



Excellence | Equity | New Evangelization



Walking Together in the Light of Christ

Director's Annual Report

2013 – 2014

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 2013 – 2014.

Message from the Director of Education



The 2013 – 2014 school year was filled with celebration and discovery at the Durham Catholic District School Board (DCDSB). The theme for this report is a testament of that as we have journeyed together in the light of Christ with our schools, families and parish priests.

In June 2014, the Durham Catholic District School Board unveiled its new five-year strategic plan entitled *Discovery 2020*. The new plan follows the guiding principles of Excellence, Equity and New Evangelization and was developed in consultation with over 1,500 individuals from various stakeholder groups, including staff, students, parents, parishes, employee group representatives, politicians and members of the public. It will guide the Board in fulfilling its main purpose: to serve students from pre-school age to adulthood, supporting the spiritual, academic, physical and emotional health of the whole person.

The strategic priorities and goals are presented within 10 key themes which are all interconnected with one another:

- Witnessing Faith
- Teaching and Learning
- Expanding Pathways
- Inspiring Leadership
- Celebrating Inclusion
- Serving in Partnership
- Emerging Technology
- Advancing Communication
- Managing Resources
- Continuing Education

As part of the strategic plan, the Board's mission, vision and values have been updated to align with the framework outlined by the Ministry of Education and the Ontario Catholic School Graduate Expectations, modelling the important role that Catholicity plays in student success and achievement, and to the vocation of Catholic leaders and educators.



On behalf of the Senior Administrative Council, I thank all staff members in all employee groups for their service in our faith-filled school system. With gratitude, I acknowledge the stewardship of our outgoing Board Chairs, Karen Valentine (December 2, 2014 to March 7, 2014) and Christopher Leahy (March 26, 2014 to November 30, 2014). Together in faith, everyone in this Board has made a positive impact in our school communities.

**Yours in Catholic Education,
Anne O'Brien
Director of Education**

Message from the Chair of the Board



In 2013 – 2014, the Durham Catholic District School Board of Trustees, in partnership with students, staff, families, parishes and our local and provincial partners, had much to celebrate. The Walk of Faith and culminating ceremony for the Year of Faith in November; the development of the Board's new strategic plan; EcoSchool activities, Pathways programs, student achievement and year-around faith celebrations were all true demonstrations of the Ontario Catholic School Trustees' Association's theme for Catholic Education Week: Serving in the Love of Christ.

We have also celebrated many wonderful milestones, including:

- the official opening and blessing of Blessed Pope John Paul II CS in Brooklin and Archbishop Anthony Meagher Catholic Continuing Education Centre's new Ajax site;
- the expansion of Full Day Kindergarten and French programs across the system;
- anniversary celebrations at St. Jude CS in Ajax, St. Monica CS in Pickering and Father Leo J. Austin CSS in Whitby; and
- the completion of actions outlined in the Board's multi-year plan.

This report is a clear reflection of our good news and on behalf of the Durham Catholic District School Board of Trustees, I commend all of our families and Catholic school ratepayers across the system for their support. Thank you for being part of this journey as we continue to walk together in the light of Christ.

I would like to acknowledge Christopher Leahy and Karen Valentine for their dedication and leadership in the role of Chair of the Board in 2013 – 2014; and the entire Board of Trustees for their ongoing dedication to Catholic education.

Sincerely,
Jim McCafferty
 Chair of the Board



Primary Class Size

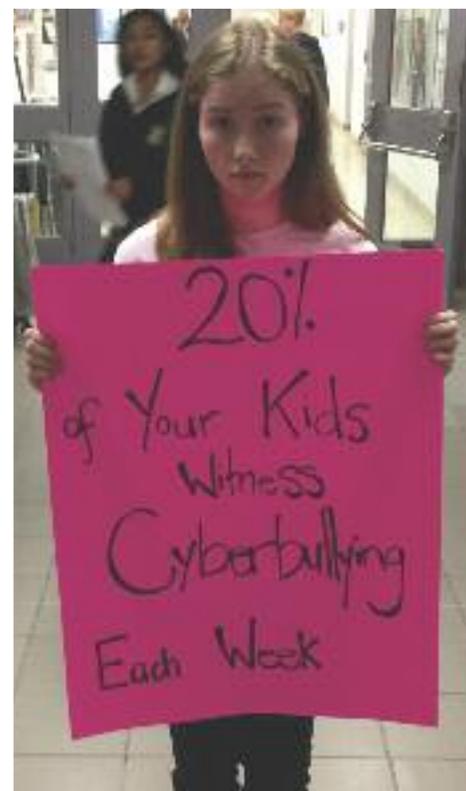
20 and under = 90%
23 and under = 100%

Schools

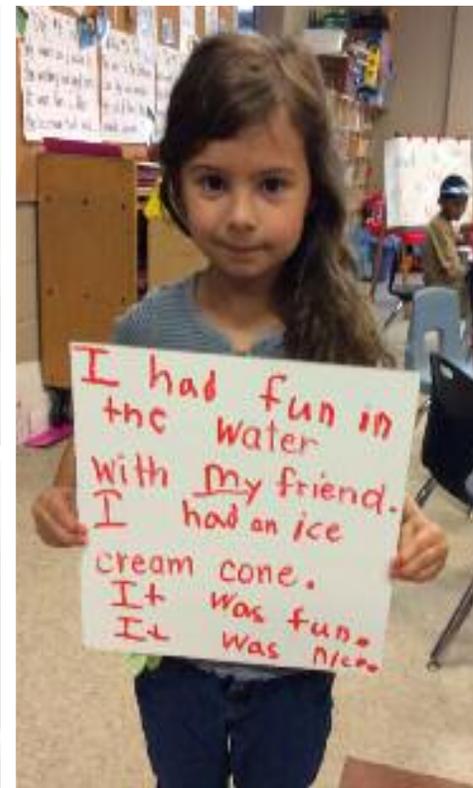
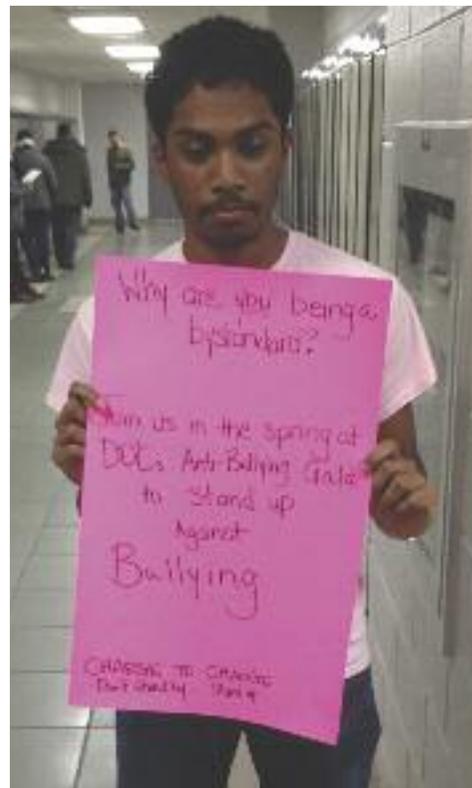
38 Elementary Schools, **7** Secondary Schools, **6** Alternative and Continuing Education Sites.

Staff

873 Elementary Teachers, **514** Secondary Teachers, **83** School Administration, **8** Chaplains/Faith Animator, **72** Early Childhood Educators, **276** Educational Assistants, **44** Student Services Professionals, **30** Program Consultants and Resource Teachers, **184** Custodial/Maintenance, **119** Secretaries/Clerical, **20** Non-Union, **42** Board Administration



Catholic Values in Action



EQAO Testing Results for 2013 – 2014



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.

Numeracy Goal: To improve student achievement and engagement by learning through the math processes in the context of a balanced numeracy program.

DCDSB is using standardized testing data to improve teaching and learning by looking beyond the scores and digging into three different areas:

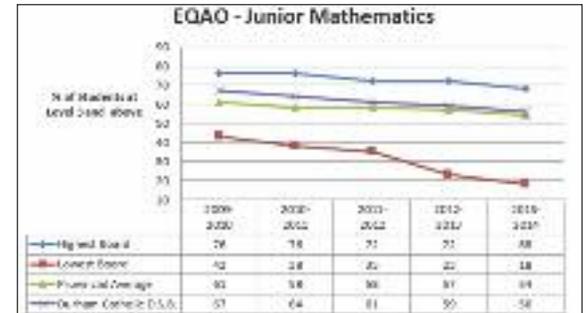
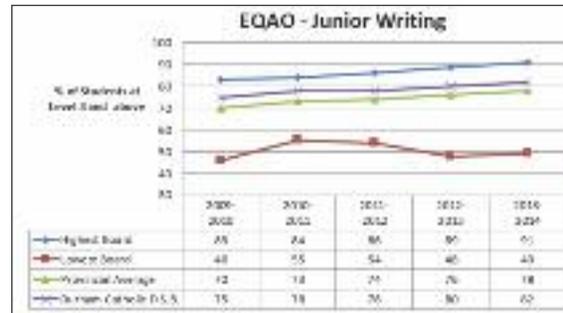
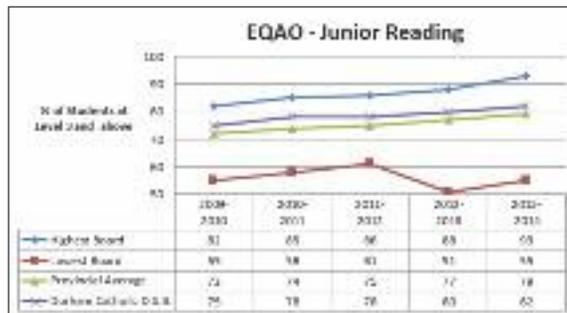
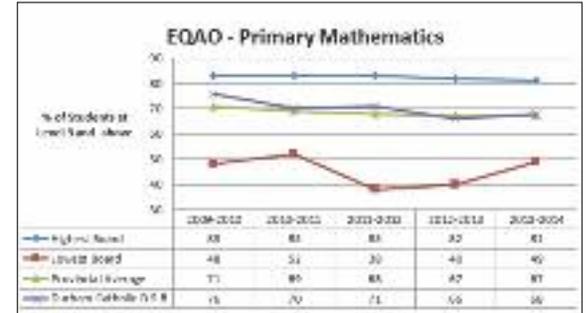
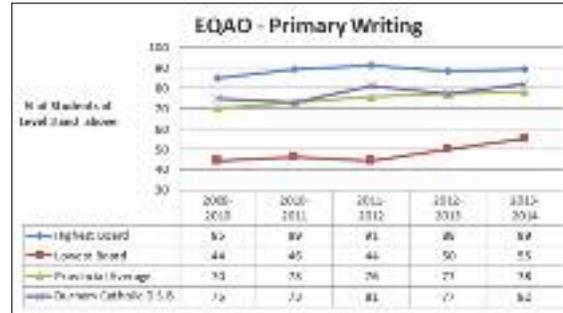
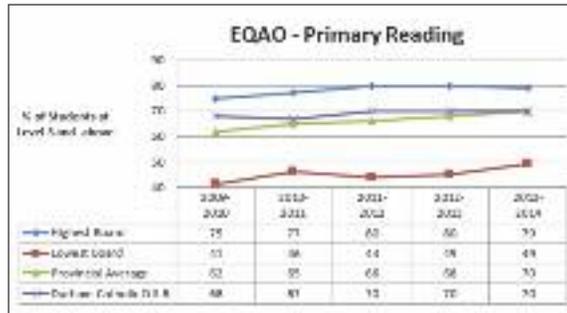
- Contextual Data (demographics, communities)
- Attitudes and Behaviour
- Student Achievement

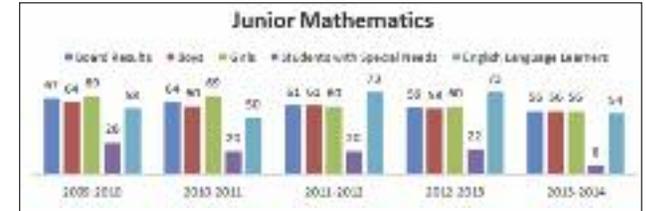
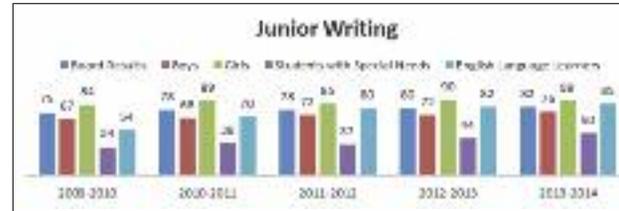
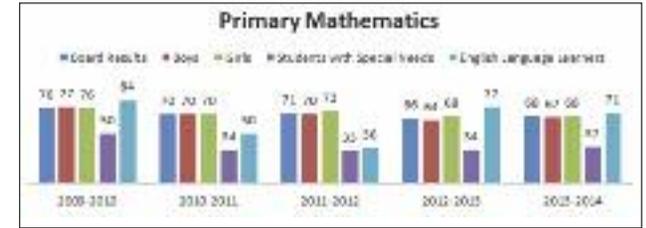
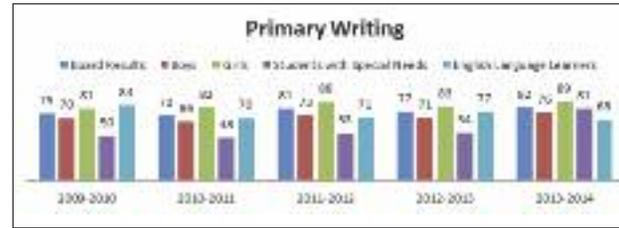
By looking at these areas, staff can identify what students are learning, what teachers are teaching and which students need extra support.

Primary and Junior Divisions

Education Quality Assessment Office (EQAO) results for DCDSB students in Grades 3 and 6 continue to increase.

In an effort to raise the bar on students' achievement in Mathematics, staff is focused on system and school improvement efforts that target excellence in Math instruction, and numeracy as a fundamental skill to be taught throughout the day. Engaging leaders, educators, students and families at all levels on numeracy is an important priority.





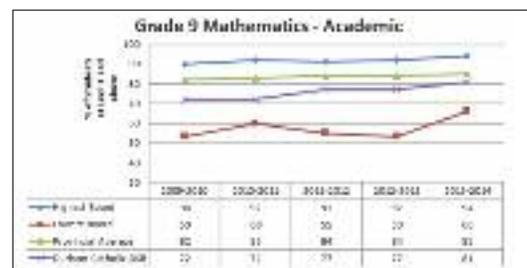
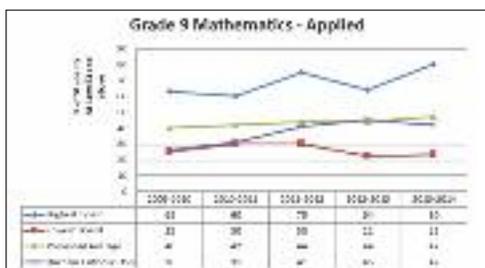
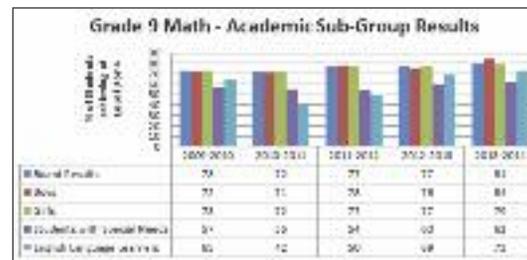
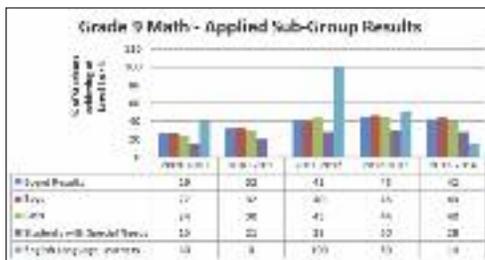
Secondary Division

DCDSB staff is committed and dedicated to helping students continue to strengthen their literacy and numeracy skills throughout their secondary school journeys.

The Applied and Academic cohort EQAO Mathematics data from Grade 6 to Grade 9 continues to increase. Of the 325 Applied Mathematics students, 32% (104 students) did not meet the provincial standard in Grade 6, but met

it in Grade 9. This increase in numeracy and developing strategies to help students continues to be a primary focus for the Board.

Of the 1,206 students in Academic Level Mathematics to complete the assessment, 12% (148 students) did not meet the standard in Grade 6, but met it in Grade 9, an indication that focused intervention in student outcomes for these students is promising.



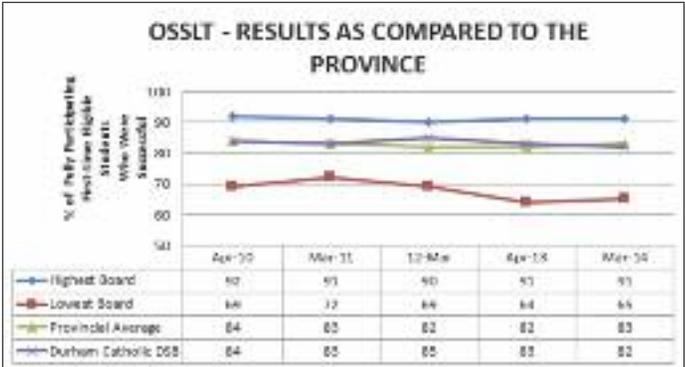
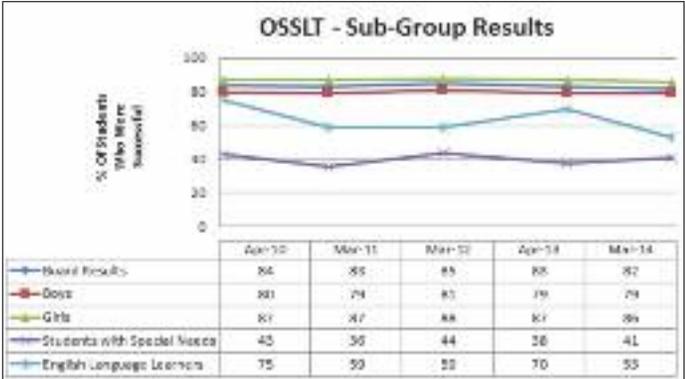
“While you are proclaiming peace with your lips, be careful to have it even more fully with your heart.”

– St. Francis of Assisi



Grade 10 Ontario Secondary School Literacy Test (OSSLT) Results

The OSSLT is a one-day test that focuses on key skills in reading and writing. It is based on the reading and writing skills expected in the Ontario curriculum across all subject areas up to the end of Grade 9. Successful completion of the OSSLT is a non-credit requirement for graduation. Of the 1,724 Grade 10 students in the Durham Catholic District School Board who took the provincial literacy test for the first time, 82% passed.



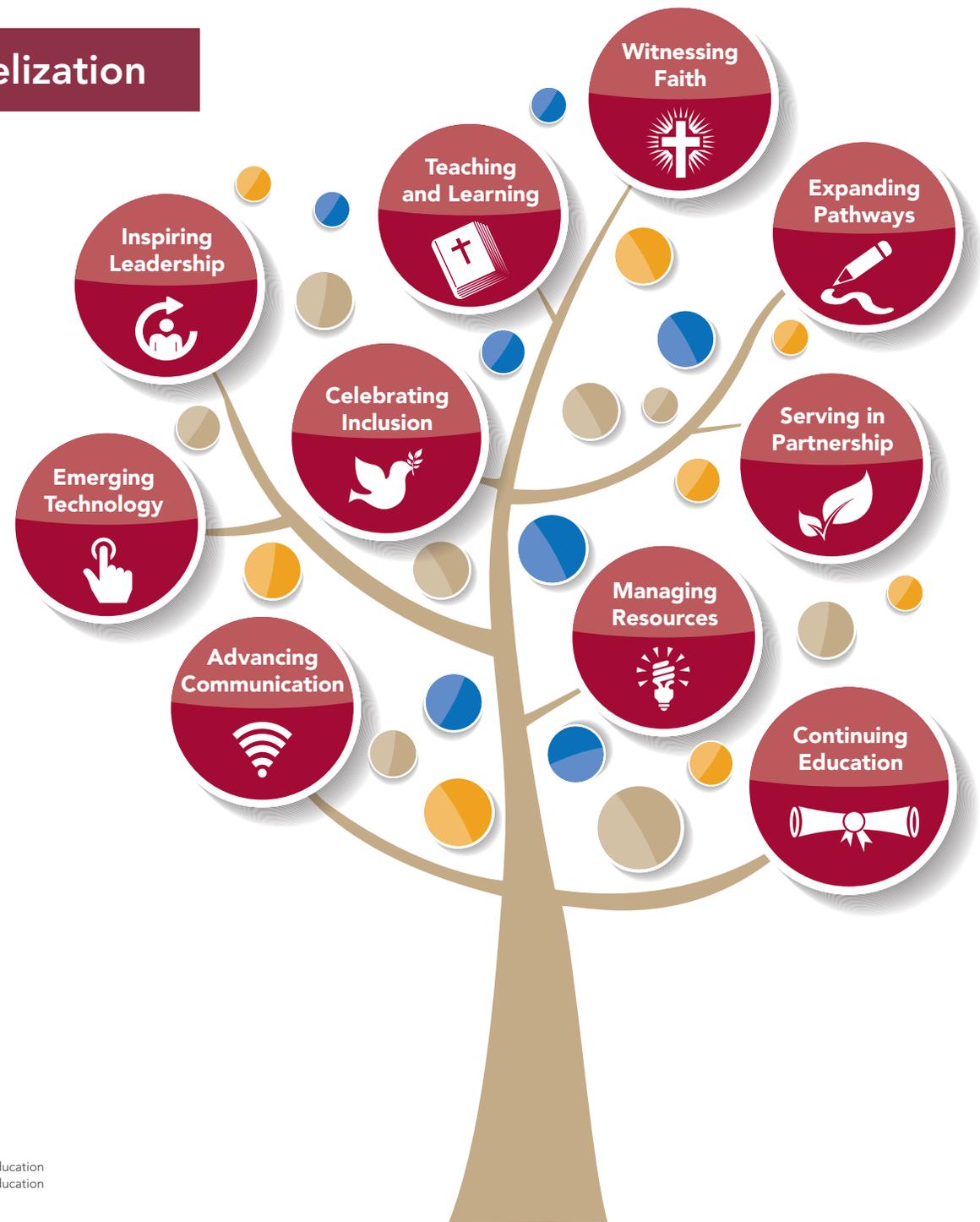
Excellence, Equity and New Evangelization

Discovery 2020, the Durham Catholic District School Board's new five-year 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. Each of the 10 themes discovered through the strategic planning process have been established to promote:

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



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



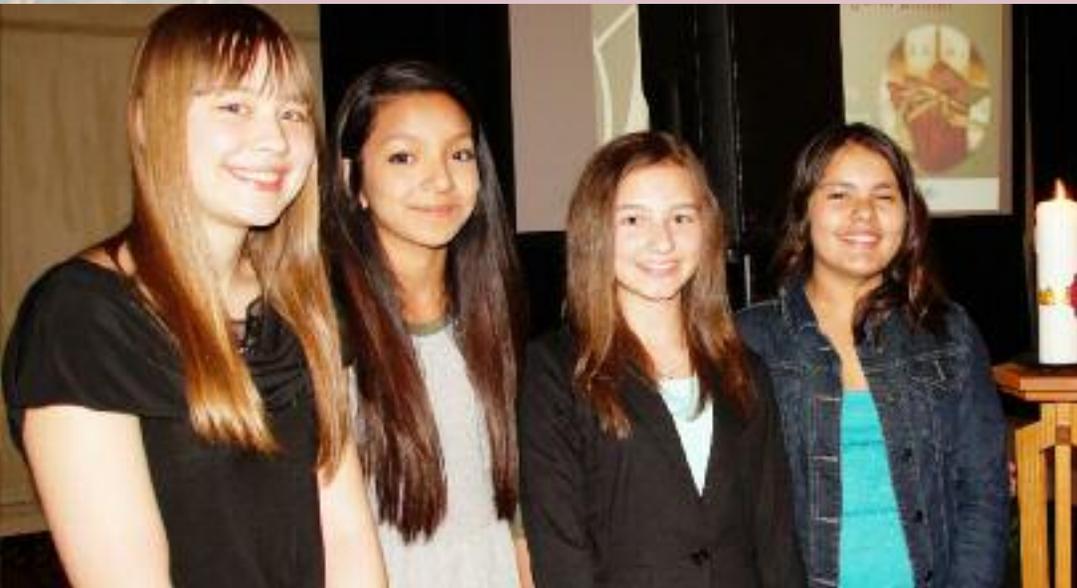
Witnessing Faith

Celebrating Equity, Excellence and New Evangelization

Strategic Priorities

1. Creating and Sustaining a Caring Catholic School Culture
2. Building Relationships and Developing People
3. Teaching and Learning in the Formation of a Distinct Catholic Identity

“By faith we understand that the worlds were prepared by the word of God, so that what is seen was made from things that are not visible.” (Hebrews 11:3)



Goals and Actions Achieved in 2013 – 2014

- Established a committee to research and create the governance framework of a charitable foundation.
- Established fundraising mechanisms such as the Inaugural Dinner, Golf Tournament and Christmas Gala.
- Established bylaws and constitution for the raising and distribution of foundation funds.
- Implemented Safe School initiatives such as Restorative Practice and the Safe Welcome Program.
- Created an Adult Faith Formation Committee with representation from all staff, unions, employee groups and associations.
- Planned and implemented faith-based initiatives which reflect global celebrations.
- Hosted appreciation events for clergy and lay pastoral ministers.
- Hosted an event to celebrate the Bishop and Durham Catholic Distinguished Alumni.
- Supported social justice partnerships as named by Catholic Charities of the Archdiocese of Toronto.
- Assisted schools in sustaining effective working relationships with parish priests and communities by establishing a plan for liturgies and masses throughout the school year.
- Created a capacity building plan with activities for retreats, faith ambassador leadership, chaplaincy and Catholic Education Week for the year.
- Provided school liturgical teams with a resource for reflecting archdiocesan norms.
- Created a committee consisting of elementary teachers and consultants to share best practices for teaching religion.
- Collaborated with provincial partners, such as the Institute of Catholic Education and the Archdiocese of Toronto for adopting resources that support the new religion curriculum.

Safe Schools Enhanced with Safe Welcome Program

In 2012, the Ministry of Education approved Safe Welcome funding for 38 Durham Catholic elementary schools. In the fall of 2013, the program was implemented, requiring all school visitors to communicate with office staff through an intercom and camera at the main door prior to entering the building. This new standard in Safe Schools is intended to enhance, not replace, the Board's current safety practices, some of which include (but are not limited to):

- strict adherence to Access to School Premises standards (including locked doors);
- standardized sign-in procedures for all guests;
- annual safety audits of all schools;
- regular safety lockdowns and fire drills throughout the year;
- Violence Threat Risk Assessment (VTRA) training for all administrative staff;
- Immediate Rapid Deployment—a dynamic simulation training for staff with Durham Regional Police Services;
- Bullying Prevention and Intervention protocols; and
- Preventative training for staff in areas such as Restorative Practice and Mental Health First Aid.

ShareLife

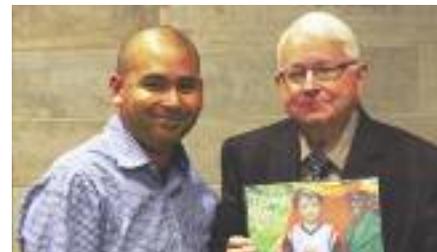
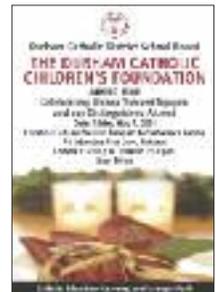
The tradition of Catholic charity is an important priority for the Board. Catholic agencies have been serving the poor, the needy and the sick for more than 150 years. DCDSB received a plaque from ShareLife in recognition of making a difference in people's lives through generous donations to the 2014 ShareLife Schools Campaign. DCDSB is the only Board in the archdiocese to reach 100% participation by all of its schools and has continued to achieve this goal for seven consecutive years.

"Through these generous donations, Durham Catholic District School Board is making a statement that they care about people," said Mr. Lee Loy, ShareLife representative. "As Christians we are called to love and serve and this is what [ShareLife] is doing with our agencies," he said.

\$77,162
was raised for
ShareLife by
DCDSB in 2014

Safe Welcome Program
implemented in **100%**
of **Durham Catholic**
elementary schools

300 guests attended the
Durham Catholic Children's
Foundation Dinner, raising
\$16,000 for **Durham Catholic families**



115
staff trained in
Restorative
Practice





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

Strategic Priorities

1. Achieving Instructional Excellence
2. Instruction for the 21st Century
3. Assessment, Evaluation and Reporting

“She will feed him with the bread of learning,
and give him the water of wisdom to drink.”
(Sirach 15:3)

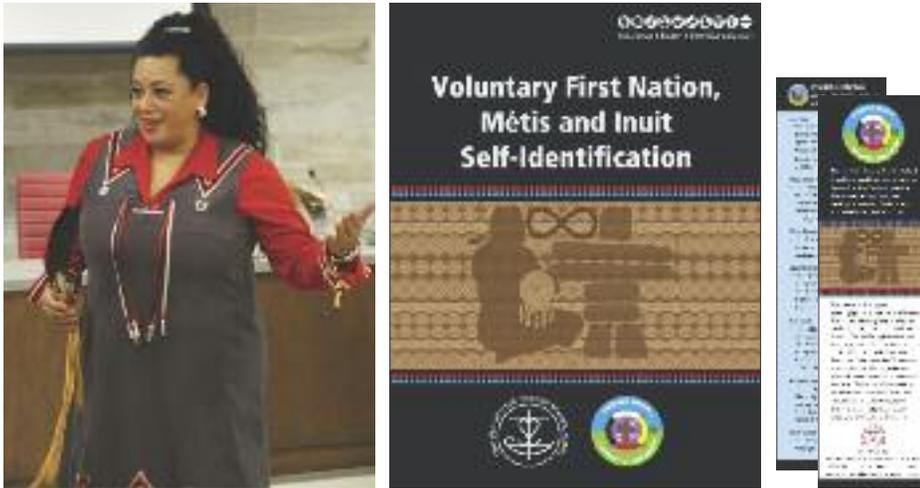


Goals and Actions Achieved in 2013 – 2014

- Used the Ministry of Education documents to ensure reporting practices are supportive of student achievement and well-being.
- Established a District Support process cycle which provides opportunities for schools to examine practices, engage in purposeful conversation and take collaborative action.
- Implemented job embedded learning for all schools, led by principals with support from consultants and resource teachers.
- Released the Approved Diagnostic List* for all schools, creating more secondary diagnostics.
- Established a new Teaching and Learning website for staff.
- Developed and implemented a standardized feedback tool to evaluate the delivery of professional learning.
- Increased enrolment in e-Learning Ontario and Blended Learning courses.
- Developed the Acceptable Use of Information and Communication Technology policy and ensured safe and ethical use of personal electronic devices in schools.
- Enhanced educators' skills to focus on Fullan's 6 Cs through capacity building sessions: Catholic Character, Citizenship, Communication, Critical Thinking and Problem Solving, Collaboration, Creativity and Imagination.
- Created resources that link the Ontario Catholic School Graduate Expectations with 21st century learning skills and Aboriginal teaching strategies.

Aboriginal Perspectives: A Guide to the Teacher's Toolkit Training

Ontario's revised curriculum provides teachers with many new opportunities to enrich teaching and learning in Ontario schools through the introduction of Aboriginal themes, topics and perspectives.



The Aboriginal Teacher's Toolkit is a collection of electronic resources from the Ministry of Education, which was developed to provide teachers with the support they need to bring Aboriginal perspectives to life in the classroom. The toolkit has identified curriculum expectations that are met by bringing an Aboriginal perspective into classroom activities in the following subject areas:

- Business Studies
- Canadian and World Studies
- English
- Guidance and Career Education
- Language Arts
- Social Studies

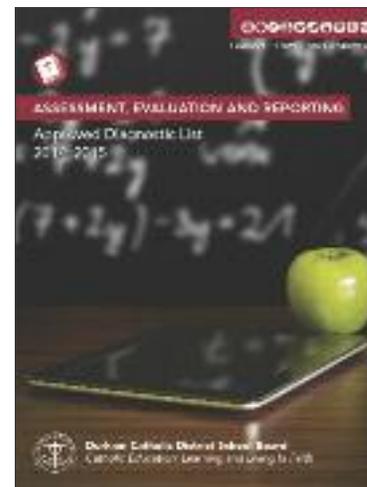
The Board's Aboriginal Education Consultant worked with teaching staff to ensure effective use of the toolkit with leadership teams from each school. In addition, the Board celebrated Aboriginal Education Awareness Week in June with additional resources provided to all educators.



Summer Learning Program

The Council of Ontario Directors of Education (CODE), with funding and support from the Literacy and Numeracy Secretariat, coordinated the organization of Summer Learning Programs (SLPs) in boards across the province. In 2014, DCDSB received a grant to host three classes at St. Bernadette Catholic School in Ajax.

The aim of the program is to support students in Senior Kindergarten to Grade 3 who would benefit from engaging and interactive classes in literacy and numeracy while identifying promising practices and connecting boards to a research study that examines the impact of summer learning.



*Approved Diagnostic List

Diagnostic assessments help teachers determine where individual students are in the acquisition of knowledge and skills so that instruction can be personalized and tailored to provide the appropriate next steps for learning.



Early Years and Full Day Kindergarten (FDK)

Program	2012 – 2013	2013 – 2014
Full Day Kindergarten Schools	22	26
Registered Early Childhood Educators	47	69
Full Day Extended Day Child Care Programs	9	15
Before and After School Programs in FDK Sites	9	15
Before and After School Programs in Other School Sites	15	10
Full Service Child Care	11	13
After School Recreation Programs	2	4
Daytime Recreation Programs for Young Children	1	1
Ontario Early Years Programs	5	8
Nursery School Programs	3	2
Schools Cool Programs	2	4
School Readiness Programs	2	3

French As a Second Language (FSL) Action Team

An action team consisting of administrative staff, consultants, school level leaders and elementary and secondary French teachers from across the system established a three-year action plan to comply with the Ministry of Education's new FSL Framework.

The Ontario Ministry of Education's Vision for FSL:

Students in English-language school boards have the confidence and ability to use French effectively in their daily lives.

Goals:

- Increase student confidence, proficiency and achievement in FSL.
- Increase the percentage of students studying FSL until graduation.
- Increase student, educator, parent and community engagement in FSL.

The Board's action plan reflects this vision and goals with strategic actions and six areas of focus:

1. Heightening awareness of FSL programs and benefits.
2. Enhancing leadership and accountability.
3. Strengthening programming to improve achievement in FSL.
4. Supporting all students.
5. Implementing effective practices in planning, teaching and assessment.
6. Expanding student learning opportunities and heightening engagement.

8,949 hits and **2,885** unique users since the new web-based Teaching and Learning resource launched in **2014**

62 elementary students participated in the **Summer Learning Program** in **2014**

1/5 of DCDSB schools participate in **District Support** visits each year

Durham Catholic Students enrolled in **French Immersion:**
1,483 (2012 – 2013)
1,961 (2013 – 2014)



"Pray as if everything depends on God
and work as if everything depends on you."
– St. Ignatius



Expanding Pathways

Differentiating Opportunities for Every Student's Future

Strategic Priorities

1. Pathways Planning
2. Assisting Students with Transitions Planning
3. Promoting Student Engagement

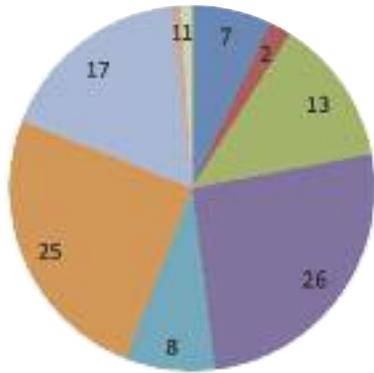
"Each one should use whatever gift one has received to serve others, faithfully administering God's grace in its various forms." (Peter 4:10)

Goals and Actions Achieved in 2013 – 2014

- Created a Board Pathways Advisory Committee to develop implementation strategies.
- Provided opportunities for professional learning from early years to adulthood.
- Implemented the Individual Pathways Plan (IPP).
- Expanded parish and community partnerships.
- Embedded education and career/life planning in programs, school and community activities.
- Implemented Pathways-focused experiential learning through programs that support the Ontario Catholic School Graduate Expectations.
- Supported personalized learning and Pathways planning.
- Promoted equity and inclusion with a Pathways focus.
- Implemented grade-to-grade transition teams and plans in schools.
- Explored various opportunities for educators to support Pathways planning and transitions.
- Aligned the Creating Pathways to Success policy with Ministry policies, School Effectiveness Framework, Board Improvement Plan and School Improvement Plans.
- Increased awareness of Student Success initiatives such as Student Alternative Learning.
- Continued to promote the attitude that all students can succeed.
- Developed programs and activities that support all Pathways.
- Promoted a faith-based culture.



Cooperative Education (Co-op) Placements by National Occupational Classification



- Business, Finance and Administration 7%
- Natural and Applied Sciences 2%
- Health Occupations 13%
- Occupations in Education, Law and Social, Community and Government Services 26%
- Art, Culture, Recreation and Sport 8%
- Sales and Service Occupations 25%
- Trades, Transport and Equipment Operators 17%
- Natural Resources, Agriculture and related production 1%
- Occupations in Manufacturing and Utilities 1%

Includes all schools, regular day school, night school, and summer school

Students Earning Co-op Credits: 775

Potential Credits: 1823

Earned Credits: 1666

Success Rate: 91%

How does Co-op benefit students?

Co-op gives students the opportunity to:

- make connections between school and work and to "try out" a career of interest before finalizing plans for postsecondary education, training or employment;
- see the relevance of their classroom learning in a work setting;
- develop the essential skills and work habits required in the workplace and acquire a direct understanding of employer and workplace expectations;
- gain valuable work experience to help build their resume for postsecondary programs and future employment; and
- experience authentic and purposeful learning outside a traditional classroom setting.



"No testing has overtaken you that is not common to everyone. God is faithful, and he will not let you be tested beyond your strength, but with the testing he will also provide the way out so that you may be able to endure it." (1 Corinthians 10:13)



Specialist High Skills Majors

100 secondary student leaders and 45 volunteers from across the district participated in TEDxStMaryCSS, organized by Specialist High Skills Majors (SHSM) program in the spirit of TED's "ideas worth spreading." The theme for 2014 was: Imaginative, Inspirational, Insightful.

Student Voice

Over 75 students participated in the Student Voice Forum as an opportunity to share their thoughts and ideas about what engages them in their learning. Topics included equity and inclusion, safe schools, student achievement, student engagement, pathways opportunities and transitions.

Ontario Youth Apprenticeship Program

The Ontario Youth Apprenticeship Program (OYAP) is a school-to-work transition program offered through Ontario secondary schools. Full-time students in Grades 11 and 12 earn cooperative education credits through work placements in skilled trades.

Ontario Youth Apprenticeship Program (OYAP)

Program	Female	Male
OYAP Participants*	90	118
OYAP Apprentices**	6	40

*Students in Grades 11 or 12 participating in a cooperative education placement in an apprenticeable trade.

**Students in Grades 11 or 12 with Registered Training Agreements.

OYAP Accelerated Programs – Level One

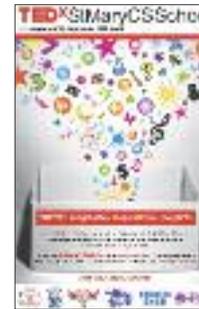
Trade	# Students Participating	Dual Credit Attempted	Dual Credit Achieved	Success Rate
Automotive Service Technician	5	10	7	70%
Child Development Practitioner	2	2	1	50%
Cook	5	15	14	93%
Electrician	3	6	6	100%
General Carpenter	14	n/a	n/a	n/a
Hairstylist	1	2	2	100%
Industrial Mechanic Millwright	2	4	3	75%
Plumber	1	2	2	100%
Welder	1	3	3	100%

Each student participating in an accelerated program has a registered training agreement with their employer at their Coop placement. They also receive their Level One apprenticeship training which is delivered by a college or trade union.

Note: General Carpenter is not a dual credit program.

100 secondary student leaders and **45 volunteers** participated in **TEDxStMaryCSS**

Over **75 students** participated in the **Student Voice Forum**



“It is necessary to reaffirm that employment is necessary for society, for families and for individuals. Its primary value is the good of the human person, as it allows the individual to be fully realized as such, with his or her attitudes and intellectual, creative and manual capacities.”
 – Pope Francis, 2014



Inspiring Leadership

Promoting a Culture of Professional Growth

Strategic Priorities

1. Employee Performance Growth
2. Capacity Building
3. Board Leadership Strategy

“Life is an opportunity, benefit from it.
Life is a challenge, meet it. Life is an adventure, dare it.”
– Blessed Mother Teresa of Calcutta

Goals and Actions Achieved in 2013 – 2014

- Introduced an Annual Growth Planning process for goal setting with the Middle-Management employee group.
- Audited current practices in conducting and tracking performance appraisals.
- Enhanced the current New Teacher Induction Program (NTIP) through implementation of recommendations from yearly Ministry and Board reviews.
- Enhanced the training and professional development series for all employees at various stages of their careers.
- Developed targeted job shadowing opportunities for aspiring leaders.
- Provided tools for potential leaders to self-evaluate leadership skills.
- Enhanced the mentoring program to effectively support the leadership development of new school administrators.
- Created a yearly calendar of targeted training and professional development opportunities for all school leaders.



Sharing of Excellence

The Sharing of Excellence program is a series of optional professional learning opportunities available for staff after instructional hours. Offering four times as many learning opportunities compared to previous years, the sessions led by Student Services, Teaching and Learning, Information and Communication Technology and Student Success staff. Due to full attendance, positive feedback and popular demand, sessions have been repeated. Some of the topics include:

- New Evangelization;
- Learning Environments 1;
- Assistive Technology;
- FDK Learning Environments;
- Getting Started with iPads and Interactive Video Projectors;
- iPads in Special Education;
- Career Cruising;
- FDK and Developmental Milestones;
- Boys and Books—Engaging Boys in Education and Literacy;
- Online Quizzes in Desire 2 Learn (D2L); and
- Phonological Awareness in Play.

Durham Catholic EcoSchool Goes Platinum

Students and staff at St. Elizabeth Seton Catholic School in Pickering achieved the Board's first Platinum Certification for their dedication to environmental practices. Since implementing an EcoSchool Team, the school community has reduced its garbage by 75%, achieved Gold Certification for six consecutive years, and has demonstrated their commitment to the environment while becoming EcoLeaders for other schools to follow.

Ontario EcoSchools is an environmental education and certification program for Kindergarten to Grade 12 that helps school communities develop ecological literacy and environmental practices to become environmentally responsible citizens and reduce the environmental footprint of schools. By participating in the program, students and staff in Ontario schools engage in environmental education and practices, developing the knowledge, skills, perspectives, and actions needed to be environmentally responsible citizens.

**8 Principals and
19 Vice-Principals**
engaged in the **Board
Mentoring Program**

24 Aspiring Leaders
have completed a
**job shadowing
experience**



"All my experiences like attending the Durham Catholic Eco Youth Summit, boomeranging every day, planting trees and waste audits have taught me an appreciation for what we all do every day, which has impacted me as well as the environment." – Jake Babin, Grade 6 Student

43 Durham Catholic schools
were honoured with
**Ontario EcoSchool
status**





Celebrating Inclusion

Personalization, Precision and Professional Development

Strategic Priorities

1. Universal Design for Learning
2. Differentiated Practice
3. Precise and Personalized Intervention

“Every time you smile at someone, it is an action of love, a gift to that person, a beautiful thing.”

– Mother Teresa

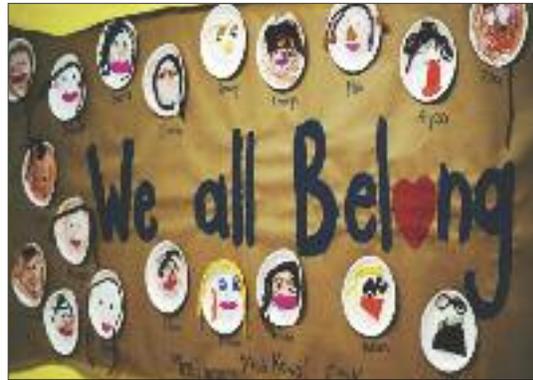


Goals and Actions Achieved in 2013 – 2014

- Developed and distributed the Board’s Mental Health Strategy.
- Trained staff to deal with mental health concerns.
- Developed and implemented suicide prevention, intervention and postvention protocols.
- Investigated tools to support educators in the creation of student learning profiles.
- Trained educators to personalize instruction based on students’ learning profiles.
- Trained educators to support students with special needs in numeracy.
- Developed mentoring programs to support new members of school support team (principal, vice-principal, program support teacher, guidance counselors and student success teachers).
- Enhanced professional learning opportunities to meet the identified special education needs within the Board.
- Trained staff on differentiating instruction for students with Learning Disabilities.
- Supported Board and school level staff in developing effective Individual Education Plans (IEPs) through the use of an IEP Audit tool.
- Implemented the Durham Catholic Behaviour Resource Team.
- Refined procedures for supporting students with significant attendance concerns.

Together for Mental Health

DCDSB believes that student well-being plays a significant role in student success and academic achievement. Together for Mental Health, the Board's Mental Health and Addiction Strategy was developed with the Ontario Catholic School Graduate Expectations in mind, as staff and partners aim to educate all learners about the mental health continuum, how to recognize when help is needed, and how to access support. The plan identifies short, medium and long-term goals that will further enhance existing mental health initiatives.



Expansion of Speech and Language Development Services

In 2013 – 2014, DCDSB increased the Speech and Language supports within the classroom in order to address the communication and emergent literacy skills of children within Full Day Kindergarten (FDK).

- Added one Speech and Language Pathologist.
- Increased the number of FDK classes visited from 16 to 83.

- School-based Speech and Language Pathologists completed "determination of needs."
- Increased the number of formal assessments completed for FDK students.
- Offered training for educators in Oral Language Development.

124 staff trained in
Mental Health
First Aid
Training

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

Grade **7** and **8** students from
12 schools participated in
Talking About Mental Health
(TAMI) in-class curriculum

Students from **all**
secondary schools
participated in
TAMI summits

1,589 IEPs are
implemented
effectively
across the
Board

11 staff members completed
Special Education Part I
offered in partnership with the
**University of Ontario
Institute of Technology**
(UOIT)



Serving in Partnership

Building Connections to Enhance Catholic Education

Strategic Priorities

1. Classroom, School and Board
2. Outreach Programs
3. Parents, Stakeholders and Community Involvement

“If you will only heed his every commandment that I am commanding you today—loving the Lord your God, and serving him with all your heart and soul.” (Deuteronomy 11:13)



Goals and Actions Achieved in 2013 – 2014

- Collaborated with community partners through participation in professional provincial associations.
- Staff participated in collaborative projects that enhance best practices for the Board.
- Reduced costs to meet or exceed provincial standards through sharing of best practices.
- Developed and implemented programs that engaged community groups and Community Use of Schools to address the needs of children and families.
- Led community outreach through participation in Regional child care networking organizations.
- Improved service delivery to communities not fully served by Early Years programs.
- Created avenues for additional channels of communication to enhance learning opportunities for parents in support of students.
- School and/or department staff participated in School Improvement Plans or Department Improvement Plans.

Celebrating Parent Engagement

In addition to celebrating 15 years of parent involvement as a formal committee, the Durham Catholic Parent Involvement Committee (DCPIC) was joined by 850 guests at various parent engagement events organized by its members. Events covered topics such as EQAO testing in secondary schools, raising responsible children, literacy, how boys and girls learn differently, mental health and more.

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.

Capital Projects

- Renovated the main entrance of the Catholic Education Centre to comply with the *Accessibility for Ontarians with Disabilities Act* (AODA)
- Completed Full Day Kindergarten Renovations in the following schools:
 - John XXIII Catholic School;
 - Sir Albert Love Catholic School;
 - St. Thomas Aquinas Catholic School;
 - St. Patrick Catholic School;
 - Monsignor Philip Coffey Catholic School; and
 - St. Theresa Catholic School.

New School Communities

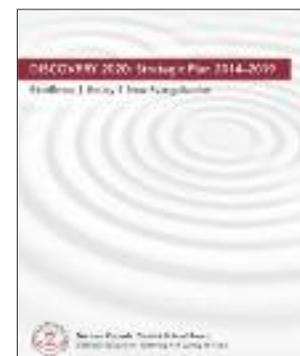
- Archbishop Anthony Meagher Continuing Education Centre (Ajax)
- Blessed Pope John Paul II Catholic School (Brooklin)

Newly Named Schools

- St. Kateri Tekakwitha (Oshawa)

DCPIC celebrated
15 years of
parent involvement
as a **committee.**

1,287 Community Use
of School permits
with an accumulation of
over **93,667** hours





Emerging Technology

Empowering Today for a
Changing Tomorrow

Strategic Priorities

1. Infrastructure, Security and User Experience
2. Information Management
3. Ministry Compliance—Managing Information for Student Achievement (MISA)

“What counts most in life is blessed Jesus Christ, his holy Church, his Gospel, truth and goodness.”
– Saint John Paul II



Goals and Actions Achieved in 2013 – 2014

- Completed implementation, application integration and training of the new student information system, PowerSchool.
- Implemented and trained staff on IEP Online (IOL) and GradeBook.
- Installed over 500 Assisted Technology devices (iPads, MacBook Airs, Laptops, Netbooks)
- Installed over 450 Interactive Video Projectors (IVPs) and integrated iPads into the curriculum delivery model in elementary and secondary classrooms.
- Researched and recommended products and services to provide innovative solutions that promote student achievement.
- Identified outdated hardware and acquired state-of-the-art technology.
- Provided training on new productivity tools.
- Performed frequent security assessments and solutions.
- Implemented Office 365 to provide access to information anytime, anywhere (OneDrive storage, secure student e-mail, and shared learning spaces for teachers and students).
- Integrated e-Learning and Blended Learning platforms with the Board’s system.
- Increased network Internet and Wi-Fi capacity to support the Bring Your Own Device (BYOD) initiative.
- Implemented and maintained a scheduled review of archived documents using a digital records system.
- Identified and implemented cost saving opportunities: new Photocopier/Multi-Function Printing fleet and in-house deployment of Office 365.

Bring Your Own Device (BYOD)

In collaboration with the Teaching and Learning Department, the Technology and Enhanced Learning and Communications (TELC) Committee, and Information and Communication Technology (ICT) Department, a policy was developed for the Board's BYOD initiative. BYOD enables students to bring their own electronic devices to school for educational purposes.

In addition, the Acceptable Use of Communication Technology policy was developed to ensure a respectful culture of openness, trust and integrity when using electronic devices.



PowerSchool

In 2013 – 2014, the Board completed the successful implementation of the PowerSchool Student Information System, achieving important milestones for deployment and capacity building. With the assistance of Guidance Chairs, school secretaries, teachers and supervisory officers, the PowerSchool team consisting of ICT and Teaching and Learning staff is confident with the core application that benefits student achievement through: attendance management, tracking and

notification, PowerTeacher 2.8 Gradebook, robust reporting tools, discipline management and reporting, assessment reporting and other useful functionalities.

As part of the implementation, the Board met the reporting milestones for the following:

- Ontario College Application Service (OCAS);
- Ontario University Application Centre (OUAC);
- Ontario Student Information System (OnSIS);
- Elementary Progress Reports;
- Secondary Report Cards; and
- IEP Creation.

Deployed
600 laptops to
secondary teachers

Increased **internet**
bandwidth from
200 to 300 mbps





Advancing Communications

Strengthening Relationships to Enhance Student Achievement

Strategic Priorities

1. Collaborative Communication
2. Branding and Visual Identity
3. Community Engagement

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



Goals and Actions Achieved in 2013 – 2014

- Developed and introduced policies and administrative procedures for communications, media relations, social media and other communications-related matters.
- Worked with staff and stakeholders to review, update and implement the Board’s mission statement, vision and Catholic values.
- Reviewed, updated and implemented key messages to support the Board’s new mission, vision, values and strategic priorities.
- Developed and implemented branding standards and guidelines.
- Implemented communication standards that comply with the *Accessibility for Ontarians with Disabilities Act (AODA)*.
- Researched new and existing communication tools and established templates for sharing information and good news.
- Introduced Spotlight—a blog in which student success can be highlighted, celebrated and shared with the online community.
- Enhanced the Board’s online presence through social media and online newsletters.
- Launched monthly Leading, Learning and Celebrating sessions for Board office staff to learn about Board-wide initiatives across different departments.

Branding and Visual Identity

To enhance the Board's visual identity, a set of complimentary colours were introduced. Representing heaven, earth and the light, the colours enhance the existing colour of the Board's logo while reflecting the cheerful school spirit that exists among Durham Catholic school communities. Standardized guidelines have been developed to ensure the Board's corporate identity consistently presents a brand that is inspired by Catholic beliefs.

In addition, 10 icons were developed to show how all of the work that takes place as a system aligns with the key themes and strategic priorities outlined in the Board's five-year strategic plan.



Excellence | Equity | New Evangelization



10 Strategic Theme Icons



Spotlight on News and Events from Durham Catholic Schools



10,000 views on Spotlight—News and Events from Durham Catholic Schools with 174 photos uploaded



"I alone cannot change the world, but I can cast a stone across the waters to create many ripples."
– Mother Teresa



Managing Resources

Establishing Sustainable Priorities and Raising Stakeholder Confidence

Strategic Priorities

1. Financial Stability
2. Resource Management
3. System Accountability

“This way our thoughts will be Christian thoughts, thoughts of Christ. Our works will be Christian works based on Christ.” – Pope Francis



Goals and Actions Achieved in 2013 – 2014

- Facilitated an annual budget process that aligns expenditure with strategic priorities.
- Made ongoing adjustments to maintain a balanced budget that includes an annual operating contingency.
- Maintained an operating reserve fund to address financial situations beyond the Board's control.
- Initiated French and Secondary School studies to maintain effective school sizes and enhanced programming.
- Engaged in budget consultations with Board staff, committees and the broader Catholic community.
- Established effective corporate risk management practices through inventory, purchasing, vendor and contract management programs.
- Provided regular information sessions to trustees, superintendents, principals and managers regarding finance and operations in the context of their respective responsibilities.
- Provided practical training for staff.
- Provided resources for principals in support of their role as school managers.
- Provided timely financial information and reports to trustees through the Audit and Finance Committees of the Board.

Financial Overview

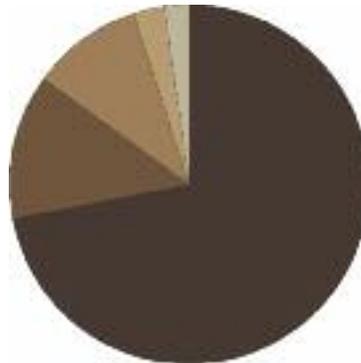
The Durham Catholic District School Board's budget for 2013 – 2014 included \$256,212,854 of operating expenditure and \$28,283,772 of capital expenditure for a total of \$284,496,626. The budget was balanced and compliant with the financial requirements of the Education Act.

The Board continues to be financially responsible with a focus on providing the system with the resources and support necessary to provide students with the best possible Catholic education in conjunction with the Board's strategic plan.

The results for the 2013 – 2014 fiscal year also met the Ministry of Education's reporting requirements. In addition, the Board's external auditor provided an unqualified (clean) audit report regarding the 2013 – 2014 Audited Financial Statements. In terms of financial stability, it is significant that the Board ended 2013 – 2014 without reliance on reserves. This further compliments the 2014 – 2015 budget, which included an operating contingency for the first time in many years.

2013 – 2014 Expenditures:

- Instruction 72%
- Pupil Accommodation 13%
- Pupil Transportation 10%
- Administration 3%
- School Activities 2%



Transportation Services

Durham Student Transportation Services (DSTS) is a consortium that was formed in 2006 by the Durham District School Board and Durham Catholic District School Board. By providing joint transportation services, DSTS has produced savings, which has allowed the Board to direct resources towards the enhancement of programs and student achievement.

6,717 Elementary
students
manifested on
DSTS bus routes

2,758 Secondary
students manifested on
DSTS bus routes

184 Special Education
students manifested on
DSTS bus routes

9,659 DCDSB
students
manifested on
DSTS bus routes





Continuing Education

Serving the Needs and Interests of All Learners

Strategic Priorities

1. Career Training and Personal Development
2. Expanding and Extending Programs
3. Promoting Student Engagement

“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



Goals and Actions Achieved in 2013 – 2014

- Aligned programs to facilitate next steps for employment and educational goals with new programs including:
 - Day School Cooperative Education;
 - Culinary Skills and Functional Living Skills for Young Adults with Exceptionalities; and
 - Raising Healthy Children program for young mothers and fathers or students interested in pursuing a childcare pathway.
- Developed and expanded partnerships with educational institutions, provincial and federal ministries and community agencies through participation in an eLearning pilot project with the Ministry of Education.
- Contributed to the personal well-being of students.
- Expanded international languages for elementary, secondary and adult students with the introduction of new programs, including Tamil and Filipino for elementary students and a new location at St. Isaac Jogues Catholic School in Pickering.
- Established new programs and sites to meet the needs of all learners, municipalities and townships, such as the new summer programs at Monsignor John Pereyema Catholic Secondary School for the Grade 7/8 remedial program for literacy and numeracy, and Grade 9 and 10 credit recovery.
- Refined elementary to secondary transition planning.

Young Adults with Exceptionalities

In March 2014, Archbishop Anthony Meagher Catholic Continuing Education Centre launched the Post-Secondary Pathway for Young Adults with Exceptionalities program. This non-credit program provided young adults with functional living skills and vocational skills that included general interest and socialization opportunities. Students learned about safety awareness, cooking, fitness, technology and participated in 'real life' experiences to enhance their full potential to live in a supported group/home environment and where possible work or volunteer in the workplace as a 21st century citizen. Experiential learning opportunities helped students make new friends and gain skills for life.

Pathways to the Future

In 2014, Student Services hosted a Pathways to the Future...Looking Beyond Secondary event for parents, students and educators. The event hosted 23 different community agencies that further the interests and well-being of exceptional children and adults. A carousel format allowed families to talk to the agencies of their choice and collect information that would help their children find various opportunities once they leave secondary school with the support of community agencies.

Expanded **community partnerships** to include **15 new partners**

88% increase in the number of **students** logging in to career cruising to **explore their personal education and employment goals**

Over **200 students** attended a **Next Steps** event with **colleges, universities and Employment Ontario** agencies to help plan **their post-secondary**

Over **2,000 elementary** students **participated** in **language** programs with a **17% increase in 2014**

Over **800 elementary** students participated in the **Head Start** program with **15% growth in 2014**



Honours and Distinctions



Board Award of Merit

David Brown, St. Bridget CS

Trustees' Youth Award Elementary

Kala Martin, Immaculate Conception CS

Trustees' Youth Award Secondary

Candice Pinto, Archbishop Denis O'Connor CHS

Celebrating Durham Catholic EcoSchools

The following Durham Catholic District School Board schools received platinum, gold, silver and bronze standard awards from the Ontario EcoSchools program for 2013 – 2014:

Platinum Certification

St. Elizabeth Seton CS

Gold Certification

Archbishop Denis O'Connor CHS

Blessed Pope John Paul II CS

Brother Andre CS

Good Shepherd CS

Monsignor John Pereyma CSS

Mother Teresa CS

Sir Albert Love CS

St. Bernard CS

St. Jude CS

St. Christopher CS

St. Catherine of Siena CS

St. Francis de Sales CS

St. Hedwig CS St. James CS

St. John Bosco CS

St. John the Evangelist CS

St. Joseph CS (Oshawa)

St. Joseph CS (Uxbridge)

St. Josephine Bakhita CS

St. Luke the Evangelist CS

St. Marguerite D'Youville CS

St. Mark the Evangelist CS

St. Monica CS

St. Patrick CS

St. Paul CS

St. Theresa CS

St. Thomas Aquinas CS

St. Wilfrid CS

Silver Certification

Father Fénelon CS

John XXIII CS

Monsignor Paul Dwyer CHS

Monsignor Philip Coffey CS

Notre Dame CSS

St. Bernadette CS

St. Bridget CS

St. Isaac Jogues CS

St. Mary CSS

St. Matthew the Evangelist CS

Bronze Certification

Father Joseph Venini CS

Holy Family CS

St. Leo CS

Reverend John Markle Memorial Trophy for Outstanding Home/School Communication

Elementary: Monsignor Philip Coffey CS

Secondary: Notre Dame CSS

Junior Firefighter Chief (Ajax)

Bryce Thurton, Mother Theresa CS

Junior Firefighter Chief (Oshawa)

Shivani Mahadeo, St. John Bosco CS

Healthy Schools Award from the Regional Municipality of Durham

All Saints CSS

Archbishop Denis O'Connor CSS

Brother André CS

Good Shepherd CS

Immaculate Conception CS

Notre Dame CSS

St. Bernadette CS

St. Christopher CS

St. Hedwig CS

St. John Bosco CS

St. John the Evangelist CS

St. Joseph (Oshawa) CS

Appointment to the Minister's Student Advisory Council

Chauntae De Gannes, Notre Dame CSS

Queen Elizabeth II Diamond Jubilee Medal

Jim McCafferty, Trustee for the City of Pickering



“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



2013 – 2014 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

2013 – 2014 Trustees



Christopher Leahy
(Chair)
Town of Whitby



Kathleen LeFort
(Vice-Chair)
Townships of Brock, Scugog & Uxbridge



Theresa Corless
City of Oshawa



Mary Ann Martin¹
Town of Whitby



Jim McCafferty
City of Pickering



Dr. Mark McGowan
Town of Whitby



Janice Oldman
Town of Ajax



John Rinella
Town of Ajax



Margaret Stack
City of Oshawa



Karen Valentine²
(Chair) Town of Ajax

2013 – 2014 Student Trustees



Carina Gabriele
Student Trustee
Msgr. Paul Dwyer CHS



Ajoy Paul
Student Trustee
All Saints CSS



"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

¹ Mary Ann Martin, Trustee (September 2013 to November 2013)

² Karen Valentine, Chair of the Board (September 2013 to March 2014)



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