

# Renfrew County Catholic District School Board Director's Annual Report 2015–2016



## Message from the Director of Education

I am delighted to present the 2015–2016 Annual Report for the Renfrew County Catholic District School Board.

In 2015–2016, our Board embraced the call from His Excellency, Pope Francis, to celebrate a Year of Mercy in our schools. Our Board's theme, taken from our Vision Statement, was: "Open to mystery and endless discovery in the Lord, we are called to... love unconditionally." Throughout the year, we worked closely with the diocese and our clergy to help students and staff share the true meaning of mercy and unconditional love in their daily lives.

At the same time, we worked to meet the Ministry of Education's goals, which are aligned closely with our own strategic plan. We focused on increasing student achievement, ensuring equity, promoting well-being and enhancing public confidence in our

schools. We also continued to integrate technology into our classrooms as part of our goal to incorporate the most innovative and sustainable 21st-century teaching methods in our curricula.

I am happy to report that we continued to have high standings—above the provincial average, in fact—both in the province's EQAO test results and in our five-year high school graduate rate.

Thank you to all those who contributed to last year's success—from trustees to administration, teachers and staff—as well as our parents, families, parishes, religious and clergy, and our partners in the broader community.

**Michele Arbour**  
**Director of Education**



**Our Mission Statement:** *Inspired by our rich heritage and challenged by the struggles of our past, we are an inclusive Catholic educational community called to express our mission as Church to pass on the Good News of Jesus Christ, to make it relevant in the world today, and to be the hope for the future.*

# ABOUT US

## RCCDSB's vital statistics

**Number of students:** Approximately 4,600

**Schools and facilities:**

- 18 Elementary Schools
- 2 Secondary Schools
- 1 Alternative Secondary Site
- 1 Young Parent Support Program
- 2 Section 23 Valleycrest Classrooms

**Communities**

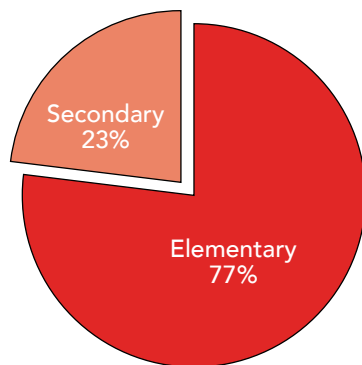
Our district covers a wide, mostly rural geographical area of more than 7,851 square kilometres from Deep River in the north to Arnprior in the south to Pembroke in the east and Barry's Bay in the west.

**Employees**

- Approximately 575 full-time staff
- Approximately 525 occasional staff

**Annual expenditures:** \$64.1 Million

## Our student population



Our enrolment as of October 31, 2016, totals 4,637 students:

	Students	%	FTE
Elementary	3,590	77%	3,590.00
Secondary	1,047	23%	1,026.50
Total	4,637	100%	4,616.50

## By the numbers

The proportion of English as a second language learners in our diverse population is not large enough to report their achievements separately.

The number of self-identified indigenous students accounts for 4.9% of our board's population.

## Kindergarten report card

- 350 Junior Kindergarten students
- 362 Senior Kindergarten students
- 26 Early Childhood Educators who work alongside a Kindergarten teacher
- 35 Kindergarten teachers across our system

## Extended French

Our Extended French program expanded to five schools across our Board: St. Joseph's, Arnprior, Our Lady of Lourdes, Pembroke, St. Francis of Assisi, Petawawa, Our Lady of Sorrows, Petawawa, and Our Lady of Fatima, Renfrew.

## Secondary quick fact:

By the end of their second year of high school 82% of secondary students had earned 16 credits (up six points!)

## Primary class size report

The Ministry of Education targets for junior class size (not to exceed a 24.5:1 ratio; 90% of primary classes with 20 or fewer pupils) have been met.

100% Primary Classes 23 and under	100.0%	Achieved
100% of Grade 3/4 Combined Classes 23 and under	100.0%	Achieved
Average Junior/Intermediate (grades 4–8) Class Size	23.6	Achieved
90% Primary Classes (JK–3) 20 and under	91.4%	Achieved
Average FDK class size	24.1	Achieved





# JOURNEY TO CHRISTIAN MATURITY

## Faith

Throughout the school year, we lived out our vision statement “Open to mystery and endless discovery in the Lord, we are called to... unconditional love” and highlighted the work of Pope Francis and the Holy Year of Mercy.



## Compassion

Global and local social justice projects support the Dominican Republic Experience and the Child Poverty Action Network (CPAN) and many more local causes such as soup kitchens and food banks.



## Catholic education

RCCDSB co-chaired the Catholic Principals' Council of Ontario (CPCO) Conference & AGM 2016 – *Sparkling the Divine Light*.



## Leadership team

In the RCCDSB community of schools, we care, we learn and we work together to make our world a better place!



**Trustees:** Standing: **Andy Bray**, Arnprior, McNab/Braeside Township, Greater Madawaska Township; **Shawnasea O'Connor**, Student Representative, St. Joseph's High School, Renfrew; **Judy Ellis**, First Nations Trustee; **Caitlin Cybulski**, Student Representative, Bishop Smith Catholic High School; and **Bob Schreader**, Pembroke. Seated: **David Howard**, Deep River, Laurentian Hills, Head, Clara & Maria Township, Petawawa; and **Bob Michaud**, Chair, Laurentian Valley Township, North Algona Wilberforce Township, Admaston/Bromley Township, Bonnechere Valley Township. Missing: **Marlene Borutski**, Killaloe, Hagarty & Richards Township, Brudenell, Lyndoch & Raglan Township, Madawaska Valley Township; **Anne Haley**, Renfrew, Horton Township, Whitewater Region Township.



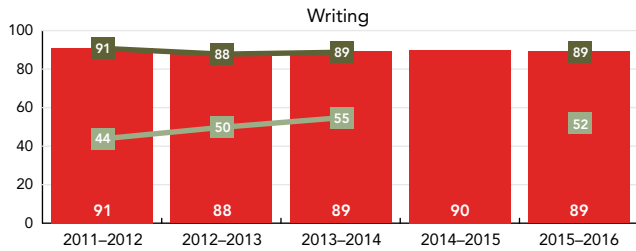
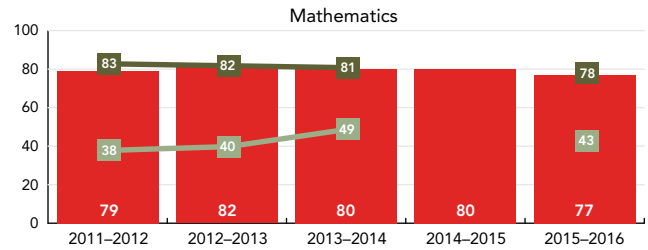
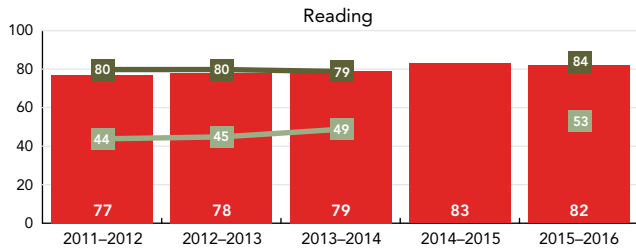
**Administrative team:** Standing: **Ivan Johnson**, Plant Manager; **Ian Byce**, Assistant Plant Manager; **Jaimie Perry**, Superintendent of Educational Services; **Peter Adam**, Superintendent of Educational Services; and **Mark Searson**, Superintendent of Educational Services. Seated: **Mélanie Leclair**, Manager of Human Resources Services; **Michele Arbour**, Director of Education; and **Mary Lynn Schauer**, Superintendent of Business Services.

## Multi-year strategic plan

The plan can be found at: <http://rccdsb.edu.on.ca/wp-content/uploads/2011/10/Strategic-Plan-2012-2017-FINAL-DRAFT-January-9-2013.pdf>

# EQAO STANDARDIZED TEST RESULTS

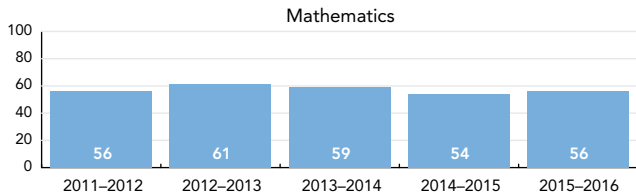
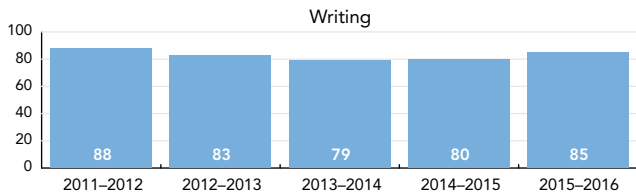
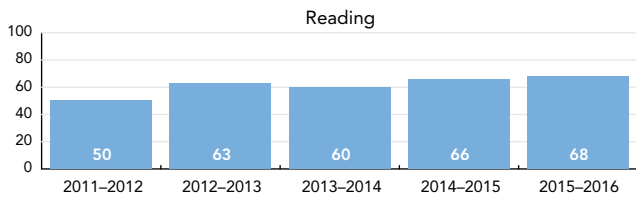
## Grade 3



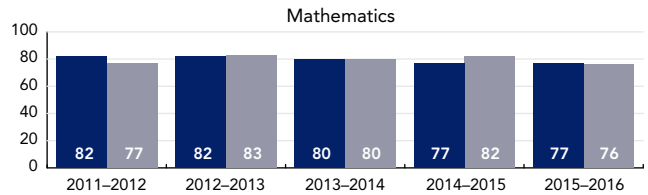
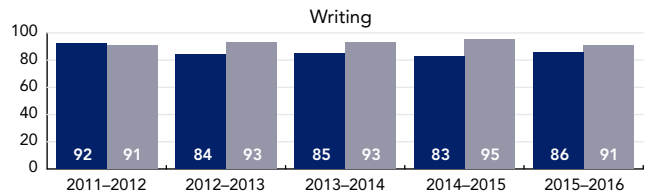
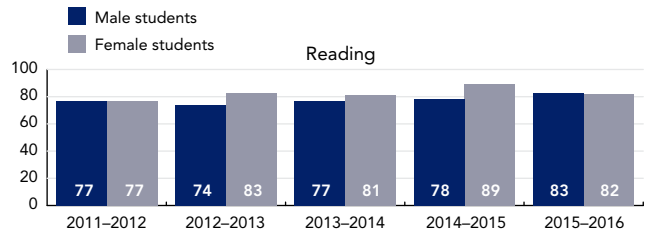
■ Highest English-Language Board Level results  
— Lowest English-Language Board Level results  
■ RCCDSB

\* Numbers indicate the percentage of pupils who achieved the provincial standard of level 3 or higher on the assessment

### Special Education results



### Results by Gender



## HIGHLIGHTS OF OUR YEAR



BSCHS Grade 12 retreat at Algonquin College

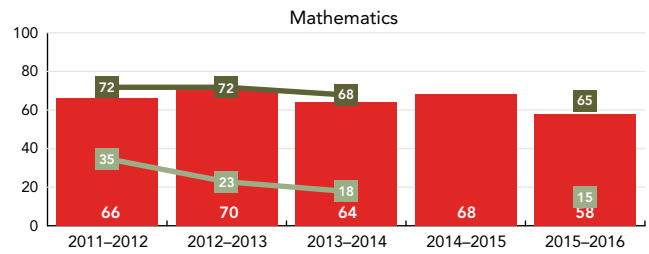
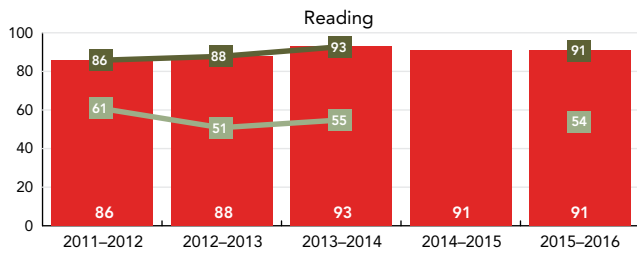


Blessing of the new chapel at St. John Bosco

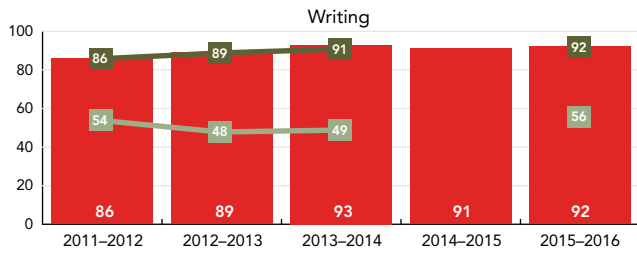


Holy Name Street Party

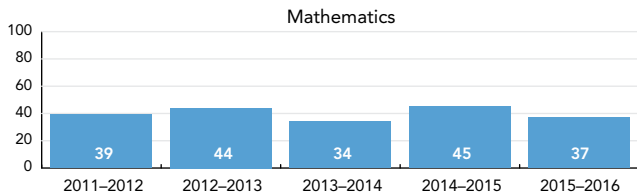
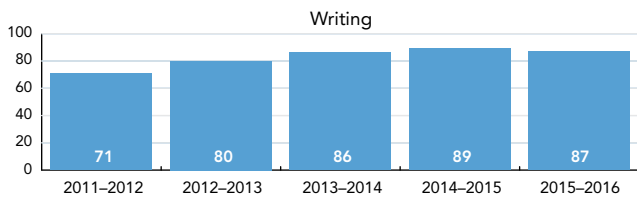
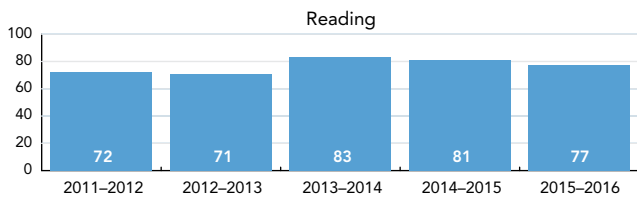
## Grade 6



Highest English-Language Board Level results  
 Lowest English-Language Board Level results  
 RCCDSB

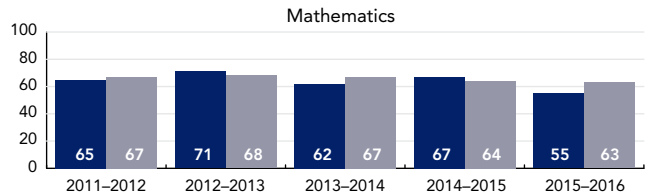
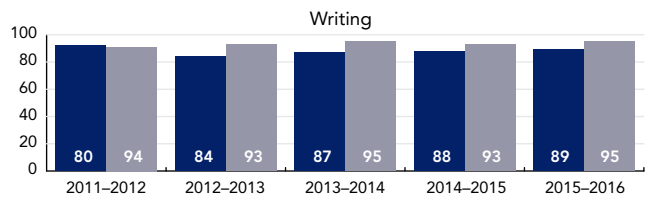
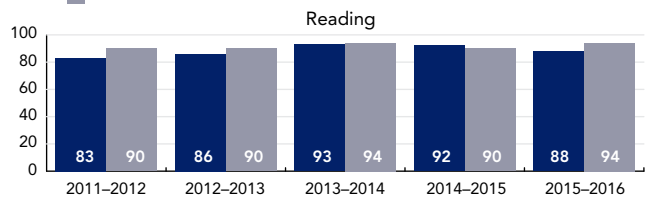


### Special Education results



### Results by Gender

Male students  
 Female students

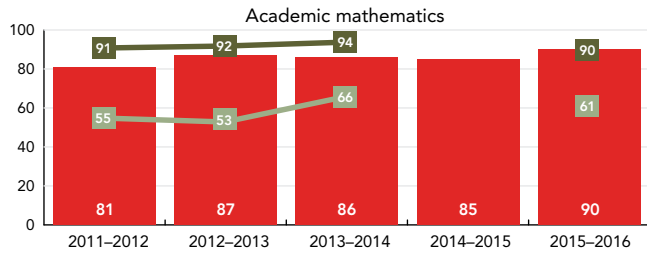
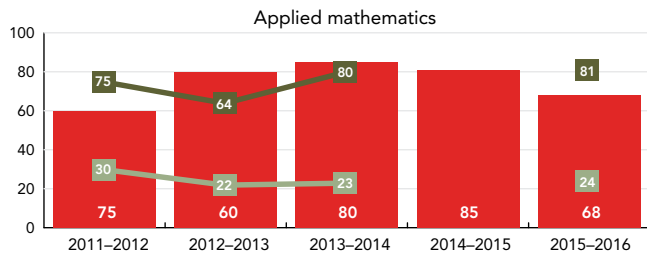


Partridge Run

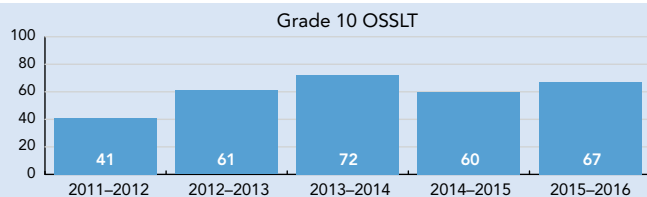
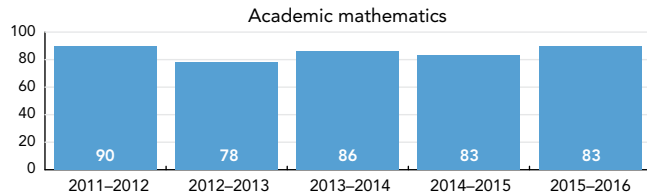
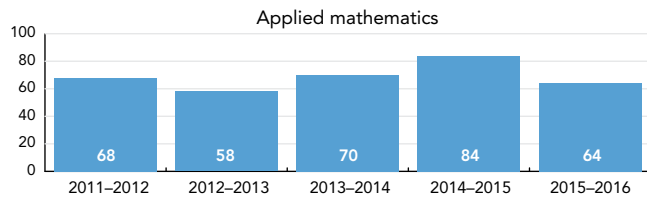
BSCS Amazing Race initiative



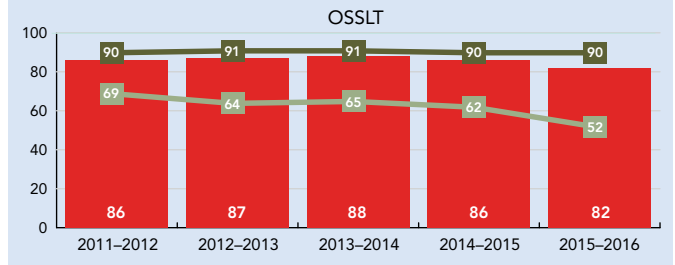
## Grade 9



### Special Education results



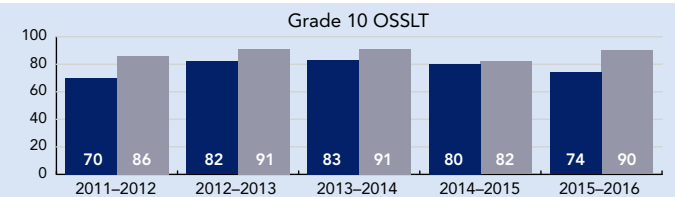
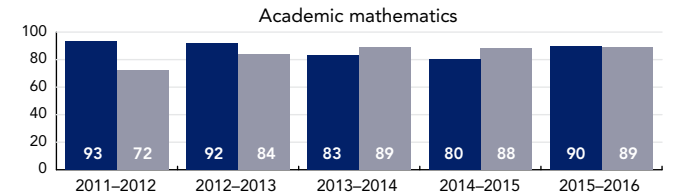
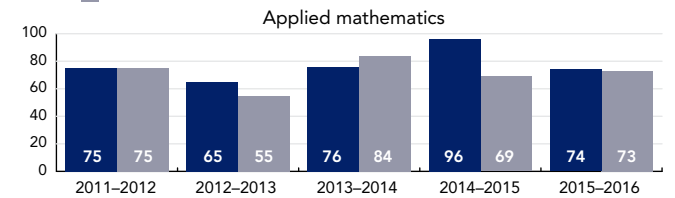
## Grade 10



- Highest English-Language Board Level results
- Lowest English-Language Board Level results
- RCCDSB

### Results by Gender

- Male students
- Female students



St. Mary's DR African drumming



Mrs. Arminen's Grade 1 class at Cathedral

# JOURNEY TO LIFE-LONG LEARNING

## Student achievement, engagement and well-being

The success of the 2015-16 school year's focus on literacy and numeracy strategies was demonstrated in our Education, Quality and Accountability Office (EQAO) assessment results. RCCDSB students continued to meet or surpass the provincial averages in EQAO assessments of reading, writing and mathematics. Innovative programs and ongoing support of our Catholic education community as a whole are key to our academic achievements.

## Improving our outcomes

The Board continues to target mathematics learning, investing in differentiated instruction and technology to engage students.

- More than 50 educators from across the RCCDSB participated in a voluntary full-day math Professional Development session that provided new strategies and practical ideas to take back to the classroom in 2016–17.

## Specific measures for students/schools

Our Summer School program boosts literacy and numeracy. The program's innovative math lessons spark creativity in students and challenge their thinking and curiosity around math learning and problem solving.

CODE funding assisted with creating, implementing and evaluating a mathematics diagnostic test that can be used in primary and junior math.

More than 100 high school students also participated in e-learning courses, which included Grade 12 Religion and Grade 10 Civics and Careers.

Summer camp for Grade four students at both high schools offered a glimpse of high school opportunities to young learners.



## Programs for students unable to attend regular school

- St. Joseph's High School – “Room 307”, where students can come out of regular class to work on special tasks supported by a teacher in a less-structured setting
- Alternate school sites for both our high schools, including partnership in the Renfrew County Youth Services Hub, for youth who are at risk and need an alternative to regular classroom learning
- Columbus House Young Parent Support Program
- Partnership with Addiction Treatment Services (ATS) to provide on-site counselling availability at each of our high schools
- Safe Schools Co-coordinator is actively involved and liaises with the school and student in cases of suspension.

## Special education accomplishments

- The Board continued its Road to Independence program for Special Education, offering learning opportunities for teachers and education assistants
- Funded special education resource teachers in the use of assistive technology.
- We continued to implement effective practices to support students with learning disabilities in math—a number of school-based teams (classroom teachers, SERTs, Principals, VPs) continue to work collaboratively, taking a more focused look at each student's learning profile in order to implement the most effective instructional and assessment accommodations and strategies.
- Behavioural Management Systems (BMS) training took place to provide leadership, training and support in the effective management of behaviour in schools, resulting in a safer learning environment. This initiative will continue in 2016-17.

## Student, parent and community engagement

The RCCDSB Parent Involvement Committee (PIC) teamed up with a community organization to present a workshop “Journey from Worries to Wellness”. The PIC also held a meeting within each family of schools across Renfrew County to share information and collect input and ideas to help engage and support parents and students.





## Equity and Inclusive Education

- First annual student symposiums focused on student engagement, giving students a voice in their school community, and building skills such as problem solving, leadership and collaboration.



- PINK week activities throughout our Board continued to promote peacefulness, inclusivity, nobility and kindness.



## Student safety and health

- Our Safe School initiatives focused on positive school climate and relationships. At RCCDSB, we support the use of Restorative Practice to manage conflict and tension by repairing harm and strengthening relationships to build community.



- We also worked to create healthy relationships among students by offering “Retreat Days” to groups and classes. These retreat days are designed to build connection among students and deepen their understanding of one another. They leave the day with a stronger sense of self, understanding of the importance of positive mental and physical health and a deeper understanding of our impact on others.

## Program highlights

- The Destination Imagination program is a tool that encouraged 21st century skills in creativity, critical thinking and collaboration with teams competing at the regional and provincial level.



- The popular and successful hockey skills program at both high schools helped to increase student self-esteem academically and in athletics.



**Restorative Practice training at St. Thomas the Apostle in Renfrew. Annice O’Rourke, Grade 7 teacher, welcomed the teachers into her restorative classroom to participate, with the students, in a circle.**



- Physical education and outdoor education programs are important aspects of school curriculum and our Board continued its commitment to Shaw Woods Outdoor Education Centre.



- A new robotics program blended hands-on manipulatives with technology to engage and motivate students while developing skills in science, technology, engineering, and mathematics as well as language, literacy, and social studies.
- Our robust music and dance program focused on the creative process and included inspiration, imagination, planning, experimentation, practicing, revising, performing and evaluation.



- Our footprint in the Specialist High Skills Major (SHSM) program continued to be good compared to the province.



Our dual credit program in partnership with Algonquin College, Co-op and apprenticeship (OYAP) programs with area businesses allowed students to explore their options.

## Indigenous education

We continued to provide resources and add to the strategies in place for Indigenous students to help close learning gaps:

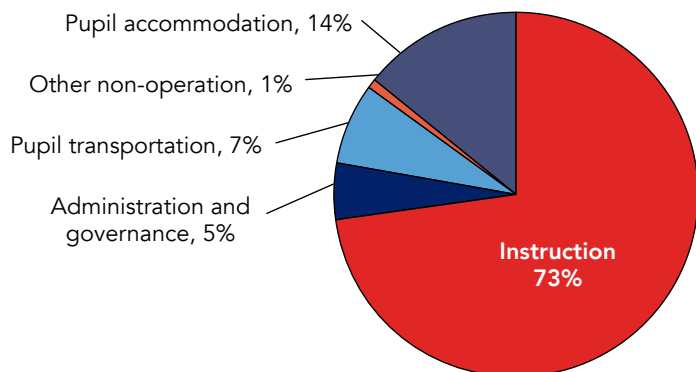
- Dance and drumming demonstrations by students from St. James to schools in the county
- Drum making for older students and community members
- Chrome books for Gr.8 students entering high school to assist with math and literacy tests, iPads for FNMI students experiencing difficulty in literacy and mathematics.
- Dedicated space in both high schools for FNMI students
- Targeted Professional Development for P/VP and senior administration on history, and culture of FN peoples
- Cultural Sensitivity training for secondary school teachers



# STEWARDSHIP AND SUSTAINABILITY

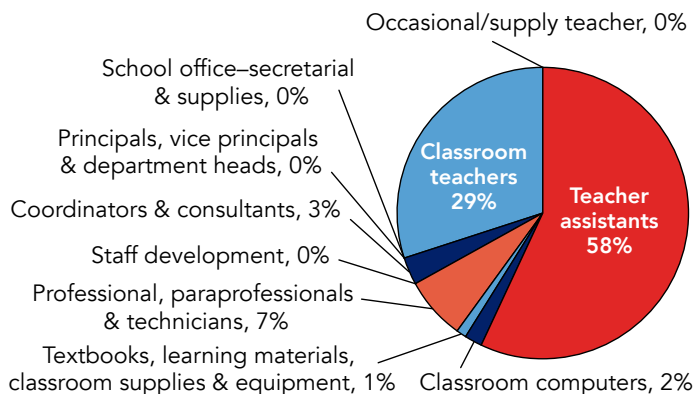
## 2016–2017 budget

### Expenditure by category



Total: \$64,078,145

### Special Education Expenditures



Total: \$8,611,148

## 2015–2016 highlights

### Programs

- continued funding for Special Education
- continued funding for Outdoor Education
- investment in new Religious Education program

### Physical resources

- More than \$2.5 million was budgeted for school renewal and school condition improvements
- Boiler/heating upgrade St. Joseph's High School, Renfrew
- Window replacement – Our Lady of Grace, Westmeath, St. James, Eganville, Our Lady of Lourdes, Pembroke
- Renovations – front entrance, school office and learning commons St. Andrew's, Killaloe
- Front entrance and parking lot upgrade at St. Mary's Our Lady of Good Counsel, Deep River
- Outdoor kindergarten areas at St. Joseph's, Arnprior, and St. Francis of Assisi, Petawawa

### Technology

- Invested \$500,000 in wifi and fibre optic services completing a multi-year project to provide internet coverage to all schools throughout the Board.
- \$95,000 investment in mobile devices to expand the 21st Century Learning & Teaching in our elementary schools



### Shared resources

- Facilities for two new daycare programs, operated by community partners, opened at St. Thomas the Apostle School in Renfrew and St. Mary's OLGC Catholic School in Deep River.

### Labour relations

- The Board ratified its 2014–2017 collective agreements with all four local union groups.

### Operational efficiency

- Continued implementation of HR administration system and Payroll system
- Integration of student data information system with the student transportation system
- Centralized hiring of all support staff through an automated calling system
- Formalized onboarding and exit policies and procedures
- Developing a board-wide attendance support, disability management and wellness program

