



Excellence | Equity | New Evangelization

## DISCOVERING PATHWAYS OF JOY

Director's Annual Report | 2014 – 2015



**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;
- a reflective, creative and holistic thinker;
- a collaborative contributor;
- a responsible citizen.
- an effective communicator;
- a self-directed, responsible lifelong learner;
- 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.” – 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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All data in this report reflects work that took place in 2014 – 2015.



## Message from the Director of Education

Pathways of Joy, a theme that emerged throughout the year and into Catholic Education Week, was woven into all of our activities as a Catholic school board. Student well-being and achievement continues to be our highest priority, and our Board Improvement Plan and our *Together for Mental Health* strategy, guided every action as students journeyed through their own pathways of joy in partnership with our qualified educators, support staff and Catholic school leaders.

In order to promote optimal mental health and wellness for our students, we recognize that we must also provide tools for the wellness of our staff. Our Faith Formation Committee and Staff Wellness Committee played a key role in this area, focusing on Pathways of Joy, spiritual development and mental health in the workplace. We have received wonderful feedback on wellness promotion, which speaks to our commitment to “serving with excellence in the light of Christ.”

In keeping with the theme of \*Discovering Pathways of Joy, this report is a reflection of the work that took place

in 2014 – 2015 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*.

Be Well in Catholic Education,

Anne O'Brien  
Director of Education



\**Discovering Pathways of Joy*, the Director's Report on the 2014 – 2015 academic year, compliments the *Balanced Scorecard* which was released in June 2015, indicating goals and achievements that were guided by the *Discovery 2020 Strategic Plan*. The *2014-2015 Balanced Scorecard* is available at [dcdsb.ca](http://dcdsb.ca).



## Message from the Chair of the Board

The 2014 – 2015 academic year marked the first of a four-year term for the newly elected Board of Trustees. On behalf of all Trustees, I extend our gratitude to Catholic school ratepayers across our jurisdiction.

The year celebrated many milestones and achievements throughout our schools, and I want to thank my colleagues on the Board of Trustees and Senior Administrative Council 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, who worked in partnership with staff and Trustees to ensure that the student voice was heard throughout every decision process.

Through this year of collaboration and discovery, we established the framework for a number of new initiatives, which we reflect upon with gratefulness, knowing that we have made a difference in sustaining publicly funded Catholic education for our students. Some of these exciting new initiatives which are reflected in this report include:

- planning for the implementation of a Grade 7 to 12 secondary school model in Oshawa;
- planning for the implementation of a single-track French Centre in Ajax;
- seeking opportunities for the expansion of Continuing Education programs and services.

I look forward to working with our school and community partners as these and other developments unfold on our Pathways of Joy through Catholic education.

Sincerely,

Jim McCafferty  
Chair of the Board

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## Primary Class Size

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

## Schools

**38** Elementary Schools, **7** Secondary Schools, **6** Alternative and Continuing Education Sites, **14,590** Elementary Students, **7,067** Secondary Students

## Staff

**855** Elementary Teachers, **477** Secondary Teachers, **8** Chaplains/Faith Animator, **92** Early Childhood Educators, **276** Educational Assistants, **74** Principals/Vice-Principals, **41** Student Services Professionals, **28** Program Consultants and Resource Teachers, **184** Custodial/Maintenance, **117** Secretaries/Clerical, **17** Non-Union, **47** Board Administration





## 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.<sup>1</sup>

**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.<sup>2</sup>

**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.<sup>3</sup>



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)

**Teaching and Learning Goal:** Engaging learners in rich experiences that are anchored in the Ontario curriculum, reflective of student voice, and supported with focused instruction and timely and effective feedback.

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

**16.7%**

of DCDSB students were identified as having special education needs (excluding gifted) in the Grade 3 and 6 assessments.

**15%**

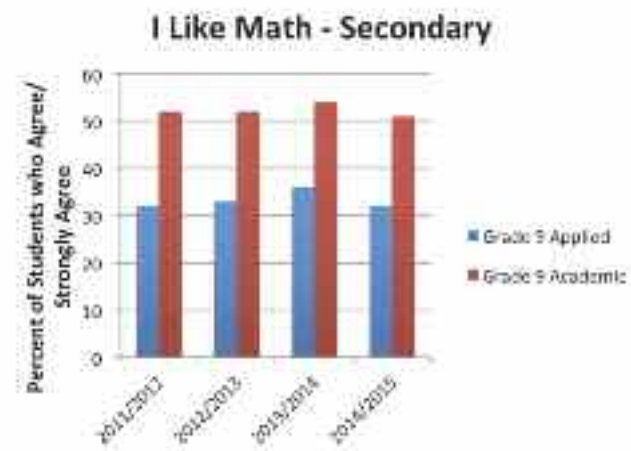
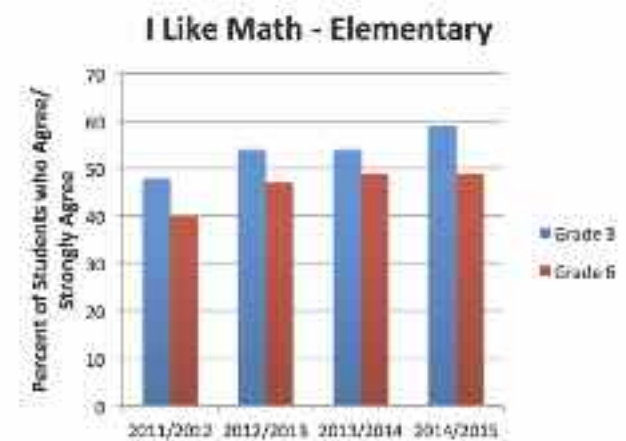
of DCDSB students were identified as having special education needs (excluding gifted) in the Grade 10 Ontario Secondary School Literacy Testing (OSSLT) scores.

**36%**

of DCDSB students in Applied Math and 5% in Academic Math were identified as having special education needs (excluding gifted).

### Attitudes and Behaviour

Helps us understand what students, teachers and parents think about the school culture and learning environment. The graphs below provide an example of how attitudes towards learning Math is measured.



Student engagement is a precursor to achievement. When students enjoy what they are doing they are more likely to succeed.





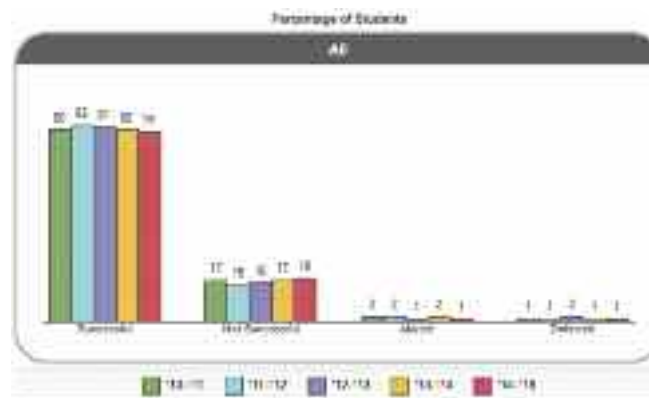
## Achievement Data

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

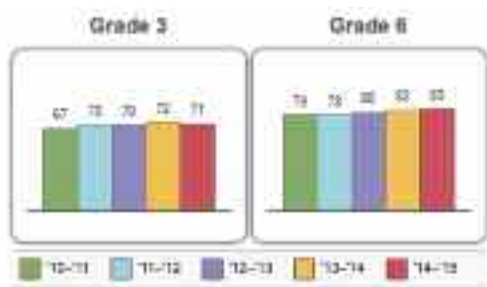
### Practices that Support Student Achievement

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

OSSLT: First Time Eligible



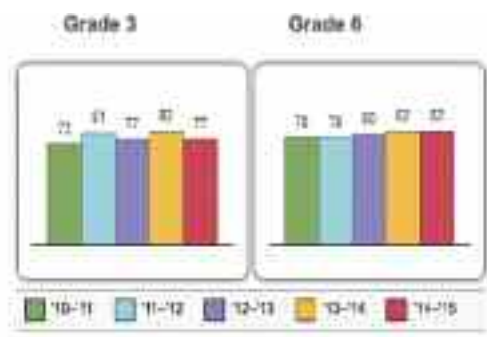
Reading



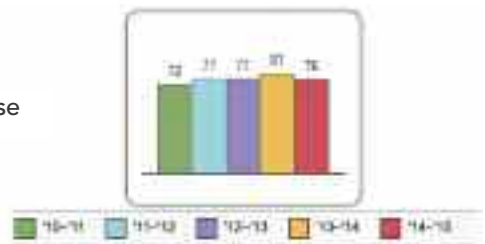
Applied Course



Writing



Academic Course









## Witnessing Faith Celebrating Equity, Excellence and New Evangelization

“(The common good...) It means protecting people, showing loving concern for each and every person, especially children, the elderly, those in need, who are often the last we think about.”

– Pope Francis

### Celebrating Pathways of Joy

“In the end, it is not how much darkness there is in the world, your country, church, family or even in yourself that really matters. It is how you stand in that darkness that is the real issue.” – Robert J. Wicks



Pathways of Joy, the theme for Catholic Education Week 2015 as proclaimed by the Ontario Catholic School Trustees' Association (OCSTA) was celebrated throughout the entire school year.

Over 2,500 staff attended the Discovering Pathways of Joy Professional Activity Day. The day opened with a Mass celebrated by His Eminence Thomas Cardinal Collins, whose homily focused on Catholic education. Following the Mass, Dr. Robert Wicks, international author and speaker, shared his keynote presentation on the topic of *Perspectives*.

Anne O'Brien, Director of Education encouraged all employee groups to “Rise up!” for Catholic education — which they did — and continued to do so throughout the year with various prayers, liturgies and events which incorporated faith and learning.

### New Evangelization

Over a series of New Evangelization ThinkTank sessions at the Catholic Education Centre, staff of the Durham Catholic District School Board developed a three-year plan for New Evangelization.

The plan is based on *The Essential Elements of Evangelization Today*, a document recently released by the Catholic Bishops of Canada. The main strategies consist of Witness, Community and Service, which will be the Board's focus over the next three years.





All Durham Catholic high school students participated in the 2nd Annual Province-Wide Mass for secondary students.

**\$17,000**

was raised at the 2nd Annual Foundation Dinner

**\$21,000**

was raised at the 2nd Annual Fore-the-Kids Golf Tournament



70 Durham Catholic secondary students representing the Board's seven high schools participated in Witness Day which focused on faith and the planning of the 2015 Student Summit for elementary and secondary students.



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

100% participation in the 2015 ShareLife Schools Campaign  
= **\$79,500**

ShareLife Employee Campaign  
= **\$17,000**





## Teaching and Learning Leading and Learning in the 21st Century Classroom

“A Catholic world view is a way of looking at the world through a Catholic church lens. This world view is derived from Catholic Church teachings, scripture and Catholic Church traditions. These teachings, scripture and traditions form the basis of what is taught in Catholic schools.”

– Catholic Curriculum Cooperative of Ontario

### Supporting 21st Century Learning Skills



Brother Andre Catholic School and St. Catherine of Siena Catholic School were involved in a Ministry of Education funded project called Learning Connections, in partnership with the Institute for Research in Learning Technologies at York University.

Joining other boards across the province, the schools were able to access applications, technology and professional learning opportunities to enhance literacy and numeracy instructional practice through the effective use of technology.

Fostering a partnership between teachers and students, the professional learning program includes hands-on practice, discussions, sharing of best practices and is facilitated by experts on learning. Learning Connections also facilitates online book studies with online discussions and activities.

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### Bring Your Own Device (BYOD)

Through the launch of the Board’s BYOD initiative, students can now bring their own electronic devices to school for educational purposes.

An average of **8,000**  
devices were accessed per instructional day  
at Durham Catholic schools through the  
BYOD program.



## Diplôme d'études en langue française

Diplôme d'études en langue française (DELF) is an internationally recognized French proficiency test based on the Common European Framework of Reference (CEFR) which defines language proficiency along six global levels. At each level, proficiency is measured across four competencies – listening, speaking, reading and writing. Recognized in 160 countries and by universities, employers and the Canadian Federal Government, DELF is an official proof of a student's French Language skills.

# 37 Grade 12

French as a Second Language students at  
Monsignor Paul Dwyer Catholic High School  
completed and passed the DELF exam.



## Health and Physical Education Curriculum (HPE) and how it Connects to Family Life Education

*"In Catholic schools, Ontario's new HPE curriculum is an opportunity for parents and teachers to talk to students about a distinctively Catholic view of human life, sexuality, marriage and family."*

– Institute for Catholic Education

The Ministry of Education released the Health and Physical Education (HPE) curriculum to be implemented in September 2016. Board staff has worked with the Institute for Catholic Education to ensure the program will be delivered in alignment with our Catholic values and the teachings of Christ.



Key changes to the HPE curriculum include:

- Pedagogical Approach;
- Currency;
- 21st Century skills;
- Diversity;
- Curriculum structure;
- Recent additions.

Recent updates include:

- Healthy relationships and consent;
- Online safety, including risks of sexting;
- Mental health and well-being;
- Respect for diversity;
- Examine the focus of learning;
- Supporting the learning across the curriculum.

## Balanced Numeracy Training

With a continued focus on professional learning in the area of numeracy, leadership teams from all Durham Catholic schools have come together to continue to build an understanding of a balanced numeracy approach, with a specific focus on meeting the needs of all learners, particularly students who may be diagnosed with a Learning Disability. Through this work, we continue to build on our belief that all students can achieve to a high level in math, with the right supports and conditions for learning.



## First Nations, Metis, Inuit Self-Identification

The Durham Catholic District School Board updated its Voluntary First Nations, Metis, Inuit (FNMI) Self-Identification policy, procedure and supporting materials. There was a large increase in the number of students in Kindergarten to Grade 3 who self-identified. This reflects the statistic around the growth rate of young FNMI students, and indicates that young parents are aware of the government's commitment to FNMI student success. This awareness impacts what educators do in the classrooms and teaching with an FNMI perspective.



**\*160 students**  
were self-identified as being  
of FNMI ancestry.

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



Some activities that have taken place in classrooms by exploring different forms of Aboriginal art and literature:

- Learning about Ojibway sacred teachings;
- Creation of colourful paintings of animal totems;
- Developing a better understanding of the strong bond between First Nations people and nature;
- Creation of a heart garden in remembrance of Indigenous children who attended the Indian Residential Schools; and
- Using lockers to create three-dimensional art pieces representing The Native Creation Myths including Cree (World Parent), Iroquois (Earth Diver), Haida (Conflict & Robbery), Algonquin (Brother) and Mi'kmaq (Two Creators and their Conflicts).

**27 elementary**  
schools have students  
who have identified themselves  
as being of FNMI ancestry.

**100%**  
of the secondary schools have  
students who have self-identified  
as being of FNMI ancestry.



## French Immersion Enrollment

Since the introduction of French Immersion programs in 2010, the participation rate has increased significantly across the system.

The French Immersion  
Grade 1 class has grown by

**72%**

(205 students in 2010 to 352 students in 2014).

Total growth of French Immersion Enrollment  
Over Three Years:

Since the introduction of French Immersion programs in 2010, the participation rate has increased significantly across the system.

**1,483 students**  
(2012-2013)

**1,961 students**  
(2013-2014)

**2,211 students**  
(2014-2015)

## English as a Second Language and English Literacy Development

The Board offers a range of English as a Second Language (ESL) and English Literacy Development (EDL) classes for elementary and secondary students, as well as adults at various skill levels, including basic ESL classes to TOEFL and IELTS test preparation, citizen preparation and speaking classes.

*"I'm eager to learn English so my family and I can adapt to our new life here in Canada, while learning how to communicate better with others."* – Shayesteh, Newcomer from Iran

**182 elementary**  
students were enrolled in ESL programs in  
2014-2015.

**100%**  
of the secondary students who wrote the  
DELFL (French proficiency) exam passed.

More than 65 students studied  
English at Archbishop Anthony Meagher  
Catholic Continuing Education Centre  
over the summer.



## Summer RAYS

The Summer Learning Program was expanded and branded as Summer Rays, a program which aims to support Senior Kindergarten students who would benefit from engaging and interactive classes in literacy and numeracy over the summer. In its second year of operation, the Ministry funded initiative was open to students in Oshawa and Ajax this year.



## Expanding Pathways Differentiating Opportunities for Every Student's Future

"It is very good and holy to consider the passion of our Lord, and to meditate on it, for by this sacred path we reach union with God." – Saint Paul of the Cross

### Student Voice

Secondary students participated in Student Voice Forums at their schools. This Ministry of Education Student Success program captured the thoughts and opinions of students regarding their education. Topics included equity and inclusion, safe schools, student achievement, student engagement, pathways opportunities and transitions.



### Centre for Success

The Centre for Success program is 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.

Students enrolled in the program attend Durham College for one semester. A secondary school teacher leads the class and works closely with each student to help them achieve success.

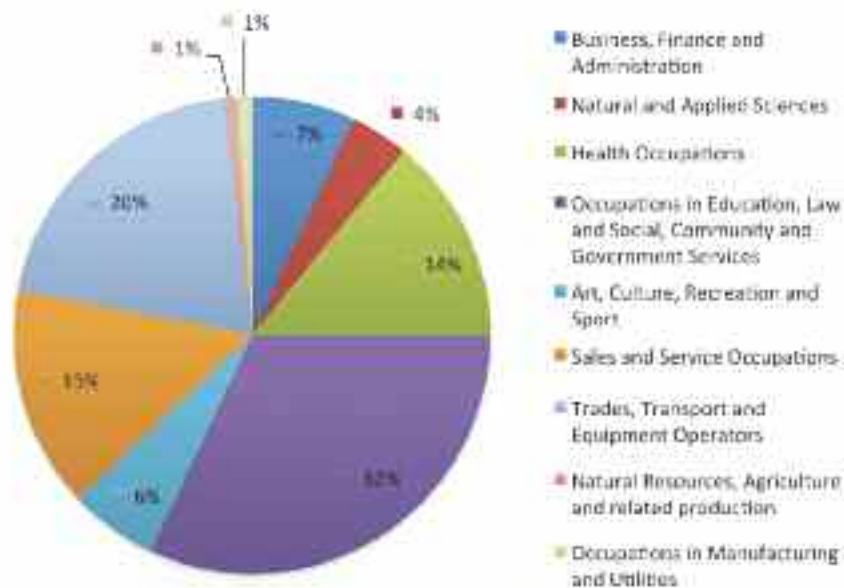
"Being accepted into the Centre for Success has helped me to understand how important it is to graduate. This is a good experience because you are treated like an adult, there is a lot of time to finish work, and extra help and resources are available. The teachers at the Centre for Success teach you how to be responsible. This program helps prepare you for college." – Danielle, Centre for Success Student



**73 students**  
were enrolled in the Centre for Success.

## Cooperative Education

Cooperative Education placements by occupational classification\*



\* Includes all schools, regular day school, night school, and summer school.

Students earning Cooperative Education credits: 980

Potential Credits: 1,716

Earned Credits: 1,654

Success rate: 96%



## Ontario Youth Apprenticeship Program (OYAP)

### OYAP Participants

Students in Grades 11 or 12 participated in a Cooperative Education placement in an apprenticeable trade: 198

Male: 114

Female: 84

### OYAP Apprentices

Students in Grades 11 or 12 with Registered Training Agreements: 33

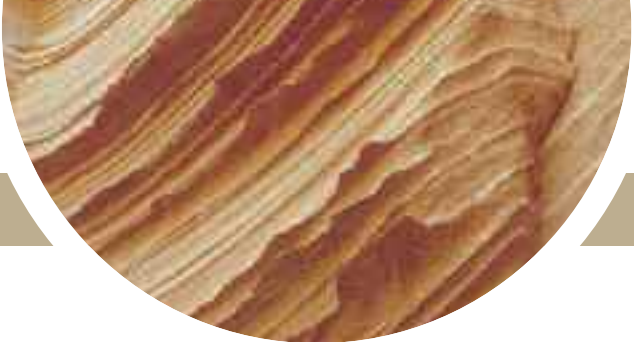
Male: 27

Female: 6

Trade	Number of Students Participating	Dual Credit Attempted	Dual Credit Achieved	Success Rate	Number of Students Achieved Level One
Automotive Service Technician	6	12	11	92%	5
Child Development Practitioner	1	1	1	100%	1
Cook	1	1	1	100%	1
Electrician	4	8	8	100%	4
General Carpenter*	12	n/a	n/a	100%	12
Hairstylist	4	8	8	100%	4
Industrial Mechanic Millwright	2	4	4	100%	2
Plumber	3	6	5	83%	2

\*Not a Dual Credit program.

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.



## **Inspiring Leadership** Promoting a Culture of Professional Growth

“From my point of view, God is the light that illuminates the darkness, even if it does not dissolve it, and a spark of divine light is within each of us.” – Pope Francis

### **Aspiring Leaders**

As part of the Leadership Development Strategy, a group of Aspiring Leaders had an opportunity to network with current elementary and secondary principals and vice-principals. Discussions ranged from curriculum to work/life balance to day-to-day operations of the school.



**32 principals and vice-principals**

engaged in Board Mentoring program.

**26 Aspiring Leaders**

completed a job shadowing experience.

### **Supporting Professional Development**

The Human Resources and Administrative Services department is committed to developing and enhancing Performance Growth Plans for all employee groups. In 2014 – 2015, an Annual Growth Planning process was implemented for the Middle-Management Group to engage supervisors and staff in focused dialogue about annual professional learning goals, strategies and outcomes.

### **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.

**35 new**  
teachers hired.

**35 teachers**

completed the New Teachers Induction Program (NTIP).

**Pope Francis**

on the list of Fortune’s list of the World’s 50 Greatest Leaders 2014 #1 and 2015 #4.  
[fortune.com/worlds-greatest-leaders/pope-francis-4](http://fortune.com/worlds-greatest-leaders/pope-francis-4)

## Workplace Health and Safety

Workplace inspection recording is now being updated online as a pilot in two elementary and two secondary schools, allowing monthly inspections to be recorded on any electronic device.

- All schools were inspected by the Board's Health, Safety and Wellness Coordinator throughout the year and improvements were made as a result of those visits.

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## Celebrating Durham Catholic EcoSchools

Staff ecoschool leaders shared their individual ecoteam's successes and ideas with other schools during their year-end EcoSchools Celebration. The event included a presentation by Stephen Leahy, author of *Your Water Footprint*. Mr. Leahy spoke about the biggest crisis facing our earth — water. He offered tips on how to convey water consumption to students so they begin to learn how much

- All schools were inspected monthly by school staff for health and safety.
- All workers were trained in Worker Awareness in 4 Steps.
- All supervisors were trained in Supervisor Awareness in 5 Steps.

water goes into growing and producing products that we consume everyday.

The teachers also learned about a new fundraising initiative that schools can consider called Fresh from the Farm which involves students selling local Ontario produce, while engaging students on healthy eating and well-being.

The following schools received platinum, gold, silver and bronze awards from the Ontario EcoSchools program for 2014 – 2015:



### Platinum

St. Elizabeth Seton CS

### Gold

Archbishop Denis O'Connor CHS

Blessed Pope John Paul II CS

Brother Andre CS

Father Joseph Venini CS

Good Shepherd CS

Immaculate Conception CS

Mother Teresa CC

Monsignor John Pereyema CSS

Monsignor Philip Coffey CS

Sir Albert Love CS

St. Bernard CS

St. Bridget CS

St. Catherine of Siena CS

St. Christopher CS

St. Francis de Sales CS

St. Hedwig CS

St. John Bosco CS

St. John the Evangelist CS

St. Joseph CS, Oshawa

St. Joseph CS, Uxbridge

St. Jude CS

St. Marguerite D'Youville CS

St. Mark the Evangelist CS

St. Matthew the Evangelist CS

St. Monica CS

St. Paul CS

St. Theresa CS

St. Thomas Aquinas CS

St. Wilfrid CS

### Silver

All Saints CSS

Father Fénelon CS

John XXIII CS

Notre Dame CSS

St. Bernadette CS

St. Isaac Jogues CS

St. Josephine Bakhita CS

St. Leo CS

St. Luke the Evangelist CS

St. Mary CSS

St. Patrick CS

### Bronze

Father Leo J. Austin CSS

Monsignor Paul Dwyer CHS

St. James CS





## **Celebrating Inclusion** Personalization, Precision and Professional Development

“To create caring and supportive Catholic school communities that promote well-being and maximize achievement for all learners.” – DCDSB’s Together for Mental Health Mission

### **Making Kindness Go Viral**

In celebration of National Stand Up to Bullying Week in February, the Durham Catholic District School Board launched a student poster and slogan campaign during National Bullying Awareness Week in November 2014. The winning slogan, “Let’s Make Kindness Go Viral” was the basis for a Board-wide campaign that saw all schools participating in initiatives that focused on developing communities founded on kindness. All students and staff

members signed pledge cards in support of the kindness campaigns at their schools.



### **Report It!**



The Board launched an anonymous reporting tool on the homepage of all school websites which gives students and parents the ability to report bullying incidents and other safe

school concerns through an online form. Once completed, the information is forwarded to the appropriate school administrator. The form can be submitted anonymously or by leaving a name for direct follow-up to the situation.

“The Durham Catholic District School Board is committed to ensuring every student feels safe. The Report It form is one of many initiatives we have in place to stop and prevent all types of bullying.” – Janine Bowyer, Superintendent of Safe Schools

### **Reaching Out**

The Student Services Department hosted its first Reaching Out Conference to raise awareness in support of students with Autism Spectrum Disorder (ASD). The highlight of the conference was keynote speaker, Michael McCreary. Diagnosed with Asperger’s Syndrome at 5 years of age, the 19-year old speaker from Oakville, Ontario took the audience on a comical journey as he shared what it is like to live with Asperger’s Syndrome.

District School Board diagnosed with ASD, it’s important that we offer continuous learning opportunities for our families, staff and community partners,” said Janine Bowyer, Superintendent of Student Services. “We believe that every student has the potential for success and we’re committed to providing all students with access to rich learning environments in order for them to reach their full potential.”

“With more than 350 students at the Durham Catholic

**300 people**  
attended the Reaching Out Conference  
for Autism awareness.

## Attendance Awareness Campaign

- Posters were created and distributed to raise awareness about the importance of attending school regularly.
- The importance of tracking chronic absenteeism (missing 10% of school) was discussed with Catholic school leaders and strategies to facilitate this practice were initiated.
- Early intervention and a collaborative approach were highlighted as keys to success.

- Schools across the system developed successful strategies for improving attendance.



## Leaders in Violence Threat Risk Assessment

Staff from the Durham Catholic District School Board and Durham Regional Police Service were acknowledged as Canadian leaders in Violence Threat Risk Assessment. The Outstanding Leadership Award was awarded by the Canadian Centre for Threat Assessment and Trauma Response to individuals for their outstanding leadership in the development, implementation and ongoing support of Community Violence Threat Risk Assessment and Intervention Protocols.



**1,467 IEPs**

effectively implemented in elementary schools.

**1,090 IEPs**

effectively implemented in secondary schools.

**240 students**

received Assistive Technology to help access the curriculum.

3 full days of training to over

**150 staff**

on Selective Mutism, an anxiety-based condition that causes children to not speak in certain situations.

**20 students**

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

**112 staff** trained in Mental Health First Aid.

**19 teachers**

participated in Special Education Part 1 and Special Education Part 2 offered in partnership with the University of Ontario Institute of Technology.

**50 staff**

trained in safeTALK.

**55 staff**

trained in Applied Suicide Intervention Skills Training (ASIST).



## **Serving in Partnership** Building Connections to Enhance Catholic Education

*"You are called, dear educators and parents, to create those schools which will transmit the values which you would hand on to those who will come after you." – Saint John Paul II*

### **Supporting Parent Engagement**

DCDSB in partnership with the Durham Catholic Parent Involvement Committee (DCPIC) opened the Parent Resource Centre located at the Giffard Centre in Whitby. Father Damian Ali, Pastor at St. John the Evangelist Catholic Church officiated the blessing of the new Resource Centre which supports one of DCPIC's mandates to provide activities and resources to help parents support their children's learning at home and school.

"The information available in the Resource Centre helps with informing parents on topics such as faith formation,

numeracy, literacy, youth mental health, how to navigate the education system, homework help, special education and much more," said Roxanne Horwitz, DCPIC Chair.



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### **Groundbreaking Ceremonies**

With support from local community representatives, Trustees and school staff, the Board celebrated official groundbreaking ceremonies and blessings for the construction of two new schools:

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





## Community Use of Schools

The Durham Catholic District School Board believes that educational facilities are an integral part of the community and 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. In 2014 – 2015 the number of Community Use of

School permits more than doubled the number of permits issued in 2013 – 2014.

Year	Number of Community Use of School Permits	Number of Hours
2013 – 2014	1,287	93,667
2015 – 2016	2,776	198,208

## Early Years Partnerships

Our Early Years program and partnerships encourage play-based activities that boost 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
Full Day Kindergarten Schools	22	26	38
Registered Early Childhood Educators	47	69	92
Full Day Extended Day Child Care Programs	9	15	29
Before and After School Programs in FDK Sites	9	15	29
Full Service Child Care	11	13	12
After School Recreation Programs	2	4	4
Daytime Recreation Programs for Young Children	1	1	1
Ontario Early Years Programs	5	8	8
Nursery School Programs	3	2	3
Schools Cool Programs (Summer 2014)	2	4	4
School Readiness Programs (Summer 2014)	2	3	3

## Capital Projects

- Transformed the library into a 21st Century Learning Commons at Monsignor John Pereyema CSS and St. Jude CS.
- Renovated Monsignor John Pereyema CSS to create a Grade 7/8 wing and additional office space.
- Began the construction of the new Father Fénelon Catholic School site in Pickering.
- Completed the construction of the new St. Kateri Tekakwitha CS in North Oshawa.





## Emerging Technology Empowering Today for a Changing Tomorrow

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

### Online Student Application Form

The Board launched the Online Student Application System (OSAS) to provide parents with an opportunity to conveniently begin the registration process online from their computer, tablet or smartphone.

2,300 student  
**registrations**

were submitted online from the January 2015  
launch date to September 7, 2015.



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### Content Management System

Following a public survey on Board communications, it was determined that the Board and school websites needed to be updated for improved navigation, functionality and to meet the *Accessibility for Ontarians with Disabilities Act* (AODA) requirements. The Board selected eSolutions, a content management solution to support the Information and Communications Technology and Communications teams in moving forward with enhancing communications across the Board.



## Promoting Equitable Access to Technology

### 21st Century Learning Commons

One of the Board's strategic priorities is to ensure that the digital revolution that has taken place in every aspect of our lives is reflected in schools. By creating spaces that integrate technology with learning and encourage collaboration, educators can help to effectively develop students' critical thinking skills within the Catholic world view.

The Board approved the construction of 21st Century Learning Commons in three schools. This multi-functional space is a hub for learning that everyone in the school can use to access technology in order to inspire deep learning. The Learning Commons is a place where students and teachers can work on building knowledge together in an interesting and engaging way that optimizes the use of technology, and will help change the way educators approach learning.

### Access to Microsoft® Office Suite

In an effort to advance 21st century learning and promote access to technology, the Durham Catholic District School Board has

established a partnership with Microsoft® which offers students and their families free access to the Microsoft® Office Suite applications. Microsoft® Office 365 includes access to download Microsoft® Word, Excel, PowerPoint and Outlook at home on up to five computers (PC or MAC).

### Migration to Microsoft® Office 365

Staff email accounts were migrated to Office 365, a dynamic online environment that is continually changing and evolving. This ICT initiative supports teaching and learning with powerful tools designed to facilitate collaboration between staff and students. Benefits of using Office 365 in a school system include:

- free, cloud-based access to e-mail, calendars and contacts for students, teachers and administrators;
- free access to the Microsoft® Office productivity suite, including Word, Excel, PowerPoint and OneNote (Office Web Apps);
- staff storage and sharing;
- anytime, anywhere availability.





## **Advancing Communications** Strengthening Relationships to Enhance Student Achievement

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

### **21Clicks to Advancing Communications**

The Communications team conducted the 21Clicks Survey, providing stakeholders with the opportunity to help shape the directions of the Board’s digital communication initiatives. Through this consultation process which included students, parents, employees, Trustees and other stakeholders, staff established a vision for a new website to enhance communications across the system.

“Technology has changed the way we communicate,” said Anne O’Brien, Director of Education at the Durham Catholic District School Board. “As part of our Strategic Plan, we are committed to advancing communication and determining the best ways to reach our communities, partners and stakeholders that maximize 21st century tools.”

Survey results indicated that the most preferred method for receiving school or Board-related news was through direct electronic communication, followed by websites.



Results also offered insight as to which features were most important to visitors to the site, some of which include:

- accessibility;
- news and announcements;
- visual appearance;
- event calendars;
- links to social media;
- multi-media features; and
- ease of navigation.



The next step was to select a content management system that could meet all of those needs. Through a collaborative process with Information and Communications Technology staff, eSolutions was selected as a partner for the design and development of the new website to launch in 2016.

## Check Us Out!

The Communications team launched the Board's Check Us Out! campaign which is a call-to-action for students to register at a Durham Catholic school. The campaign kicked off in the spring with the Check Us Out! video, featuring commentary from secondary students on what they have to say about attending a Catholic school. The video is available at [dcdsb.ca](http://dcdsb.ca) and on the Board's YouTube channel [dcdsb.ca/youtube](https://www.youtube.com/dcdsb). In addition to the video launch, the campaign included various forms of local and regional outreach to families.



## Spotlight on News and Events from Durham Catholic Schools

Since its launch in August 2014 up to August 28, 2015, 200 posts were shared on the Board's Spotlight blog. These posts included updates on news and events taking place at Durham Catholic schools. These good news stories were further shared with the public through the Board's twitter and facebook accounts, and shared by other engaged users.



**73% of  
returning visitors**

to [dcdsb.ca](http://dcdsb.ca) view the website  
on an Apple device

**23% of  
returning visitors**

to [dcdsb.ca](http://dcdsb.ca) view the website  
on an android device

**Over 1,502 views**

of the Check Us Out! Video  
on YouTube



## Managing Resources Establishing Sustainable Priorities and Raising Stakeholder Confidence

“The world is not something indifferent, raw material to be utilized simply as we see fit. Rather, it is part of God’s good 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*

### Financial Overview

During the spring of 2014, the Board undertook an extensive consultation process in conjunction with the development of the 2014 – 2015 budget to affirm priorities and ensure alignment with the Board’s strategic plan *Discovery 2020*. The budget for 2014 – 2015 provides 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 in the *Discovery 2020 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.

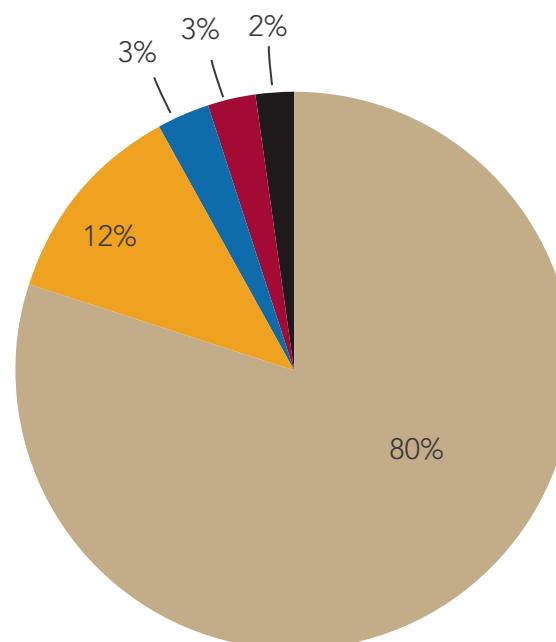
The 2014 – 2015 budget includes \$238 million of operating expenditure and \$12 million of capital expenditure for a total

budget of \$250 million. The budget is a balanced budget and is compliant with the financial requirements of the Education Act. The chart below provides a breakdown of expenditure by category for the 2014 – 2015 school year.

Actual results for the 2014 – 2015 fiscal year also met the Ministry of Education’s reporting requirements. In addition, the Board’s external auditor provided an unqualified report regarding the 2014 – 2015 audited financial statements. The 2014 – 2015 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.

#### 2014 – 2015 Expenditures

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



## Accommodation and Utilization

### French Study

#### Establishing a Single-Track French Centre

After performing a French Study, the Board of Trustees passed a motion to change the boundaries for St. Patrick Catholic School, Mother Teresa Catholic School and St. Jude Catholic School effective September 2015. Intended to create sustainable and viable school programs for the three schools, the approved changes were as follows:

- Adjustment of the St. Jude CS boundary to include the St. Patrick CS English program boundary;
- Adjustment of the St. Patrick CS boundary to add the French Immersion and Extended boundaries for Mother Teresa CS;
- Removing the English program boundary from St. Patrick CS.

### Secondary School Study

#### Grade 7 to 12 Secondary School Model

Staff took on a Secondary School study to look at the utilization of schools, as well as curricular and co-curricular programs. The data collected showed that Durham Catholic secondary schools offer a wide variety of courses. The data collected in the study indicated a need to look at more viable options for utilizing the space in secondary schools.

Trustees approved a Grade 7 to 12 Catholic secondary school model to be implemented at Monsignor John Pereyema Catholic Secondary School in Oshawa for September 2015. Several opportunities for engagement took place for students who would be entering the high school for Grade 7 and 8 in September.



Benefits of the Grade 7 to 12 secondary school model include:

- access to the secondary school's 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, wood shops, 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.



### Clearing the Clutter

May 11 to 15, 2015 was designated as **Clear the Clutter Week** across the Board. This campaign was intended to support the strategic priority of resource management and to improve the safety and wellness of all students and staff by reducing clutter in their physical learning and work environments. In addition, the clutter reduction process offered many other benefits, including:

- increased productivity;
- improved organization;
- reduction of mental overload and stress;
- fewer workplace accidents and spills; and
- more time and effectiveness.

Schools were asked to submit photos of their clutter clearing efforts and a panel selected a Grade 4/5 class from St. Bernadette Catholic School as the winning submission.



## 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

### International Education

The Durham Catholic District School Board continued to accept international students into both elementary and secondary schools. In 2014 – 2015, 21 students were enrolled in the program which has since expanded and continues to grow. Services available for international students include:

- New to Canada (NOW) Program — orientation for newcomers;
- Head Start Program for students entering Grade 9;
- Language Assessment;
- Numeracy Assessment;
- Guidance Counselling;
- Course Planning;
- Pathway Planning;
- Literacy and Numeracy Assistance;
- Extra-curricular Activities;
- Health Insurance Assistance; and
- Transportation for qualified students.

“This is a really good place to study English. I have made many friends and am seeing what it is like to be a real Canadian.” – Charolette, Grade 12 Student from China

“I am learning English very quickly because of the teachers and others in my class.” – Lorine, Student from Switzerland

Hear what other international students have to say about their experience in Durham Catholic schools by checking out the International Education video at [dcdsb.ca/youtube](http://dcdsb.ca/youtube).





## International Language Classes

2015 marked the 37th consecutive year that the Board has offered International Language Classes. In 2015, classes were offered to 873 students from Kindergarten to Grade 8 in Italian, Cantonese, Mandarin, Farsi, Greek, Portuguese, Spanish, Arabic, Dari, Tamil, Filipino and Urdu. Classes were offered throughout the academic year and during the summer months.

# 577 students

attended International Language Classes over the summer in 2015.

# Over 60 students

are attending International Language Credit courses in Spanish, Mandarin and Arabic in 2014 - 2015.



## Continuing Education Study

The Durham Catholic District School Board's Continuing Education programs are currently offered on three main campuses in Oshawa, Whitby and Ajax. A study conducted by Watson and Associates provided staff with recommendations for expanding services which include both credit and non-credit programs, and International Education. Based on results and recommendations from the study, staff will explore opportunities to build on the success of the programs through the development of a strategic plan for Continuing Education.

A sample of courses offered in 2014 – 2015 includes:

- Adult Upgrading (non-credit)
- Citizenship Courses
- Computer Courses
- Correspondence Courses
- Day Courses for High School Credit
- eLearning
- English Language Classes
- General Interest Courses
- Interdisciplinary Course for Athletes

- International Languages for Elementary Students
- International Languages for Secondary Students
- International Education
- Microsoft Office Specialist 2013 Certification Program
- Night School for High School Credit
- Pathway for Exceptional Young Adults
- Personal Support Worker Program
- Reconnect Program
- Re-engagement Program









## Honours and Distinctions

### Board Award of Merit

Pam Garant, Teacher at All Saints Catholic Secondary School

### Trustees Youth Award, Secondary

Claudia Ayala-Spence, St. Mary Catholic Secondary School

### Distinguished Catholic Leader

Donna Modeste, Principal, Archbishop Denis O'Connor Catholic High School



### Reverend John Markle Award for

### Outstanding Home/School Communication

Elementary: St. Patrick Catholic School

Secondary: Monsignor John Pereyma Catholic Secondary School



## Healthy Schools Award from the Regional Municipality of Durham

- Archbishop Denis O'Connor Catholic High School
- Brother Andre Catholic School
- Father Fénelon Catholic School
- Good Shepherd Catholic School
- Immaculate Conception Catholic School
- Monsignor John Pereyma Catholic Secondary School
- St. Bernadette Catholic School
- St. John the Evangelist Catholic School
- St. Joseph Catholic School
- St. Leo Catholic School
- St. Thomas Aquinas Catholic School

## Junior Firefighter Chief (Oshawa)

Juliana Macevicius, St. John Bosco Catholic School



## Anniversaries

### Celebrating 50 Years of Catholic Education

- Archbishop Denis O'Connor Catholic High School

### Celebrating 25 Years of Catholic Education

- St. Bernard Catholic School



## 2014 – 2015 Superintendents of Education



Anne O'Brien  
Director of  
Education  
(Secretary  
Treasurer)



Tracy Barill  
Superintendent  
of Human  
Resources



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 & Chief  
Financial Officer



Tim Robins  
Superintendent  
of Facilities  
Services

## 2014 – 2015 Trustees



Jim McCafferty  
(Chair)  
City of  
Pickering



Theresa Corless  
(Vice-Chair)  
City of Oshawa



Tricia Chapman  
Town of  
Whitby



Monique Forster  
Town of Ajax



Kathleen LeFort  
Townships of  
Brock, Scugog  
and Uxbridge



Janice Oldman  
Town of Ajax



Paul Pulla  
City of Oshawa



John Rinella  
Town of Whitby

## 2014 – 2015 Student Trustees



Kyle Fitzgerald  
Student Trustee  
All Saints Catholic  
Secondary School



Angela Gou  
Student Trustee  
St. Mary Catholic  
Secondary  
School



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