

## Director's Message

The 2017-18 marked the conclusion of our multi-year strategic plan and the conclusion of our three-year spiritual theme. The district was successful in implementing its third straight multi-year plan that included an emphasis on Catholic faith formation, mathematics, literacy, safe & accepting schools and communications & community engagement. We engaged in a community engagement to discern our next three-year spiritual theme and to gather feedback for the next strategic plan.

We have become district leaders in our core areas of emphasis entirely due to the hard work and dedication of our staff and students. We have cultivated a strong culture around achievement for all students underpinned by our Catholic faith with an emphasis on a preferential option for the poor. We can look back on our accomplishments knowing that we are set up for success in the future.

I hope that this report provides useful insight into our accomplishments. We look ahead like the disciples on the road to Emmaus, reminded to be open to God's presence – knowing that despite adversity and despair – God is with us and truly present - guided by the scripture and in the breaking of the bread.

Chris N. Roehrig – Director of Education

## Motto

Excellence in Learning - Living in Christ

## Spiritual Theme

Act justly, love tenderly and walk humbly with your God.

## Core Values:

- We respect the dignity of the human person, created in the image and likeness of God.
- We exercise a preferential option for the poor (financial, intellectual, social and spiritual).
- We continually strive to deepen our relationship with God and one another.

## Strategic Plan Pillars

### Catholic Faith Formation

**Improve our capacity to assist staff, families and parishes in animating the faith of our students.**

- Overnight Contemplative Prayer Retreats offered specifically to NTIP and Aspiring Catholic Leaders program participants.
- Planned and implemented our system wide Faith Day on October 13, 2017.
- Overnight Contemplative Prayer Retreats offered to all staff across the district in 2017-2018.

- Trilogy Series on the Contemplative Life, Advent Retreat and Theology on Tap offered to all staff across the district in 2017-2018.
- School visits to support staff and students in their practice of Christian Meditation and continuation of the Christian Meditation take-home kits to support family prayer.
- Christian Meditation In-service Days offered to Secondary Department Heads to identify strategies and supports needed to become more intentional in implementing this practice consistently throughout school communities. **Increase the emphasis on Catholic social teaching in terms of catechesis and service learning.**
- Included faith learning opportunities about Catholic Social Teaching and works of charity and justice as a part of the ongoing consultation.
- Increased the student elementary school teams in 2017-2018 to 15 students per school and 20 secondary students per school, in addition to their teacher leads.
- During liturgical seasons of Advent and Lent, all schools participated in works of charity and social justice initiatives in conjunction with local and global Catholic Service Organizations.
- 17 Secondary students from across the district participated in the Guatemala Global South Encounter from February 2-11, 2018.
- Received and compiled reports in June 2018.
- Planned and implemented our system wide Faith in Action Celebration Day on May 25, 2018.
- Secondary students participated in an extension of this Faith in Action Celebration Day at the Hamilton Diocese Youth Rally on May 26, 2018.

### **Improved educator understanding of newly released curriculum documents.**

- Junior, intermediate and secondary teachers across the district received professional development around Family Life and the Health and Physical Education Curriculum.
- The new Grade 4 Religious Education Program, “Growing in Faith, Growing in Christ” was purchased, distributed, and fully implemented across the district. Grade 4 teachers were in-serviced on September 13, 2017.
- All secondary Religious Education teachers participated in two full-day in-service sessions on the new revised Secondary RE Policy Document in May 2018 in preparation for the mandated hard launch in September 2018.

### **Strengthen relationships across the entire Catholic community.**

- Elementary Faith Fairs successfully completed during Catholic Education Week 2018 with invitations sent to local Priests/ Parishioners and Catholic Service Organizations to attend.
- All Priests across the district were invited to attend the 2018 Catholic Student Leadership Awards event.
- Ingersoll Deanery Priests, along with Parish Pastoral teams and Principals within the Diocese of London and Brant Deanery Priests received training on the “Growing in Faith, Growing in Christ” Parish portal in May and June 2018.

- The emphasis on the importance of personal invitation and communication between school principals and the local parish(es) was continued.

## Student Achievement

### **Improve achievement for all students in literacy and mathematics.**

- Following year one, literacy support for K-3 teachers has been provided based on teacher and student needs.
- Identified teachers participated in a full day session and received follow-up support from curriculum consultants and student achievement teachers.
- Cross panel teams completed four PLCs with a focus on engaging reluctant writers.
- Teams of teachers from all three secondary schools participated in up to four PLC sessions per semester to support the integration of literacy skills across subject areas.
- All K-3 teachers participated in up to eight PLC sessions. Exit survey data reflected growth in understanding of foundational concepts.
- All Grades 4 to 8 teachers participated in up to eight PLC sessions. Exit survey data reflected growth in understanding of foundational concepts.
- In year one, all teachers of Grade 9 Applied mathematics received support as needed. Subsequent years included Grade 9 Applied teachers in the intermediate math cross panel initiatives.
- Cross panel teams of teachers engaged in professional learning specific to math content areas based on identified needs.
- A math AQ course was offered in Winter 2016 but cancelled due to low enrolment.
- Teacher capacity building related to mathematics transitioned to job embedded, school based PLCs.
- Ongoing teacher recruitment focused on subject qualifications with identified gaps.

### **Improve the capacity of teachers and principals to lead improvements in assessment and instructional practices.**

- Capacity building for principals was embedded in monthly Family of Schools sessions and through principal-selected instructional leadership sessions offered after the instructional day.
- Principal learning in mathematics knowledge for teaching was provided at monthly Family of Schools sessions.
- All schools have developed, implemented, and monitored goals outlined in the School Improvement Plan (SIP).

### **Increase the use of problem solving, critical thinking, collaboration, communication, creativity, entrepreneurialism, technology competencies in teaching and learning across the district.**

- BYOD has been expanded to provide open wifi access to all schools. Uptake is reflective of teacher efficacy.

- Robotics integration has been incorporated into the work of the STEM Innovation Consultant and STEM school based teachers.
- 21st century skills have been integrated into the work of STEM Innovation to enhance learning across all curriculum areas.

**Increase access to a wide variety of learning experiences and opportunities for self-reflection and goal setting in order to prepare students to make informed choices that best suit their unique talents, interests and abilities.**

- This is an expected practice in all secondary schools.
- All staff have been in-serviced on the All About Me Portfolios. We continue to build teacher capacity in the effective use of the portfolio as a way of documenting student learning. The portfolio is an optional tool for teachers.

### Safe and Accepting Schools

**Enhance inclusive school environments that support positive mental health.**

- Building capacity using a tiered approach to mental health literacy continued to be a priority as per the 2017-20 BHNCD SB Mental Health and Addictions Strategy.
- April 2018 saw the board's 4th annual Professional Activity Day designated to building capacity and embedding practices to promote student mental health and well-being.
- School Mental Health Leadership teams continued to operate in each school and emphasized the inclusion of students as co-creators of initiatives and activities.
- The past school year saw the creation of Student Well-Being Teams at the secondary level with the support of Jack.org.
- Participating in well-being activities that align with our spiritual theme during World Mental Health Day and Mental Health Week continues to be a priority for the 2017-20 BHNCD SB Mental Health and Addictions Strategy.
- In May 2018, a variety of events took place marking Mental Health Week including "Chalking" positive messages, wellness nights and classroom discussions about mental health.
- Embedding opportunities for Social Emotional Learning and mental health literacy will continue to be a focus during the 2018-19 Mental Health and Addictions Action Plan.
- This past year saw the piloting of the Mind Up program and whole school approaches in implementing Restorative Practices.

**Improve policies and procedures to have an impact on safety in schools and improve training for students, staff and leaders in the area of safe and accepting schools.**

- Policy and procedure 200.09 has been implemented and is regularly reviewed during AAC and on a case by case basis.
- The District and Safe and Accepting Schools Committee (DSASC) continued to meet four times per year. The focus of the committee's work during 2017-18 was on the development of the Risk of Injury/Student Safety Plan protocol, the creation of a School

Code of Conduct template that aligns with the District Code of Conduct and on the revision of the District Safe and Accepting Schools Plan.

- The district will implement board-wide online Bullying Prevention/Safe Schools training beginning in September 2018.
- Schools continued to develop, review, and implement Safe and Accepting School Plans (SSASP) that are consistent with the Code of Conduct, DSASP, and the Board's spiritual theme.

### **Improve the communication of initiatives and supports that are in place to ensure student safety.**

- Data collected using Thought Exchange/EveryVoiceCounts has been shared with administrators. This data will drive the 2018-2019 DSASP, SSASPs, and the School Climate Action Plans.
- Effective communication using various mediums (e.g. Twitter, newsletters, media) that celebrated the evidence of our safe and accepting schools was ongoing throughout the 2017-2018 school year.

### **Communication and Community Engagement**

#### **Increase our profile in the community.**

- The system initiatives for 2017-18 used standardized print and online ads
- A strategy was implemented to track online access and incorporate data into online registration campaigns.
- Project planning to transition Special Education Services resources to an online source will continue throughout July and August 2018.

#### **Improve awareness of the good things happening in our schools.**

- Online testimonials (web and Twitter) were tracked for reuse. The use of video at the school level was also increased to support this initiative.
- The use of standardized visuals throughout the school-level and district communications was increased. Images from school Twitter accounts were also collected as evidence of ambassadorship.

#### **Improve customer service perceptions in our community.**

- Improved customer service practices were incorporated into the new Kindergarten Registration project and other online school level/parent level activities. The goal to examine methods of keeping up with rapidly changing technology and parent/community expectations was met.
- St. Vincent De Paul continued to be supported in their 'new store' campaign, as well as in projects with schools. The Board also continued event advertising and support for other partner organizations.
- Two separate ThoughtExchange consultation projects were completed and the data was used to drive School Improvement plans as well as to form the foundation for consideration for the 2018-2022 Board Strategic Plan.

- School audits were performed and Communications Services reached out to schools with notable deficiencies with support. System level information was pushed down to school sites to give assistance.