



Northeastern  
Catholic District  
SCHOOL BOARD

# 2017 Director's Report

## Message from the Director of Education

It is a privilege for me to share my first Annual Report to the community highlighting the many accomplishments that we have made as a Catholic school board in Northern Ontario throughout 2017. The creation of this report has been an overwhelming experience as I acknowledge the many gains we have in the achievement of the goals set forth in our Multi Year Strategic Plan.

I extend my heartfelt gratitude to the members of our school teams who work with the students in our care, each and every day. We continue to work collaboratively in the achievement of our system priorities to identify and respond to student learning needs and actively prepare our students to be 21<sup>st</sup> century leaders and learners. Our work is not easy, but we have a group of dedicated professionals who are committed to improving opportunities and outcomes for our students. As well, our schools rely on the support of our system level staff. It is an honour to work with these committed teams at the Catholic Education Centre. Our Departments work behind the scenes to ensure that our students and schools run smoothly and have access to every resource needed to maximize success.

It has been a great year, and I look forward to future success and improvements as we continue our journey in Catholic education together. - Tricia Stefanic Weltz

## Message from the Chair of the Board

2017 was a year that witnessed the retirement of our Director of Education, Glenn Sheculski after eight years of dedicated service to the NCDSB. As a result, during the winter and spring of the year, our Board conducted a search for a new Director of Education and we were pleased to announce that former Superintendent of Education, Tricia Stefanic Weltz, was the successful candidate for the position and would assume her new leadership role on July 1, 2017. In addition, the Board was also pleased to announce the appointment of Jennifer Dunkley as Superintendent of Education. Throughout the course of the year, our Board closely monitored the development of the new Pope Francis Elementary School in Timmins and it was determined that, due to an unforeseen set of circumstances, the opening date of the school and the Early Years Centre would be postponed to September 2018. With that knowledge, our Board looks forward with great anticipation to opening day of Pope Francis Elementary School in September 2018. In the meantime, I am pleased to acknowledge the progress that is currently being made on a daily basis on the construction of the school building.

Finally, on behalf of the Board of Trustees, I would like to thank all of our families and others in our district who believe in and who support Catholic education. We acknowledge and appreciate the great work that is performed daily by our dedicated staff towards the continuous improvement of student achievement. May God Bless everyone. - Richard Brassard

## NCDSB Profile: Our Schools (2017)

NCDSB is made up of twelve elementary schools and one secondary school; including our Alternative & Continuing Catholic Education Support Services Centre (ACCESS Centre). The enrolment for elementary schools is 1828 students and 445 secondary school students. Our school board employs 163 (FTE) Teachers and 43 (FTE) Educational Assistants. We currently have twelve elementary, one secondary Principal and two Vice Principals. Geographically, our school Board is over 25,000 sq. kms in size spanning many communities in Northeastern Ontario including Moosonee, Kapuskasing, Cochrane, Iroquois Falls, Timmins, Kirkland Lake, Englehart, New Liskeard and Cobalt.

## Vision Statement

Living our  
Catholic Faith to shape  
success for all  
of our learners.

## Mission Statement

To provide Catholic education  
to all of our learners in a safe,  
nurturing, equitable and inclusive  
environment that prepares them  
for life.



# Meeting the Goals of our Multi Year Strategic Plan

## The ways that we have answered our CALL in 2017 ...

### **C**reate, Collaborate, Communicate

We believe that our students and staff must be given every opportunity to foster creativity and work in partnership with each other to ensure that our vision and direction are clearly shared and collectively achieved using 21<sup>st</sup> century skills and competencies. We will strive to enhance our communication strategies so that all members of our Catholic School communities have current information and a clear understanding of our next steps for collaborative action.

- Use of climate surveys to collect student voice on school programs and opportunities
- Design of the NECDSB eHub, providing our students and staff with access to learning and resources online
- Participation in the Hour of Code across the district, including board office staff
- SHSM Projects – Beehive Construction Project and ICE Project
- Advancements in the ICT infrastructure to improve services and communication opportunities at all levels of the Board
- Additional investments in Chromebooks to support student learning at all grade levels

### **A**ssess, Align, Act

We believe that our decisions must be based on current information and that our actions are aligned with our vision and future directions. Using relevant and current information and research, we must create, implement, and monitor action plans that are designed to enhance opportunities for our students and staff. We will critically review board, school, and department improvement plans to ensure that our actions are aligned and responsive to our Catholic system needs.

- Continued partnership with Sandra Herbst, helping to build educator capacity with assessment for, as, and of learning
- Renewed mathematics strategy and involvement in the Math Leadership Network, in an effort to maximize student achievement and outcomes
- Exploration of strategies to improve planning and the establishment of priorities at all levels of the school board
- Achieved a balanced budget, with continuous improvements to resources, program opportunities, and experiential learning for our students
- Completion of a school consolidation at the elementary level in Timmins, with the opening of Pope Francis Elementary School

### **L**isten, Learn, Lead

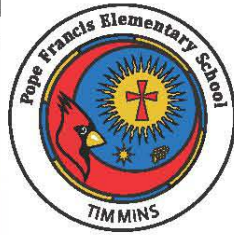
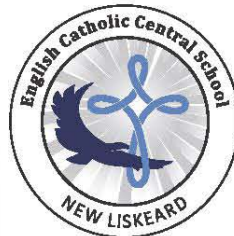
We believe that our students, staff and stakeholders have valuable ideas to share with us to improve outcomes. We are committed to listening and using the information we gather to help make the best possible decisions to enhance our Catholic school system. Our work must be grounded in principles of student and community voice. Our students and staff must take the stance of life-long learners and leaders and be active agents of change.

- Design of professional activity days with opportunities for differentiated learning to better meet the needs of all staff
- Continuous opportunities for board and school staff to use current information and evidence to make organizational and instructional decisions
- Introduction of an Adventure Curriculum at ACCESS (Alternative & Continuing Catholic Education Support Services)
- Refinements made to financial services and strategies to improve accountability at the school level

### **L**ive with Hope, Love in Christ



We believe that our Catholic school system is rooted in the message and teachings of Jesus Christ. Our schools and system honour and respect difference and foster equity and inclusion. We hold a shared responsibility to create and sustain Catholic learning environments that nurture health, wellness, safety, and compassion. The faith journey of our students and staff is enriched when we identify our own gifts and use them to enhance the lives of others.

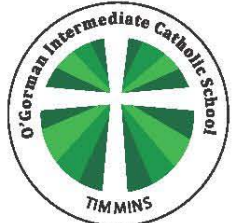
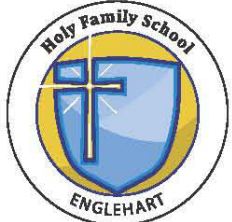
- Refinements to cross panel work, designed to improve the transitions of students as they journey toward a meaningful graduation outcome
- Initial work towards the design of an Equity Plan, that is aligned with ministry guidelines and expectations
- Promotion of a healthy working and learning environment by providing necessary health & safety training modules, development of Suicide Risk Management Procedure, and providing resource materials to all staff
- Significant focus on Mindset in Mathematics, and helping to build student confidence in math
- Camp Mini-Yo-We experience for students to engage in faith based learning adventures



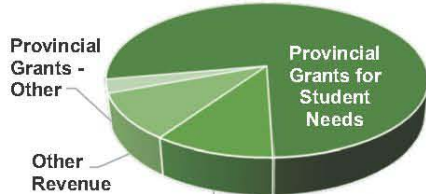
# Our Achievement Story

## Highest, Lowest and Provincial Average Based on Percentage of Students at Levels 3 and Above

Grade 3 Reading	12-13	13-14	14-15	15-16	16-17	Grade 6 Reading	12-13	13-14	14-15	15-16	16-17
Provincial Average	68%	70%	N/A	72%	74%	Provincial	77%	79%	N/A	81%	81%
NCDSB	45%	54%	55%	56%	60%	NCDSB	67%	71%	66%	74%	68%
Females	46%	55%	57%	66%	64%	Females	77%	75%	68%	73%	68%
Males	44%	54%	54%	49%	56%	Males	58%	67%	64%	74%	67%
Special Needs	25%	49%	41%	44%	38%	Special Needs	40%	49%	39%	60%	46%
Grade 3 Writing						Grade 6 Writing					
Provincial Average	77%	78%	N/A	74%	73%	Provincial	76%	78%	N/A	80%	79%
NCDSB	52%	58%	53%	60%	55%	NCDSB	62%	67%	61%	68%	57%
Females	60%	63%	60%	67%	62%	Females	72%	84%	68%	78%	63%
Males	46%	55%	46%	55%	49%	Males	51%	52%	57%	61%	52%
Special Needs	35%	60%	37%	63%	56%	Special Needs	40%	38%	28%	51%	37%
Grade 3 Math						Grade 6 Math					
Provincial Average	67%	67%	N/A	63%	62%	Provincial	57%	54%	N/A	50%	50%
NCDSB	51%	56%	55%	50%	54%	NCDSB	42%	41%	42%	32%	28%
Females	51%	56%	52%	52%	51%	Females	41%	46%	40%	36%	25%
Males	51%	56%	58%	48%	57%	Males	43%	37%	44%	30%	30%
Special Needs	25%	42%	29%	40%	38%	Special Needs	19%	15%	16%	9%	9%
Grade 9 Academic Math	12-13	13-14	14-15	15-16	16-17	Grade 10 OSSLT					
Provincial Average	84%	85%	N/A	83%	83%	First Time Eligible	12-13	13-14	14-15	15-16	16-17
NCDSB	53%	68%	78%	80%	64%	Provincial	82%	83%	82%	81%	81%
Females	50%	68%	83%	74%	73%	NCDSB	66%	68%	79%	52%	65%
Males	56%	68%	70%	87%	52%	Females	80%	62%	75%	53%	75%
Special Needs	0%	50%	50%	100%	25%	Males	50%	57%	71%	49%	53%
Special Needs	0%	50%	50%	100%	25%	Special Needs	24%	46%	30%	37%	32%
Grade 9 Applied Math	12-13	13-14	14-15	15-16	16-17						
Provincial Average	44%	47%	N/A	45%	44%						
NCDSB	26%	33%	24%	24%	36%						
Females	18%	41%	16%	15%	33%						
Males	28%	25%	35%	32%	40%						
Special Needs	29%	21%	16%	17%	20%						

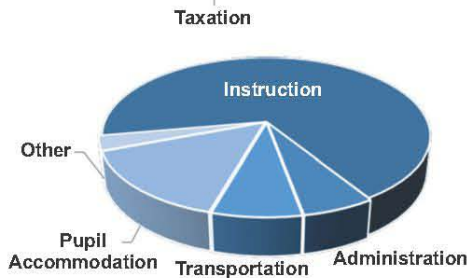


# Our Financial Story



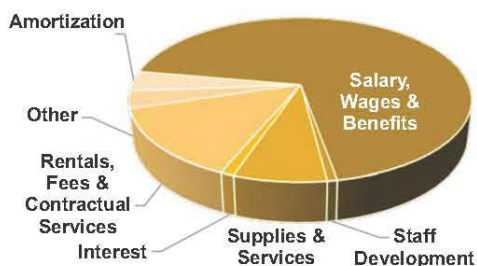
### 2016/2017 Revenue

Provincial Grants for Student Needs	\$ 31,153,192	77%
Taxation	\$ 4,110,565	10%
Other Revenue	\$ 3,901,001	10%
Provincial Grants - Other	\$ 1,158,170	3%
<b>Total</b>	<b>\$ 40,322,928</b>	<b>100%</b>



### 2016/2017 Expenditures by Category

Instruction	\$ 27,730,097	69%
Administration	\$ 2,449,587	6%
Transportation	\$ 3,005,353	7%
Pupil Accommodation	\$ 5,928,613	15%
Other	\$ 1,208,698	3%
<b>Total</b>	<b>\$ 40,322,928</b>	<b>100%</b>



### 2016/2017 Expenditures by Object

Salary, Wages & Benefits	\$ 27,975,277	69%
Staff Development	\$ 315,825	1%
Supplies & Services	\$ 2,948,751	7%
Interest	\$ 431,938	1%
Rentals, Fees & Contractual Services	\$ 5,647,884	14%
Other	\$ 1,375,953	3%
Amortization	\$ 1,626,720	4%
<b>Total</b>	<b>\$ 40,322,348</b>	<b>100%</b>

**Annual Surplus** \$ 580

# Our Focus on Equality and Inclusion

We have a renewed focus on the principles of equity and inclusion, as we strive to embed the objectives and actions of *Ontario's Education Equity Action Plan, 2017* into our work as Catholic District School Board. During this past school year, we have taken some important steps to identify, remove, and prevent systemic barriers.

- Refinements to our climate surveys and engaged Principals in strategic analysis of the results to inform our next steps for action.
- Staff participation in Indigenous Cultural Competency Training, in an effort to help our staff obtain the necessary skills, knowledge, attitudes and values in order to foster meaningful and informed relationships with the Indigenous community.
- Initiated reviews of related policies and procedures to ensure they reflect equity and inclusive education principles and approaches.
- Improvements to our adult education model to support our learners in their efforts to finish secondary school studies.

## Board of Trustees

Rick Brassard (Chair) - Kirkland Lake/Englehart  
Colleen Landers (Vice-Chair) – Timmins/Moosonee  
Peter DelGuidice - Timmins/Moosonee  
Martin Drainville – New Liskeard/Haileybury/Cobalt  
Fred Salvador Jr. - Timmins/Moosonee  
Denis Lincez - Kapuskasing  
Elizabeth King – Cochrane/Matheson/Iroquois Falls  
Steve Malciw - Kirkland Lake/Englehart  
Ron MacInnis - Timmins/Moosonee  
Marli Narduzzi - Student Trustee



Back Row (L to R): Ron MacInnis, Peter DelGuidice, Denis Lincez, Steve Malciw, Front Row (L to R): Elizabeth King, Richard Brassard, Colleen Landers, Martin Drainville  
Missing from Picture: Fred Salvador Jr.

## Senior Administration

Tricia Stefanic Wertz, Director of Education  
Daphne Brumwell, Superintendent of Education  
Jennifer Dunkley, Superintendent of Education  
Melanie Bidal-Mainville, Manager of Human Resources  
Erika Adam, Manager of Finance  
David Horton, Manager of Plant  
Glen Nakashoji, Manager of Information & Communications Technology Services



## Moving into 2018 we will ...

- Identify continuous improvements in service delivery, program provisions, and staff growth to support enhanced student achievement and well-being.
- Engage our stakeholders in a process to revisit and refine our Multi-Year Strategic Plan, which will serve as our foundation for decisions.
- Enhance the image of the NCDSB and build important partnerships in communities across our district.
- Focus on the role of Catholic School Trustee.
- Revisit our recruitment strategies to ensure the best available staff are serving our students and system.
- Deepen our focus on Ontario's Education Equity Action Plan.
- Renew our social media campaign and website design to enhance NCDSB's virtual presence to better engage with our audiences.