



Excellence | Equity | New Evangelization

# The Student Well-Being and Achievement Balanced Scorecard

2016 – 2017



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

## Our Catholic Values

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

### As a Catholic Learning Community, we value:

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

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

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

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

**Wisdom**, listening and responding to the Holy Spirit.

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

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

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

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

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

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

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



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## Message from the Director of Education

As we complete another successful school year, it is important that we take the time to reflect on our accomplishments and assess the results and outcomes of our *Discovery 2020 Strategic Plan* and *Student Well-Being and Achievement Board Improvement Plan*. I am pleased to share our progress through the 2016 – 2017 Balanced Scorecard.

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

Every member of our learning organization demonstrates a deep commitment to achieving our mission and vision for the Durham Catholic District School Board. I wish to express my sincere gratitude to everyone who has played a role in supporting our students during the 2016 – 2017 Year of Community — families, partners, community members, trustees, and staff. Thank you to each one of you for your dedication to achieving excellence in our school communities; we have witnessed success in many areas of our educational system.

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





## Witnessing Faith

### Celebrating Equity, Excellence and New Evangelization

#### **Creating and Sustaining a Caring Catholic School Culture**

##### **Strategic Goal**

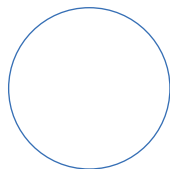
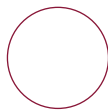
To ensure our structures, processes, actions and relationships promote equity and inclusion and a safe and accepting environment so that each student may realize the promise of the Catholic Graduate Expectations.

##### **Results and Outcomes Achieved**

- ✓ All administrators have received anti-oppression training.
- ✓ Equity Think Tank was formed and learning through the consultation was shared with administrators.
- ✓ All administrators completed the DCDSB Equity Course: Nurturing Inclusive Catholic School Communities.
- ✓ The course has been expanded and offered across the system; the first cohort has completed their cycle of learning.
- ✓ Lead teachers to support indigenous education initiatives in the schools were identified and participated in professional learning with their school administrators.
- ✓ A focus on the importance of the land, seven grandfather teachings, and the oral storytelling tradition was presented at the lead teacher inservices.
- ✓ Resources to support outdoor education, particularly with the inclusion of community elders, is promoted.

## Creating and Sustaining a Caring Catholic School Culture, cont'd.

- ✓ Schools with a high number of self-identified students have formed a collaborative inquiry learning team.
- ✓ The Collaborative Inquiry team has engaged in building student voice opportunities, integrating indigenous perspective across the curriculum, and participated in cultural competency training.
- ✓ Self-identification statistics have been analyzed and shared with the Indigenous Education Advisory Circle and school administrators.
- ✓ DCDSB Indigenous Awareness Month resources were developed in consultation with the Indigenous Education Advisory Circle and celebrations took place in all schools across the system.
- ✓ National Aboriginal History Month and National Aboriginal Day (June 21) have been promoted and resources shared to support the celebration of First Nations, Métis and Inuit peoples contributions and cultural perspectives.



## Building Relationships and Developing People

### Strategic Goal

To implement faith formation initiatives and conduct Catholic School Audits that will both discern and promote the spiritual dimension of our schools.

### Results and Outcomes Achieved

- ✓ Faith Ambassadors gathered for two capacity building sessions focused on the promotion of the Year of Community.
- ✓ The Chaplaincy team identified learning needs and received inservice, together with members of the secondary school Religion departments, on Accompanying LGBTQ Youth with Father Gilles Mongeau as well as the new Secondary Religion curriculum.
- ✓ Feasting on Faith learning sessions took place with Sister Sue Mosteller and Cardinal Collins.
- ✓ Adult Retreats were held across the liturgical seasons with a focus on spiritual renewal and learning.
- ✓ Faith Formation intranet site continues to be updated with the addition of resources to support the system.
- ✓ Co-hosted a Zone Meeting of our Diocesan priests which included a learning session focused on the Growing in Faith, Growing in Christ Religion resource.
- ✓ The Catholic School Audit tool was introduced at the Family of Schools Meetings and schools engaged in using the resource to feed forward their school improvement plans for 2017 – 2018.

## Teaching and Learning in the Formation of a Distinct Catholic Identity

### Strategic Goal

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

### Results and Outcomes Achieved

- ✓ Hosted a Year of Community Student Summit with leadership teams from each secondary school.
- ✓ Each secondary school leadership planned outreach activities with their associate schools which took place throughout the school year.
- ✓ Beginning at St. Bernadette Catholic School in Ajax, the Year of Community icon and statue travelled across the system, symbolizing the unity which exists between and among schools.
- ✓ A Catholic Graduate Expectations celebration brought together students from all eight secondary schools for a prayer service, student performances and keynote address.
- ✓ DCDSB Staff Day of Community took place with the theme of the importance of Community in Well-being. This included a Wellness Fair, Mass, and panel of three keynote addresses.
- ✓ Assisted the Durham Catholic Parent Involvement Committee (DCPIC) in the coordination of a faith based Parent Symposium: The Mind, Body and Spirit Symposium was held in February 2017.
- ✓ An additional faith formation session for parents included Dr. Josephine Lombardi with over 100 parents in attendance.
- ✓ A Year of Community liturgy was developed and posted with accompanying resources to anchor the introduction of the Year of Community icons at the schools.





## Teaching and Learning

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

## Achieving Instructional Excellence

### Strategic Goal

To improve student achievement, engagement and well-being through a whole system approach to improved Numeracy teaching, leading and learning.

### Results and Outcomes Achieved

- ✓ Principals and vice-principals report higher levels of confidence in leading Math-based professional learning with their staff.
- ✓ Improved results in administrator attitudinal data in the area of Numeracy.
- ✓ Increased leader content knowledge for administrators, Math curriculum chairs, Math lead teachers and system leaders.
- ✓ All elementary school students from Grades 1 to 8 receive 300 minutes of Math each week in blocks no less than 40 minutes.
- ✓ Ultimate Potential (UP) Math is firmly established in all secondary schools and taught by staff who are confident in their understanding of the program and ability to improve student achievement.
- ✓ Program Support Teachers are effectively able to support Math programming for students with Learning Disabilities in Math.

### In Progress

- System and school leaders are working to confidently identify the concepts/ideas that students find difficult and why.
- Professional learning focused on Numeracy is becoming more precise and effective.



## Instruction for the 21st Century

### Strategic Goal

To re-purpose and re-culture school libraries into 21st Century Learning Commons by transforming both their physical environments and the pedagogical practices of educators.

### Results and Outcomes Achieved

- ✓ The Learning Commons is used more often by staff members and for diverse purposes.
- ✓ Increased student, student-teacher and teacher-teacher collaboration.
- ✓ Increased student voice in guiding their own learning process.
- ✓ Teacher Librarians and administrators understand the difference between a library and a Learning Commons and have the knowledge and tools required to begin the process in their schools.
- ✓ Increased student engagement.

### In Progress

- Digital technology in the Learning Commons is becoming a tool for content creation rather than simply content consumption.
- Educators are developing a greater capacity in the area of planning tasks that develop 21st century learning competencies.

## Assessment, Evaluation and Reporting

### Strategic Goal

Implementation of the new Kindergarten addendum to Growing Success and the new provincial Kindergarten Communication of Learning Tool.

### Results and Outcomes Achieved

- ✓ Kindergarten educator teams collaboratively support the ongoing assessment and evaluation of student learning in Kindergarten classrooms.
- ✓ The Kindergarten Communication of Learning Tool was successfully implemented in all Kindergarten classes.
- ✓ Comments built around Key Learning, Growth in Learning and Next Steps provide parents and guardians with positive, helpful feedback on their child's learning process.
- ✓ Educators have increased capacity to use effective strategies for pedagogical documentation.

### In Progress

- Educator teams will work collaboratively to notice and name student learning in the four frames of the Kindergarten program.



## Expanding Pathways

# Differentiating Opportunities for Every Student's Future

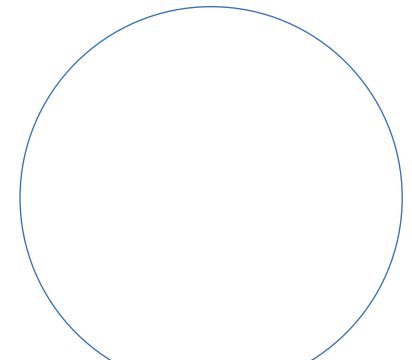
## Differentiating Opportunities for Every Student's Future

### Strategic Goal

To foster experiential learning and Christian community service opportunities.

### Results and Outcomes Achieved

- ✓ Great experiential learning opportunities are provided for students.
- ✓ Increased participation in Specialist High School Majors (SHSM), Dual Credit programs and Ontario Youth Apprenticeship Programs (OYAP).
- ✓ More experiential opportunities are evident in School Improvement Plans.



## Assisting Students with Transitions Planning

### Strategic Goal

Planning from elementary to secondary and from secondary to post-secondary institutions.

### Results and Outcomes Achieved

- ✓ Increased graduation rates.
- ✓ Increased number of students following OYAP pathways.
- ✓ Ultimate Potential (UP) Math has been implemented in all secondary schools.

### In Progress

- Greater participation in UP Math programs is a step towards achieving increased EQAO scores.

## Promoting Student Engagement

### Strategic Goal

To encourage student and parent engagement.

### Results and Outcomes Achieved

- ✓ Increased number of respondents on exit surveys.
- ✓ Synervoice and Career Cruising are used to gather data on student and parent engagement.

### In Progress

- Increasing the number of Student Voice Forums taking place at schools.





## Inspiring Leadership

### Promoting a Culture of Professional Growth

## Capacity Building

### Strategic Goal

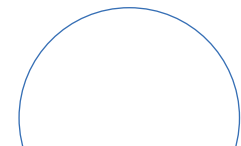
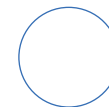
To enhance capacity of the Continuing Education Department to ensure alignment of human resources management practices and processes, and consistency with all departments and employee groups.

### Results and Outcomes Achieved

- ✓ Standardized employment contracts are issued to all staff.
- ✓ Interview question banks for each position classification are being utilized.
- ✓ Standardized templates for all job postings are available.
- ✓ Recommended staffing adjustments are reviewed during the annual budget process.

### In Progress

- Content in personnel files is consistent among all employee groups.
- Staffing complement is appropriate for student credits earned, with consideration of the Continuing Education plan.



## Employee Performance Growth

### Strategic Goal

To enhance and expand the Employee Wellness program and services.

### Results and Outcomes Achieved

- ✓ Reduced number of work-related accidents and WSIB costs.
- ✓ Developed wellness sessions as part of the Sharing of Excellence professional development series.
- ✓ Increased performance levels and employee job satisfaction.
- ✓ The Board was recognized by Durham Region Health with a Healthy Workplace Award — Gold status with Honours.

### In Progress

- Working towards improved employee attendance rates, both short and long-term.
- Reducing the number of overall employees within the Attendance Support program.
- A lower utilization of services provided under the Employee Family Assistance Provider.



## Resource Management

### Strategic Goal

To develop a revised grievance management/alternative dispute resolution strategy prior to the next round of collective bargaining.

### Results and Outcomes Achieved

- ✓ Reduced grievance activity by 17% for teaching group and 34% for non-teaching groups.
- ✓ Informal and formal grievances were resolved in a timely manner.
- ✓ Enhanced labour relations.
- ✓ Reduced costs for labour arbitrations with 24% fewer hearings.





## Celebrating Inclusion

### Personalization, Precision and Professional Development

## Universal Design for Learning

### Strategic Goal

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

### Results and Outcomes Achieved

- ✓ Increased number of Social-emotional learning programs delivered in various schools as required, including Roots of Empathy, mindfulness programs, Zones of Regulation, Stress Lessons/Kids Have Stress Too.
- ✓ Implementation of an elementary pilot program "STAR Power" to reduce anxiety for elementary aged children.
- ✓ Inclusion of general wellness promotion at designated professional learning sessions, including The Wellness Fair at the Staff PA Day.
- ✓ School Improvement Plans included specific well-being goals under the Catholic Culture, Community and Caring pillar.
- ✓ Increased number of parent and youth engagement opportunities through system level conferences and school level conferences with a focus on well-being topics.
- ✓ Supported schools in using the results of their 2016 – 2017 School Climate Survey results in revising their 2016 – 2017 School Improvement Goals.

### In Progress

- Increase the number of classes using Roots of Empathy.
- Increase the number of elementary schools running "STAR Power" to address anxiety.

## Differentiated Practice

### Strategic Goal

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

### Results and Outcomes Achieved

- ✓ Learning sessions delivered to educators for students on an Alternative curriculum for Numeracy.
- ✓ The effective use of Learning Profiles to support numeracy instruction was integrated into all numeracy professional learning opportunities for Program Support Teachers and classroom teachers.
- ✓ Psychological Services staff supported transitional programming at elementary schools in order to support the transition from elementary to secondary schools.

### In Progress

- Parents are confident that special education programming is being delivered in Numeracy based on individual student Learning Profiles.



## Precise and Personalized Intervention

### Strategic Goal

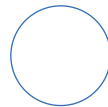
To foster continued improvement of Individual Education Plans (IEPs).

### Results and Outcomes Achieved

- ✓ Focused year-long professional learning to help all educators improve their understanding of Learning Disabilities, and their impact on Numeracy learning.
- ✓ Trained 15 school teams on the understanding and implementation of Applied Behaviour Analysis strategies to support students with Autism.
- ✓ Continued focus on the effective creation and implementation of Safety Plans and the resulting Behaviour goals in the IEP through professional learning opportunities with administration and Program Support Teachers.

### In Progress

- Improved EQAO results for students with special education needs (to be determined in September/October 2017).





# Serving in Partnership

## Building Connections to Enhance Catholic Education

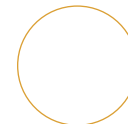
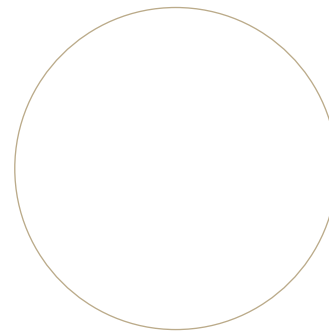
### Outreach and Programs

#### Strategic Goal

To enhance Community Use of Schools outreach programs and strategies that maximize the use of Board facilities.

#### Results and Outcomes Achieved

- ✓ Attended regional and provincial meetings to network and share best practices in promoting Community Use of Schools.
- ✓ Community Use of Schools is monitored regularly for hours available in schools.
- ✓ Current utilization rate of school space is 93%.
- ✓ A community engagement meeting is scheduled to gather feedback from partners in order to improve experience and streamline processes.
- ✓ All chief custodians received training to remove barriers and enhance experience of community groups in our schools.
- ✓ Training materials were developed to support new custodian orientation.





## Parents, Stakeholders and Community Involvement

### Strategic Goal

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

### Results and Outcomes Achieved

- ✓ The Durham Catholic Parent Involvement Committee (DCPIC) Parent Resource Centre was opened up for both daytime and evenings with outreach classes for parents.
- ✓ Approximately 200 parents participated in the Mindfulness sessions through the Pro-Grant initiative.
- ✓ Hosted regional learning sessions for parents to support identified areas of interest from the DCPIC year-end survey data, including the Mind, Body and Spirit Symposium; Internet Safety with Paul Davis; and Lunch and Learn session with Dr. Josephine Lombardi.
- ✓ Working with the Teaching and Learning Numeracy Consultant, resources were shared through the DCPIC Spring Newsletter for Parents.
- ✓ Proposed Math Cafés for parents have been developed through 2017 – 2018 Pro-Grant planning.
- ✓ DCPIC website was updated through the Board's new Content Management System and includes video archives of learning sessions for parents.
- ✓ Mind, Body and Spirit Symposium was accessible both in-person and via the web.

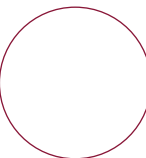
## Classroom, School and Board

### Strategic Goal

To identify all existing and potential partnerships that support the Board and student achievement.

### Results and Outcomes Achieved

- ✓ Policy 438 was developed to guide partnerships with all external agencies.
- ✓ Inter-departmental sharing has been ongoing through the establishment of a Partnership Advisory Committee.
- ✓ A number of new partnership opportunities have been secured including but not limited to expanded childcare centres, the Community Innovation Lab Community Hub at Monsignor Paul Dwyer Catholic High School, and the Abilities Centre/A.S.A.D partnership for elite athletic programming.
- ✓ A database that captures new and existing partnerships across departments of the Board has been created with systems to share information and record partnerships centrally.
- ✓ Annual community engagement meeting has been scheduled for June 14, 2017.
- ✓ DCDSB continues to make ongoing contacts with community partners to pursue opportunities.





## Emerging Technology

Empowering Today  
for a Changing Tomorrow



## Infrastructure, Security and User Experience

### Strategic Goal

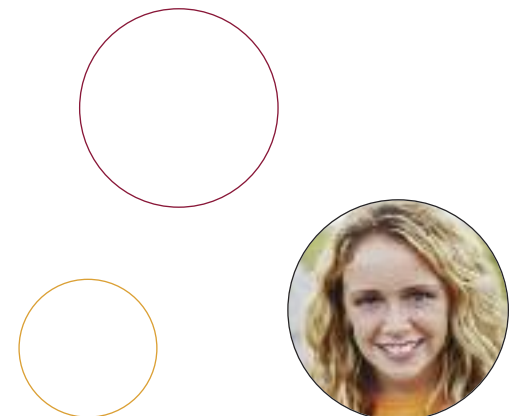
To improve security and system integration, enhance end-user experience and productivity.

### Results and Outcomes Achieved

- ✓ Network Data is protected and secured.
- ✓ Data was not compromised.
- ✓ Network access policies are reinforced.
- ✓ Cyber defense strategies are maintained.

### In Progress

- Engage a third-party security expert to work with internal network engineers.
- Ongoing upgrades and testing.



## Information Management

### Strategic Goal

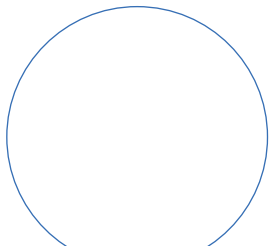
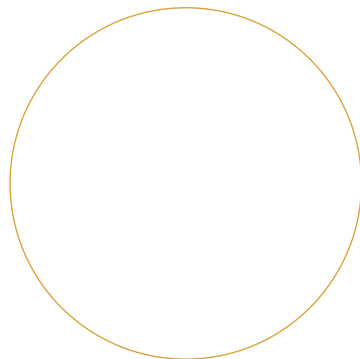
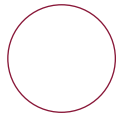
To ensure compliance with Information Management based on the DCDSB PIM toolkit.

### Results and Outcomes Achieved

- ✓ Documentation and processes have been sent to stakeholders
- ✓ Record archives have been identified.
- ✓ Start digitizing record archives.
- ✓ Reviewed enterprise document/record management system.

### In Progress

- Procurement of Document/Records management solution.



## Ministry Compliance – Managing Information for Student Achievement (MISA)

### Strategic Goal

To improve process for compliance with Ministry of Education reporting requirements.

### Results and Outcomes Achieved

- ✓ OnSIS team has been defined and is aware of Ministry requirements.
- ✓ Recommendations for technology solutions were implemented.
- ✓ Student Information System data integrity is consistent and achieved.
- ✓ We are meeting the Ministry OnSIS requirements and timelines.





## Advancing Communications

Strengthening Relationships  
to Enhance Student  
Achievement

### Collaborative Communication

#### Strategic Goal

To deliver timely, effective and open communication using the most appropriate tools and technology available.

#### Results and Outcomes Achieved

- ✓ All school webpages are live and being updated by school staff regularly.
- ✓ Principals, vice-principals, school secretaries and designated staff members are trained and using the Content Management System for website updates.
- ✓ School staff has shared the importance of subscribing to webpages and can see on school websites that people are engaging in the process.
- ✓ Sharing of Excellence sessions have taken place with representation from all areas of the Board.

#### In Progress

- Designated teachers are trained on how to use the Content Management System and are champions in their schools, promoting use of the tool for all teachers.



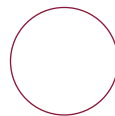
## Community Engagement

### Strategic Goal

To prioritize areas of focus for advancing communications.

### Results and Outcomes Achieved

- ✓ Priorities of focus for 2016/2017 were identified and communications plans were developed for various system wide initiatives of the Board including:
  - Year of Community
  - International Education
  - Secondary Enrolment
  - Kindergarten Enrolment
  - French Immersion
  - Student Success
  - Long-Term Accommodation Plan
  - Whitby Secondary Schools Study
  - Other initiatives emerging from the Long-Term Accommodation Plan
  - Employee Wellness
  - Board and School Website Implementation



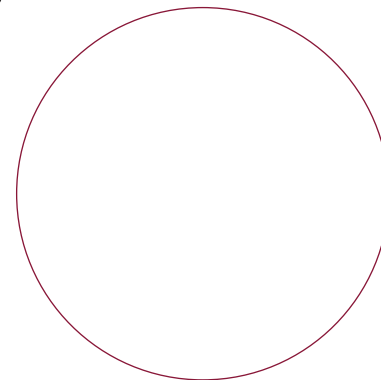
## Branding and Visual Identity

### Strategic Goal

To continue to promote Board approved key messages.

### Results and Outcomes Achieved

- ✓ Key messages are being shared beyond internal use by staff members outside of the Communications department consistently in alignment with the guiding principles and strategic priorities outlined in the *Discovery 2020 Strategic Plan*.
- ✓ Key messages in support of the strategic plan have been developed to support various initiatives, such as: Passport to Excellence: International Education; and the Regional Arts & Media Program, among others.





## Managing Resources

Establishing Sustainable  
Priorities and Raising  
Stakeholder Confidence

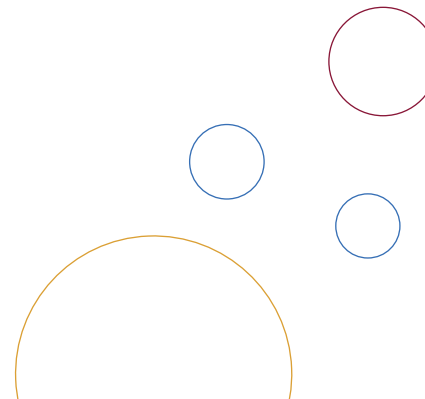
### Resource Management

#### Strategic Goal

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

#### Results and Outcomes Achieved

- ✓ Each school community has been assessed (school budget allocation and school generated funds activity) to inform discussions and identify opportunities.
- ✓ Funds allocated to each school by the Durham Catholic Children's Foundation have been integrated into financial planning and supports at the school level.
- ✓ Discussions have been initiated with school administrators to affirm common operating requirements and to identify other relevant factors (such as enrolment, program, socioeconomic) for consideration in the allocation of central funds to support school level activities.
- ✓ A school-by-school technology inventory has been completed to assist in the formation of system standards and to identify areas requiring additional resources and supports.



## System Accountability

### Strategic Goal

To enhance system capacity with respect to financial literacy.

### Results and Outcomes Achieved

- ✓ Staff has provided comprehensive financial information to the Audit Committee, Finance Committee and Board of Trustees with respect to the Board's overall financial position, opportunities and challenges.
- ✓ Financial literacy and planning sessions have occurred at various intervals at Administrative Council and Principal/Vice-Principal meetings.
- ✓ Each school has been audited for compliance to policy and procedure and to identify training and support requirements.
- ✓ Provided in-service to all school secretaries based on needs identified during school visits and internal/external audits.
- ✓ Implementation of a new school level financial and online payment system has been initiated and end users have received training on operational and reporting functions.
- ✓ Information sessions have been provided with respect to the Board's Annual Budget, Long-Term Accommodation Plan and Secondary Programming study.

## Financial Stability

### Strategic Goal

To efficiently utilize Board facilities to accommodate programs and services.

### Results and Outcomes Achieved

- ✓ Updated the Long-Term Accommodation Plan in order to address demographic pressures and existing surplus space.
- ✓ Completed a comprehensive study of Whitby secondary schools to identify programming and accommodation opportunities in order to maximize the utilization of both facilities.
- ✓ Boundary reviews have been initiated and/or approved in various municipalities to maintain effective school sizes and utilization levels.
- ✓ School space has been allocated on an equitable basis within both the Elementary and Secondary panels based on system standards.
- ✓ Secured a new location to accommodate Oshawa Continuing Education programs and services.





## Continuing Education

Serving the Needs and Interests of All Learners

### Promoting Student Engagement

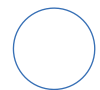
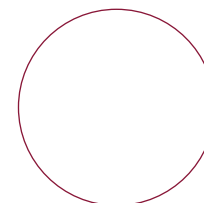
#### Strategic Goal

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

To promote the Catholic faith in a diverse community.

#### Results and Outcomes Achieved

- ✓ Increased success in transitional pathways, attracting future students.
- ✓ Flexible scheduling through 1:1 Guidance supports the challenges that adult learners have in balancing home-work-school commitments.
- ✓ Increased guidance promotes student engagement with support for planning and transitional pathways.
- ✓ Increased academic support for students in Grade 8-9 transitions and Grade 7/8/9/10 Literacy-Numeracy programs improves student Literacy/Numeracy and EQAO/OSSLT scores.
- ✓ Promoted global citizenship and Gospel values.
- ✓ Increased student involvement in community service.
- ✓ Family support provided for low-income families, demonstrating Catholic values.





## Career Training and Personal Development

### Strategic Goal

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

### Results and Outcomes Achieved

- ✓ Increased enrolment in Continuing Education courses and programs.
- ✓ Continued focus on fiscally responsible programming sustains viable programs, identifies programs that are no longer viable, and provides support for programs that are growing or could expand in the future.
- ✓ Increased enrolment through marketing and exposure of Continuing Education courses and programs through social media and digital marketing.
- ✓ Increased number of PLAR and Maturity Credit Assessments and credits earned.
- ✓ Increased graduation rates and number of graduates applying for post-secondary education.
- ✓ Increased enrollment in courses and Pathways Employment Training Programs.
- ✓ Participated in regular communication with staff from educational institutions and community partners on site.
- ✓ Held regular meetings with community partner managers and educational institution leaders.

- ✓ Collaborated with community partners to develop programs that reflect the needs of the community to increase client referrals and enrolment in Continuing Education courses and Pathways Training programs.
- ✓ Students, community partners and employers have shared positive feedback about programs.
- ✓ Administration and Coordinators attended Business Community Meetings.



## Expanding and Extending Programs

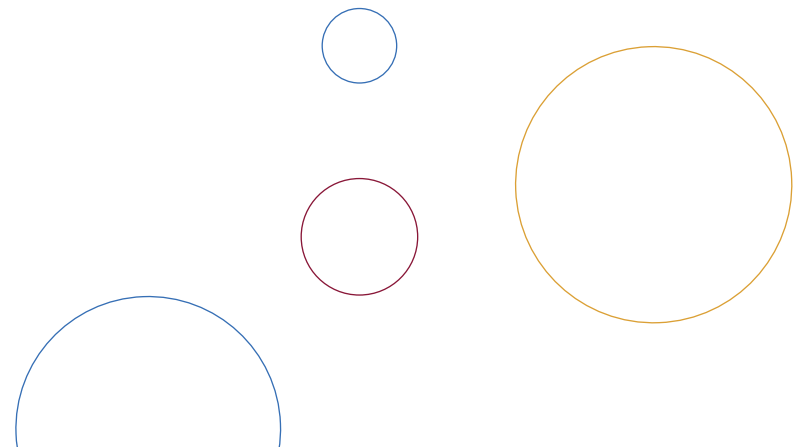
### Strategic Goal

To develop and implement a service delivery model for an international education plan that will recruit international learners to the Board.

### Results and Outcomes Achieved

- ✓ A comprehensive international education program that supports the health, wellness, needs and interests of all international learners was established.
- ✓ Staff collaborated with provincial and international education groups such as the Canadian Association of Public Schools-International (CAPS-I) and Imagine Canada.
- ✓ Increased number of international student graduates attending Durham College and the University of Ontario Institute of Technology (UOIT).
- ✓ Students engaged in positive experiences with Canadian homestay families that support student well-being and English language acquisition in a safe and caring home environment through MLI International Student Homestay Company.
- ✓ Increased student support with Ingle Insurance, supporting both the physical and mental health of international students.
- ✓ Increased academic support that promotes achievement and enhances programming to attract future students.
- ✓ Increased the number of international students who are able to transition to post-secondary.

- ✓ Improved marketing materials to support international student recruitment through the Passport to Excellence: International Education brand and visual identity.
- ✓ Increased opportunities for student recruitment.
- ✓ A formalized Welcome Day and school orientation session for international students was established to enhance programming and student support.
- ✓ Canadian Cultural Experiences and Pathways events provided rich programming for international students and helped promote the program to agents and new recruits.
- ✓ Increased support for students when challenges arise, providing care for students and helping to recruit new students to the program.
- ✓ International students have more opportunities to become better global citizens.







**DURHAM CATHOLIC DISTRICT SCHOOL BOARD**

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