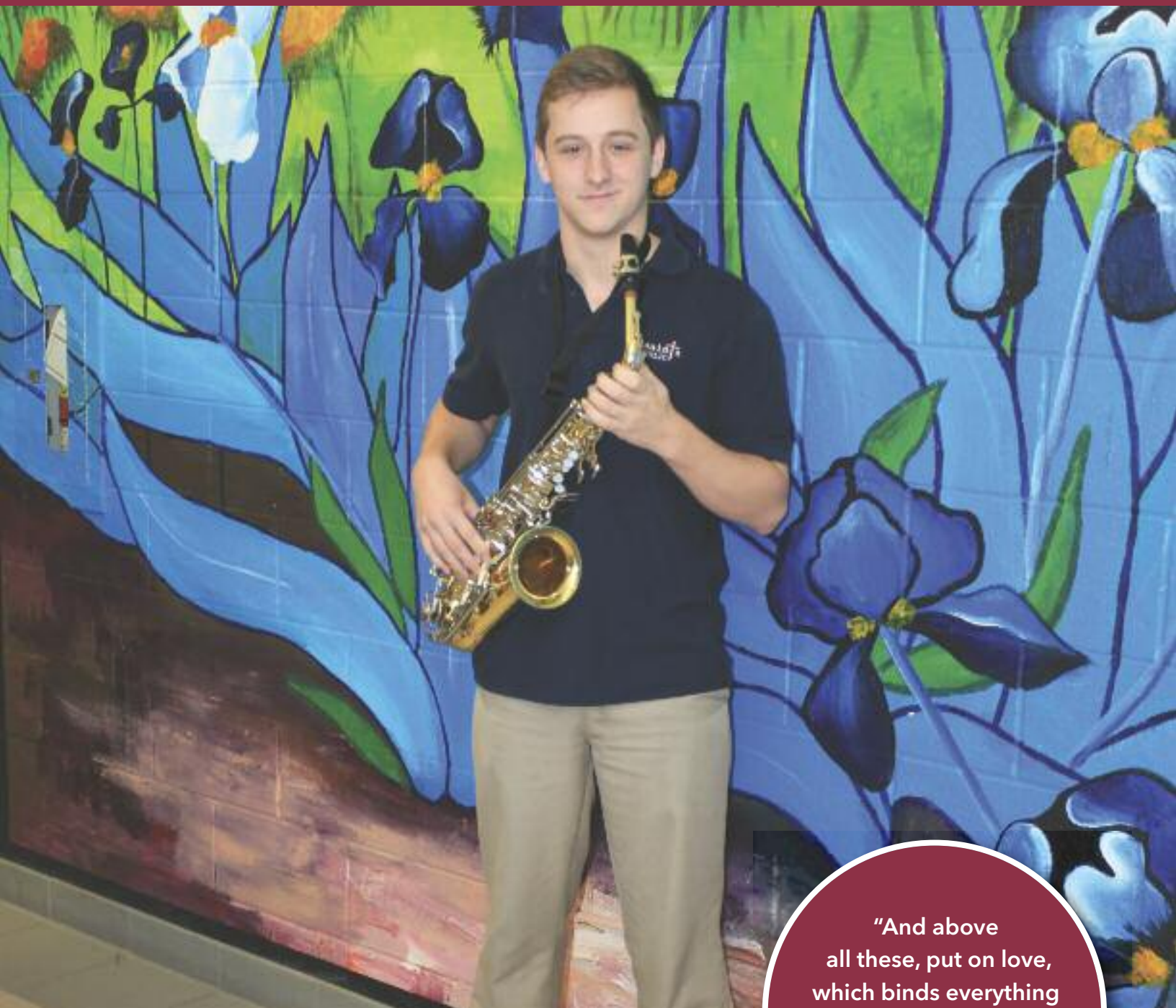
participated in the Food Soul Camp in the summer.

96 students

participated in the Grade 7 and 8 Summer Literacy and Numeracy program.

12

international students attended summer camp at the Durham Catholic District School Board.



"And above
all these, put on love,
which binds everything
together in perfect
harmony."
(Colossians 3:14)

LEARNING AND LIVING IN FAITH





HONOURS AND DISTINCTIONS

Board Award of Merit

Eileen Ethier, Teacher at St. Joseph Catholic School (Oshawa)



Trustees Youth Award

Emily Mijares, St. Leo Catholic School
Tuoyo Jackson, Sir Albert Love Catholic School
Brianna Hylton, St. Mary Catholic Secondary School
Diego Varela, All Saints Catholic Secondary School



Distinguished Catholic Leader

Mary Kay Boase, Principal at St. Paul Catholic School

Reverend John Markle Award for Outstanding Home/School Communication

St. John the Evangelist Catholic School
St. Mary Catholic Secondary School



Junior Firefighter Chief (Oshawa)

Andrew Ulbrick, St. Hedwig Catholic School

Junior Firefighter Chief (Ajax)

Jayden Reales, St. Josephine Bakhita Catholic School

“May the Lord give strength to his people!”

(Psalm 29:11)

Healthy Schools Award from the Regional Municipality of Durham

- Archbishop Denis O’Connor Catholic High School
- Father Fénelon Catholic School
- Father Leo J. Austin Catholic Secondary School
- Father Donald McLellan Catholic Secondary School
- Mother Teresa Catholic School
- Notre Dame Catholic Secondary School
- Sir Albert Love Catholic School
- St. Bernadette Catholic School
- St. Bernard Catholic School
- St. Catherine of Siena Catholic School
- St. Hedwig Catholic School
- St. John the Evangelist Catholic School
- St. Joseph Catholic School
- St. Mary Catholic Secondary School

Anniversaries

Celebrating 50 Years of Catholic Education

- Sir Albert Love Catholic School
- St. Leo Catholic School
- St. Thomas Aquinas Catholic School



Celebrating 25 Years of Catholic Education

- Holy Family Catholic School
- Monsignor John Pereyema Catholic Secondary School
- St. Matthew the Evangelist Catholic School



2015 – 2016 SUPERINTENDENTS OF EDUCATION



Anne O'Brien
Director of
Education
(Secretary Treasurer)



Tracy Barill,
Superintendent of
Education/Human
Resources and
Administrative Services



Janine Bowyer,
Superintendent of
Education



Bob Camozzi,
Superintendent
of Education



Michael T. Gray,
Superintendent of
Human Resources



Rosemary Leclair,
Superintendent
of Education



John Mullins,
Superintendent of
Education



Gerry O'Reilly,
Superintendent
of Education



Ryan Putnam,
Superintendent of
Business Services and
Chief Financial Officer



Tim Robins,
Superintendent
of Facilities
Services

2015 – 2016 BOARD OF TRUSTEES



Theresa Corless (Chair)
City of Oshawa



Janice Oldman
(Vice-Chair)
Town of Ajax



Tricia Chapman
Town of Whitby



Monique Forster
Town of Ajax



Kathleen LeFort
Townships of Brock
Scugog and Uxbridge



Jim McCafferty
City of Pickering



Paul Pulla
City of Oshawa



John Rinella
Town of Whitby

2015 – 2016 Student Trustees



Jordan Samaroo,
All Saints Catholic
Secondary School



Ciara Casalino,
Monsignor Paul
Dwyer Catholic
Secondary School



DURHAM CATHOLIC DISTRICT SCHOOL BOARD
Catholic Education: Learning and Living in Faith

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Oshawa, Ontario L1J 7C4

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