

Renfrew County Catholic District School Board Director's Annual Report 2017–2018



Message from the Director of Education

I am honoured to present the 2017-2018 Director's Annual Report. I hope you will find this report provides rich evidence of the many accomplishments of our students and schools during the last school year. Our Strategic Plan continues to guide the work we do in providing a rich learning environment where students know they can succeed and grow as learners and have an abiding sense that they belong to school communities characterized by warmth, hospitality, good humour and joy.

The 2017–18 school year again saw RCCDSB students outperform provincial averages in every one of the 9 EQAO standardized test results. At the same time, we know we need to have further conversation about our graduation rate and explore innovative strategies to keep all learners engaged and re-engaged to completion of a high school diploma. We look forward to continuing the achievement and potential journey!

As a board, we have also thought and planned carefully about the need to ensure our students are well, view their schools and classrooms as safe and caring places to be and feel like they belong. It continues to be our hope that by building community in a faith-filled environment, our students will find the exact conditions needed to thrive.

Relationship is at the heart of effective classrooms and schools. For Renfrew County Catholic Schools, fostering a relationship with Jesus is the bedrock of Our Vision. It is my hope that in this Director's Annual Report, you will find many examples of how we strive to realize this Vision. Thank you to our teachers, principals and vice-principals, educational assistants, early childhood educators and to our support staff for your passion and precision in our ongoing journey as a faith-filled learning community.

Jaimie Perry,
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.*

DIGNITY & BELONGING

We reverence the dignity of the whole person as we grow safe environments characterized by warmth, hospitality, good humour and joy.

Our Board's Vision continues to animate in particular that we are an inclusive Catholic community. Our special education model is one of full inclusion for all students, with added supports where required. Our EQAO data suggests that pupils with special needs are out-performing provincial results. As well, our board continues to utilize tools such as the School Climate survey to gather feedback on our progress towards inclusive and welcoming school environments.

Our equity plan

During the 2017–2018 school year, the introduction and familiarization of the Equity Action Plan amongst our leadership team was a key focus. Current RCCDSB initiatives that fit into the plan were identified:

- Team members participated in rich discussion around Equity and Inclusion and introduced a number of resources including Shakil Choudury's book, *Deep Diversity*, Bias Free Discipline and monographs on Culturally Relevant Pedagogy. Copies of the Choudury book were purchased for each member of the Leadership Team.
- An Equity and Inclusion survey was created and circulated to RCCDSB employees. A Focus Group consisting of our Board Mental Health Lead, Safe Schools Coordinator, Special Education Coordinator, Curriculum Lead, Equity Lead and a Principal was put together to examine the results of the survey and determine the next steps to furthering our equity work. The importance of all of these groups working together with the goal of furthering knowledge and understanding of Equity and Inclusion practices was highlighted.
- Opportunities were provided for our students throughout the year—For example, sessions for Indigenous students and allies to learn about the traditions and teachings surrounding drum making. Our Indigenous Lead also collaborated with a number of people to offer an Indigenous Leadership camp that brought Indigenous students and allies together.



Special education

The work of Special Education staff in the 2017-18 school year reflected well the Board's focus on *warmth, hospitality, good humour, and joy*. Classrooms that are warm, hospitable, and joy-filled are places in which the learning experiences are accessible and rich for all. Based on the belief that all students learn best in the general education classroom, classroom teachers and Special Education Resource Teachers worked more collaboratively than ever before to co-plan, co-teach, and co-assess. Accessible learning was increased with the purchase of a Board-wide license for Snapverter, a Google Read-and-Write extension that turns classroom handouts into texts that can be read aloud by a Chromebook and/or iPad as well as manipulated by students. With a renewed focus on the Ministry's *Learning for All* document, work around the learner profile and increasing student voice continued to shape both our thinking and practice.

Student forums

Two student forums gathered students from across the board for a day focused on leadership, community building and student engagement, with students representing diverse backgrounds and abilities. Led by senior student leaders from the high schools, teams of junior and intermediate students had an opportunity to discuss and share their voice regarding the four areas of our Board's strategic plan.



Students shared their ideas on engaging tasks, digital citizenship, their Catholic school experience and feeling safe and content at school.

Between each series of questions, the teams engaged in small or whole group team-building exercises and challenges. They collaborated, shared insight and laughed with their peers. It was amazing to see how teams of students, strangers at 9:00 a.m., grew and worked together. The insight and learning gathered in a few hours was invaluable.

Following the forums, the planning committee sorted through the amazing data and created key themes, next steps and discussion questions for school leaders to share with their staff. The data, including a list of action items, was shared at a Leadership Team meeting.

Ensuring equitable access to post-secondary education

Students from St. Joseph's High School and Bishop Smith Catholic High School received support in new, innovative ways that complemented existing programming.

We surveyed students and worked with guidance and student success teams to identify those who may require additional support in their pathway planning. We ensured that an adult was available and stayed connected to these students on a regular basis. Focus was placed on one-on-one support for students in grades 10–12 who were on track for completing their OSSD, but were showing signs of disengagement or were behind in credit accumulation. Examples of support include:

- attending university and college sites with students
- training centre visits for groups of students with a particular interest
- meeting with students during their school day to discuss options and how this programming can assist
- engaging parents
- conversations with guidance regarding particular students and ensuring understanding of the many ways this program can assist students
- opportunities of Cooperative Education, OYAP, SHSM and Dual Credit programs. We offered students workplace and college visits and hands-on experiences that allowed them to see the benefits of post-secondary education and inspired them to see the value of hard work. Some students received training required in their fields of interest such as: First Aid and Working at Heights. We were also able to support students in their applications to universities and colleges. The program saw tremendous success.

Culturally responsive and relevant teaching and learning

Truth and Reconciliation calls to action Residential Schools

- Implemented a Board-wide Orange Shirt Day to honour the Survivors of Residential Schools and their families. Many meaningful conversations accompanied the day.
- All kindergarten teachers in the Board received a copy of David A. Robertson's *When We Were Alone* along with supporting literature on how to teach their students about residential schools.



Treaties

- Developed and adopted a land acknowledgment.
- Champion Teachers and our Indigenous Education Lead visited every school in our Board to deliver content about treaties during our Treaty Week initiative to enhance awareness about the week and its significance, and also to ensure every division shared the same basic information about treaties. Students made their own two-row wampum belt key chains. The Intermediate presentations used *Nation to Nation* by Anishinabek Nation/ Union of Ontario Indians resource book and focused on Ontario treaties as well as the Algonquin Land claim.

Cultural teachings

- Chad Solomon, Indigenous Author (4 schools)
- Bruce Codd, Ontario Lacrosse (6 schools)
- Classroom Visits (both high schools and 11 elementary schools)
- Drumming and Dancing Presentations (6 schools)
- Guest speakers/Elder visits
- Support for Indigenous Studies teachers (PD and Blanket Exercise)
- Resources provided to teachers to support FNMI content
- Made dreamcatchers at St. Joseph's Renfrew (Abby Brown's Art Class) and at St. Andrew's Killaloe (help from The Algonquin Way Cultural Centre).
- Brian Charles delivered his Wampum Belt Presentation to Our Lady of Sorrows, St. Mary's, St. Anthony's, St. Andrew's, and St. James.



**Culture Day at Pikwakanagan
(5 schools)**



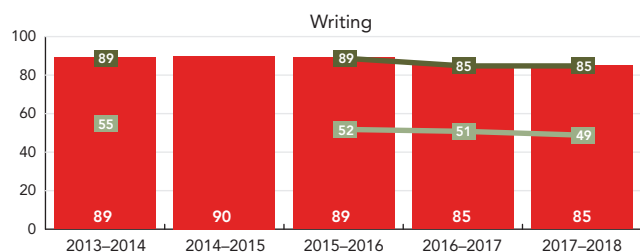
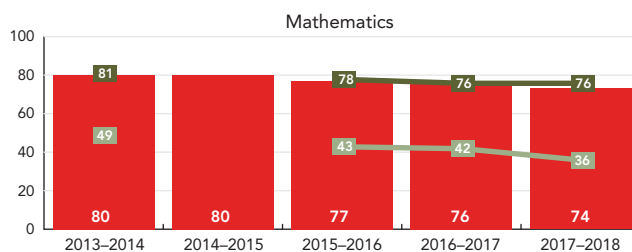
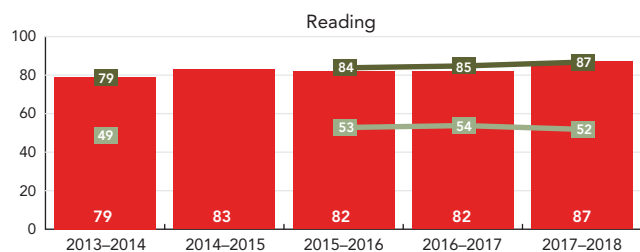
**Whitney Whiteduck,
Indigenous Artist
(5 schools)**

Safe and Inclusive Schools

- Collaboration with Mental Health Lead during Wellness Week. *You Hold Me Up* by Monique Gray-Smith was purchased for all schools.
- Leadership gatherings focused on ReconciliACTION.
- Development of French units for use around Le Carnaval (Bonhomme Carnaval wears a Métis Sash).
- Focus on gap training for high achievement expectations for all students
- Relationship building with local First Nations groups and Inuit organizations
- In-services to support the new grade 10 history curriculum revisions
- EOCCC Conference presentation on Weaving Indigenous Education and Catholicity
- Champion teachers support each family of schools
- PD Day for Educational Assistants focused on Indigenous Education

EQAO STANDARDIZED TEST RESULTS

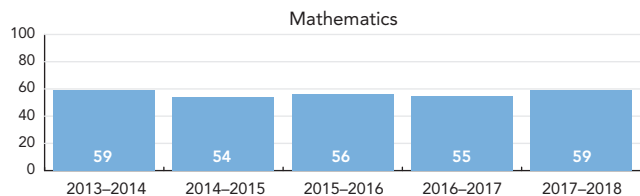
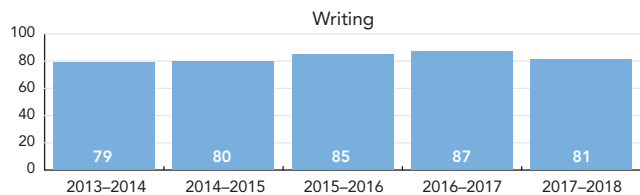
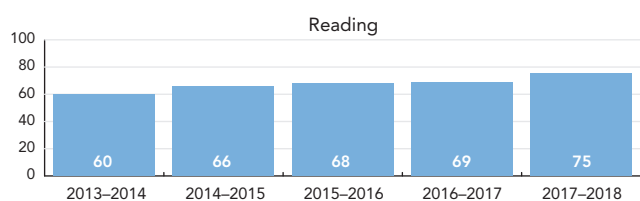
Grade 3



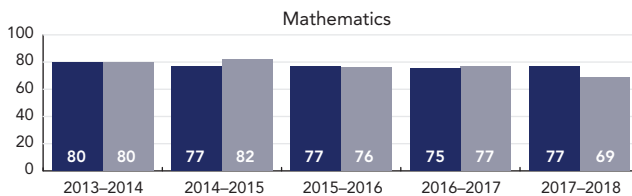
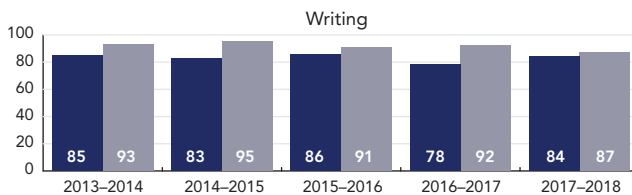
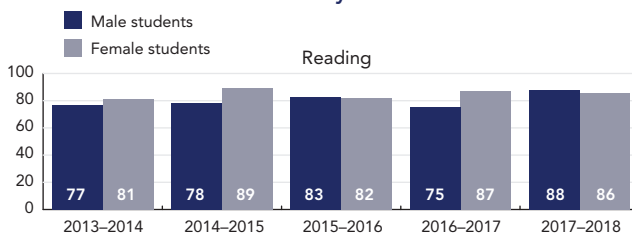
■ Highest English-Language Board Level results
■ Lowest English-Language Board Level results
■ RCCDSB

* 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



SNAPSHOTS OF OUR YEAR

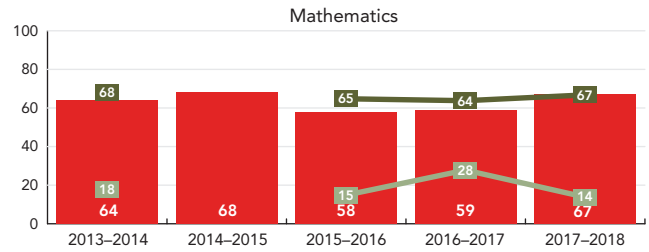
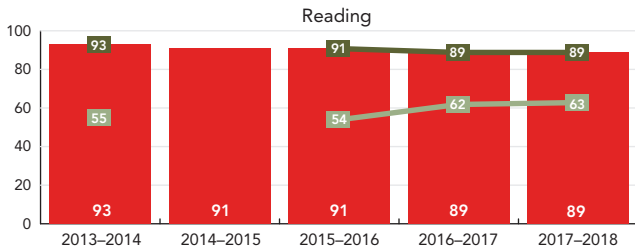


OLF opening Mass fall 2017

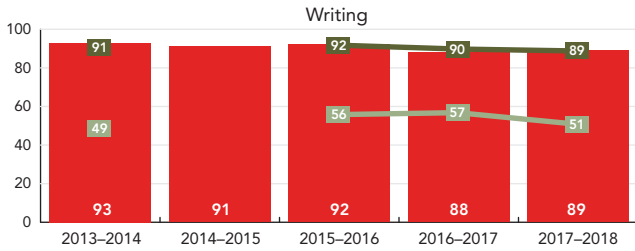


Food drive at St. Thomas the Apostle, Renfrew

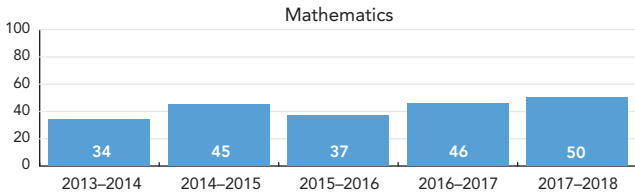
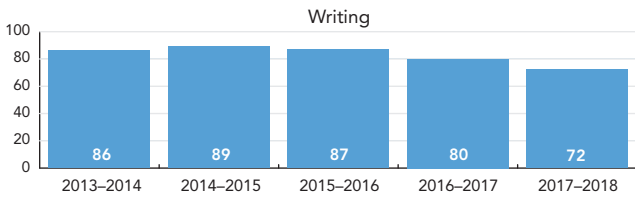
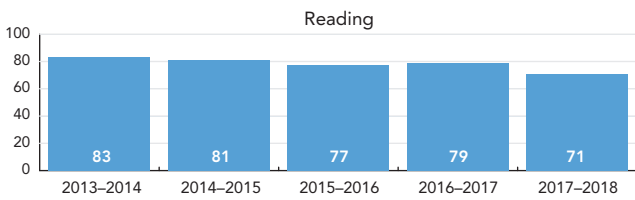
Grade 6



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

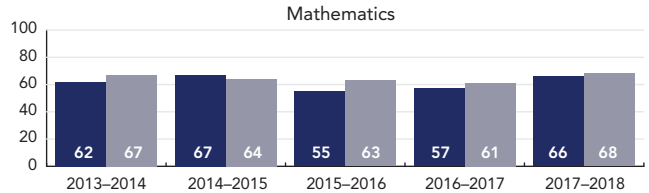
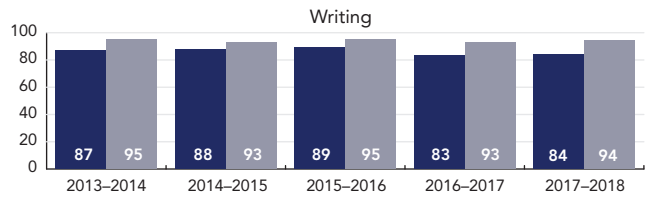
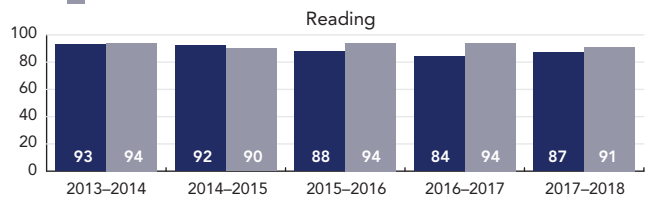


Special Education results



Results by Gender

Male students
 Female students



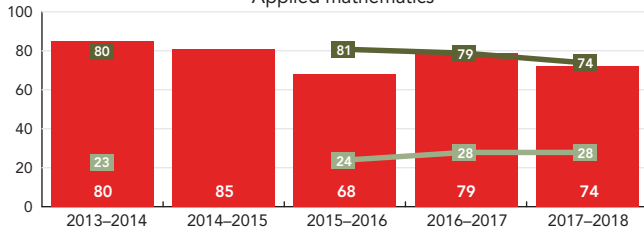
Reach Day 2017 - Shaw Woods Outdoor Education Centre.
Students work together to get their team through the spider web



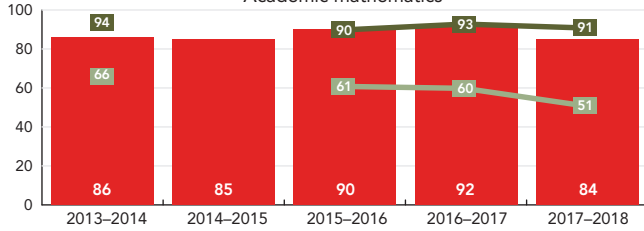
Blessing of Our Lady of Fatima - George Vanier Catholic School in Combermere

Grade 9

Applied mathematics

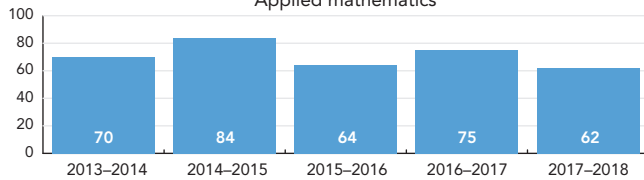


Academic mathematics

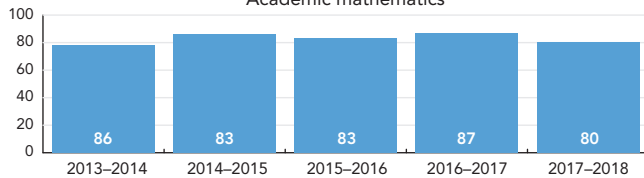


Special Education results

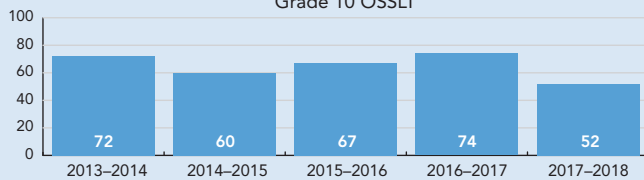
Applied mathematics



Academic mathematics

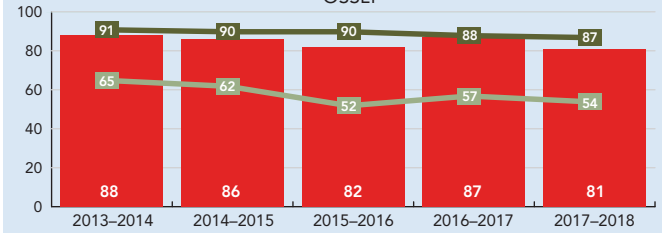


Grade 10 OSSLT



Grade 10

OSSLT

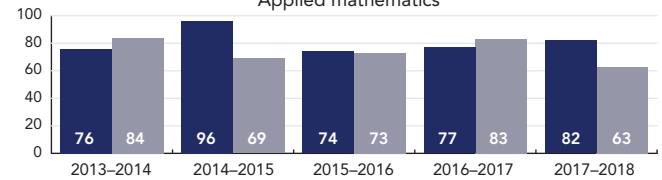


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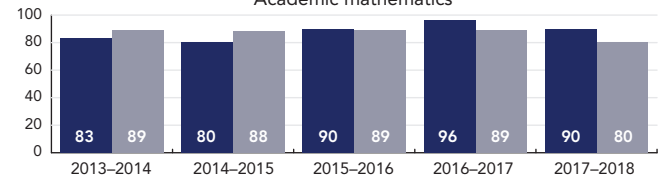
Results by Gender

- Male students
- Female students

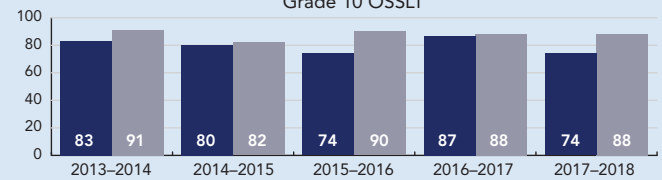
Applied mathematics



Academic mathematics



Grade 10 OSSLT



County-wide science fair success - Jacob Crossman & TJ Clouthier - Hydraulic Crane



Pink Day, St. Michael's Catholic School, Douglas

WHOLENESS & WELLNESS

We strive to facilitate an active faith journey rooted in prayer and the sacraments, through which we come to discover the goodness of who we are.

The mental health strategy for our board is outlined with the hope of providing a faith-filled framework that ultimately helps us to glorify God in the formation of students and staff who are fully alive in Christ. "The glory of God is the human person fully alive." – St. Irenaeus. This strategy calls all our staff and students to share warmth, hospitality, good humour and joy through RCCDSB outwards into the broader community.

Wellness Week

Wellness Week, January 23–27, was a great success. This week was the creation of the board mental health steering committee, building from the year before and adding components of literacy to the activities on wellness.



St. Andrew's kindergarten classroom with the book, *The Invisible String*. Students enjoyed thinking about how we are all connected.

Each day of the week highlighted virtues and had activities that fostered and explored the virtue of the day.

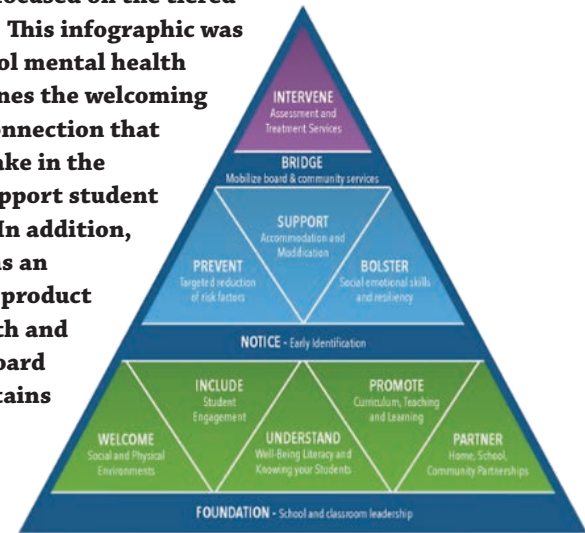


Many schools participated in Prayer Services and school assemblies for Wellness Week. The school took part in a wellness school-wide rock/paper/scissor challenge!

The entire week was enriched by collaboration between Religious Education, safe schools, outdoor education, technology and Indigenous Education.

In addition, schools focused on educator pathways to support mental health in students, especially in the area of anxiety.

Under the guidance of the board theme “warmth, hospitality, good humor and joy” the Leadership team and all schools focused on the tiered wellness model. This infographic was created by school mental health assist and outlines the welcoming and inclusive connection that teachers can make in the classroom to support student mental health. In addition, this triangle was an evidence-based product that aligned with and bolstered the board theme as it pertains to reaching all students.



Zones of regulation

There is a growing understanding that the better a child can self-regulate, the better he/she can rise to the challenge of mastering complex learning, skills and concepts. RCCDSB has been moving forward with a plan to support the development of our students' self-regulation and emotional regulation skills. Part of the plan has been the 'Zones of Regulation' training offered to staff, classroom support that takes place, and the information being passed to parents in order to maintain consistent language among schools and between home and school.

The 'Zones of Regulation' framework is used to teach students self-regulation and improve student's ability to recognize and communicate how they are feeling in a safe, non-judgmental way. The program starts with co-regulation and supports students as they move toward independent regulation. Some topics covered include: emotions and their impact on our own behaviour and on other people, perspective, recognizing changes in alertness, and strategies that support emotional regulation.



Christian Contemplation supports self-regulation

ACHIEVEMENT & POTENTIAL

We strive to nurture the giftedness, self-worth and potential of each individual so that success and achievement are attainable for all.

In our focus on student achievement and potential, we will continue to provide innovative programs, technology and teaching and learning methods to ensure each student and staff member experiences success.

Secondary quick fact

Between 2002–03 and 2016–17, there was a 5 percentage point(s) increase in the number of Grade 10 students in Renfrew County CDSB who passed the Ontario Secondary School Literacy Test. These are students who were eligible to write the test for the first time and fully participated.

Computational Thinking: the RCCDSB coding journey

The RCCDSB fosters innovation in learning and teaching for our students. The Innovation and Learning Fund provided an opportunity to support innovative educational practices that encouraged deeper learning and global competencies in our students. One of the concepts that we focused on was Computational Thinking to help students and staff understand the complex world

around them. Coding fosters Computational Thinking and we challenged our students to think like a computer scientist!

The Innovation project at St. Michael's Catholic School in Douglas aimed to develop a culture of Coding beginning with a two-day workshop using the Micro:Bit for teachers and students. The Micro:Bit has amazing cross-curricular applications for the classroom. The response and engagement by the staff and students far surpassed expectations and led us to explore the possibility of spreading the learning throughout our Board. The 2018-19 school year will see more teacher and student training through in-class lessons with the growing applications that are available for the Micro:Bit. 2018/19 school year will see more teacher and student training through in-class lessons with the growing applications available for the Micro:Bit.

Let the RCCDSB Coding Journey continue...



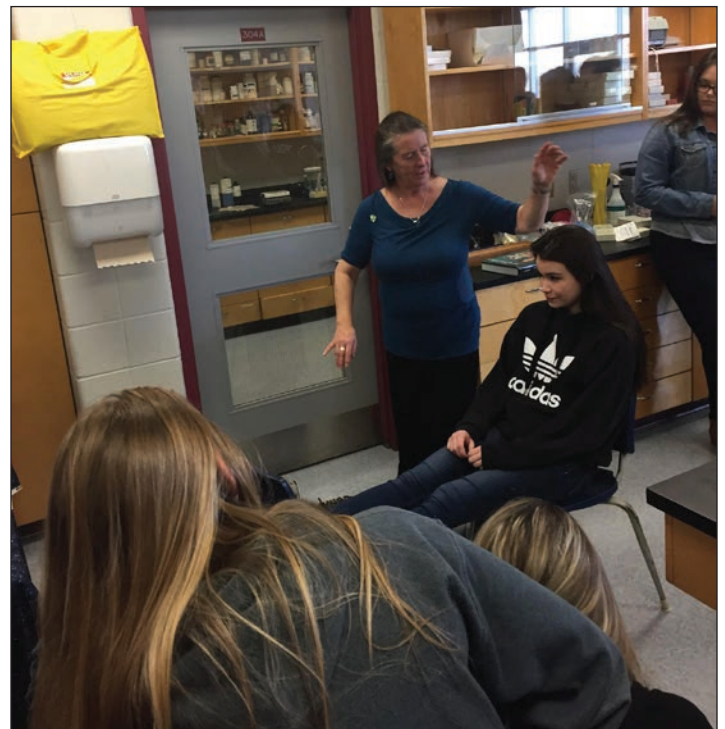
Creating experiential learning opportunities

RCCDSB High Schools have seen a growth with experiential learning opportunities with regard to the Ontario Youth Apprenticeship Program (OYAP) and Specialist High Skills Majors (SHSM) during the 2017–2018 school year.

- Ontario Youth Apprenticeship Program: Over the past year, St. Joseph High School and Bishop Smith CHS enrolled a number of students into Level 1 8-week in-school training with Algonquin College both at the Woodroffe Campus and Pembroke Waterfront Campus as part of their coop placement. The students enrolled in Plumbing, Carpentry and Electrical. The Apprenticeship Pathway is a viable and sustainable employment route for our students.

- Specialist High Skills Major RCCDSB successfully expanded the number and types of SHSM programs in our high schools. Students had opportunities for certifications, tours and discussions with sector specific industry partners and sector-focused skill development. They visited hospitals, medical clinics, physiotherapy clinics, Toronto Auto Show, cooking classes in Ottawa, Ottawa Senator Organization tours and presentations, cooking competitions at various colleges, off-site welding lessons, etc.

Some of the certifications students earned include First Aid, CPR, WHMIS, shop safety, hoist safety, Working at Heights, Fire Extinguisher Use Training, Safe Food Handling, clean hands certification, Therapeutic Touch, Safe Lifting Procedures, conflict resolution, Non-Violent Crisis Intervention Training and more.



SHSM offerings at each high school:

St. Joseph HS	Bishop Smith CHS
<ul style="list-style-type: none">• Health & Wellness• Non-Profit (New)• Information, Communication & Technology (New)	<ul style="list-style-type: none">• Health & Wellness• Hospitality & Tourism• Automotive• Construction (New)• Non-Profit (New)



The Specialist High Skills Majors have added a renewed focus of pathways for our students, who spend more time understanding the post-secondary opportunities related to their particular SHSM.



Math strategies

A focus of our Board is to continue improving upon student success, particularly in the area of mathematics. Some strategies that were employed include:

For educators: Day of Learning for math leads who then took learning back to their schools to share.

For students: A Board-wide initiative to implement 10-minute ‘math chats’ or ‘number talks’ at the beginning of daily lessons, which allow students to think about and share their number ideas.



Expanded outdoor play

Children spend a lot of time indoors and in the classroom. The RCCDSB has installed new ‘equipment’ at schools across our Board to encourage outdoor play. Outdoor activities are great for their general health and wellbeing, help to strengthen muscles, improve gross motor skills, and foster creative thinking.



WITNESS & INTEGRITY

We claim our role as global stewards cherishing all human life and creation around it, ensuring that resources are used wisely and honourably.

Stewardship of board resources

Catholic Education Week, 2018 (CEW pics)

The RCCDSB celebrated Catholic Education Week with a wide variety of activities under the theme, *Renewing the Promise*. Each of our schools showcased the promise of Catholic education through specially prepared curriculum, school assemblies, prayer services, Masses with local pastors, public art displays, community service initiatives, a multimedia campaign, and much more!

Religious Education Leads

Educator representatives from each of our Catholic schools came forward to serve as contact persons for Religious Education and school faith life. The Religious Education Leads have been a tremendous help in getting program-related news, information and seasonal faith resources out to school staffs. Their active presence highlights the importance of Religious Education at the heart of our distinctive Catholic school curriculum. It is one more way in which the RCCDSB continues to foster authentic Catholic identity in its schools.



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



Administrative team: **Mark Searson**, Superintendent of Educational Services; **Mary Lynn Schauer**, Superintendent of Business Services; **Elizabeth Burchat**, Superintendent of Educational Services; **Mary-Lise Rowat**, Superintendent of Educational Services; and **Jaimie Perry**, Director of Education.



2017–2022 strategic plan

The pillars of our 2017–2022 strategic plan:

- Dignity & Belonging
- Wholeness & Wellness
- Achievement & Potential
- Witness & Integrity

The plan can be found at: <http://rccdsb.edu.on.ca/wp-content/uploads/2017/02/Strat-Plan-22-B-1.pdf>

ABOUT US

RCCDSB's vital statistics

Number of students: Approximately 4,900

Schools and facilities:

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

Communities

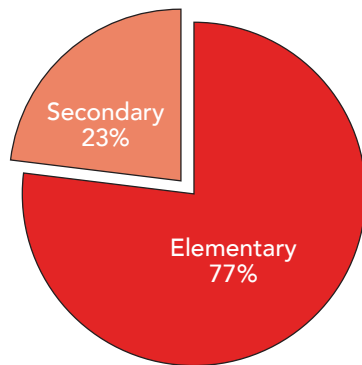
Our district covers a wide, mostly rural geographical area of more than 7,851 square kilometres from Deep River in the north to Arnprior in the south to Pembroke in the east and Barry's Bay in the west.

Employees

- Approximately 600 full-time staff
- Approximately 700 occasional staff

Annual expenditures: \$73.3 Million

Our student population



Our enrolment as of October 31, 2018, totals 4,872 students:

	Students	%	FTE
Elementary	3,739	77%	3,739.00
Secondary	1,133	23%	1,104.25
Total	4,872	100%	4,843.25

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.

Elementary class size report

All Ministry targets have been achieved.

90% Primary Classes 20 and under	93.10%	Achieved
100% Primary Classes 23 and under	100.0%	Achieved
100% of Grade 3/4 Combined Classes 23 and under	100.0%	Achieved
Board-wide FDK class average less than 26	24.1	Achieved
FDK class size less than 29	23.1	Achieved
Board-wide class size average (Gr 4–8) less than 24.5	24.29	Achieved

By the numbers

- Students in our Board who are English as a second language learners: 13.
- Students who self-id as FNMI: 196—which breaks down to First Nations, 145; Metis, 45; Inuit, 6

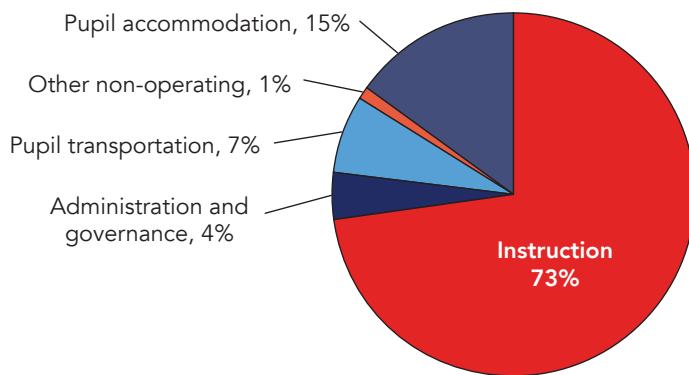
This is what Yaweh asks of you: only this, to act justly, to love tenderly, and to walk humbly with your God.

—Micah 6:8

STEWARDSHIP AND SUSTAINABILITY

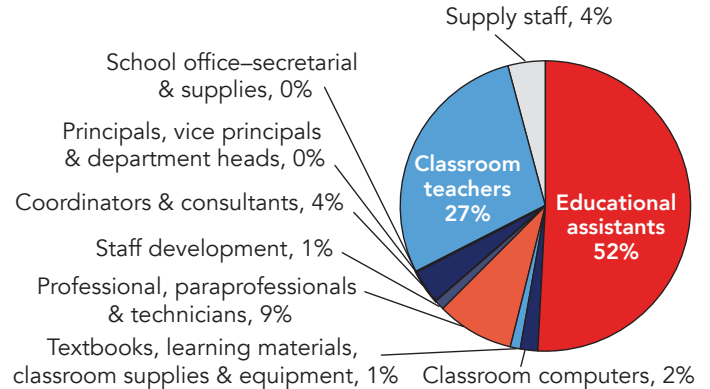
2018–2019 budget

Expenditure by category



Total: \$73,257,417

Special Education Expenditures



Total: \$10,336,949

2017–2018 Highlights

Program

- Continued investment in inclusive Special Education and Road to Independence program
- Strategies to strengthen classroom teaching and professional development specifically in mathematics
- Continued support for the Shaw Woods outdoor experience program to teach students about stewardship of the environment
- Dedicated teaching position to lead Indigenous Education programming
- Enhanced safe schools program

Physical Resources (17/18)

More than \$3.2 million was spent on school renewal and school condition improvements throughout the board including:

- heating upgrades: hot water boiler at St. Anthony's, Chalk River; HVAC harmonizer/heat pump exchange at Bishop Smith Catholic High School, Pembroke, and St. Joseph's Catholic High School, Renfrew
- roofing replacements: St. Joseph's Catholic School, Calabogie; George Vanier Catholic School, Combermere; St. Mary's OLG Catholic School, Deep River
- paving: St. Anthony's Catholic School, Chalk River, and St. James Catholic School, Eganville
- Daycare Space: Renovations for Daycare space at St. John Bosco Catholic School, Barry's Bay, and capital planning for Daycare addition at Our Lady of Lourdes, Pembroke

Technology

- Staff and students were engaged in computer coding learning through the use of micro:bit and robotics programs, employing creative and computational thinking and problem-solving skills.

Shared Resources

The Board continues to partner with many community organizations throughout the County to support programs with the RCCDSB:

- Renfrew County Joint Transportation Consortium
- Family & Children's Services

- Phoenix Centre
- Bromley Community Library – St. Michael's, Douglas
- Petawawa Military Family Resource Centre – St. Francis of Assisi and Our Lady of Sorrows, Petawawa
- Township of Greater Madawaska Community Library – St. Joseph's, Calabogie
- Children's Garden Nursery – Cathedral School, Pembroke
- Arnprior and District Child Care Services – Leaps & Bounds, St. Thomas the Apostle, Renfrew, St. Joseph's elementary School, Arnprior
- Children's Junction Daycare Mountain River Childcare Association – St. Mary's OLG Catholic School, Deep River
- Killaloe Community Resource Centre – St. John Bosco, Barry's Bay

Operational Efficiency

- Continued implementation of Electronic integration of absence reporting with Payroll/HR for occasional teachers
- Continued implementation of a board-wide attendance support, disability management and wellness program
- Continued integration of student information system and transportation information system
- Electronic notifications to parents and student for bus route changes, delays and cancellations
- Continued implementation of "green" products for all caretaking supplies
- Upgrade to board accounting system to allow web-based access and reporting
- Electronic integration of payroll accounting entries into finance system
- Implementation of electronic pay stubs
- Implementation of electronic funds transfer payment for all vendors
- Promotion of cash-less environment in all schools through the use of online payments

Labour Relations

- Implementation of provincial health trust accounts for all eligible board staff