



ST. CLAIR CATHOLIC  
DISTRICT SCHOOL BOARD

*Lighting the Way ~ Rejoicing in Our Journey*

# DIRECTOR'S ANNUAL REPORT 2017

## A Message from the DIRECTOR OF EDUCATION

I am pleased to present my 2017 *Director's Annual Report*, to the parents, staff and entire community of the St. Clair Catholic District School Board. Our work and efforts continue to be guided by the document *Lighting the Way, Rejoicing on our Journey: Our Plan for Excellence in our Catholic Schools*. This board-wide, Kindergarten to Grade 12 multi-year strategic plan is built on the foundation of our Board's mission statement and the three strategic priorities which emerge from it: Living our faith; promoting educational achievement and innovation; and fostering stewardship, leadership and social justice.

As you study our *Annual Progress Report for 2016-2017*, inside this brochure, you will notice:



Dan Parr  
Director of Education

- Our three *Strategic Priorities*, listed on the left side of the progress report, which are taken directly from the mission statement. They reveal the most important goals for which we strive, through our actions, decisions, and planning.
- Each of our three *Strategic Priorities* is accompanied by a set of *Goals and Specific Actions*, as well as a set of *Desired Results*. This information helps us keep our eyes on our priorities. They provide us with the "look fors" to help us know if we are making progress towards priorities.
- As well, each *Strategic Priority* is broken down into small, measurable annual targets. These are found in the column entitled *Our Targets*.

Looking down the *Target Achieved?* column, you will notice several marked 'achieved' and even a few marked 'exceeded.' If you are one of the nearly 1,000 employees of our Board, you especially should view these ratings with pride and a sense of accomplishment. And, if you are a student, parent or community supporter of Catholic education, these results should instill in you a sense of confidence.

While most of our targets pertaining to student achievement were reached, we must and will continue to seek and implement ways for *all* of our students to demonstrate a high level of academic achievement. This is because we know that is the most valuable tool to enable our students and children to succeed in a rewarding career, to make positive contributions to their communities and to be the strong, caring, Christian women and men we want as our leaders and neighbours of tomorrow. We also recognize that the uniqueness of each learner must be recognized and celebrated, as we work to enable the realization of their personal best.

We are proud of the faith-based education provided to the approximately 9,000 students attending the 28 Catholic schools in Chatham-Kent and Sarnia-Lambton. We are honoured to be entrusted with the responsibility of educating each one of these children. Working with parents and our parish partners, we commit to doing our best to provide a strong and effective Catholic education, which will equip them with faith, hope, skill and knowledge for the future.

It has been an honour to serve you as Director of Education since 2013. As I begin my retirement, my prayer is for much continued success for the students, staff, families and parish partners of the St. Clair Catholic District School Board.

## LIVING OUR FAITH Leadership in Our Schools - A Message on Joy and Love from Father John Comiskey

Father John Comiskey was the featured speaker at St. Clair Catholic's annual gathering, *The Great Family of Our Church - Our Annual Day of Faith and Learning Together*, in February. Father Comiskey is Moderator of the Curia for the Diocese of London.

"We are extremely grateful and honoured that Father John made time available in his busy schedule to attend our two-day conference in the St. Clair district," says Dan Parr, Director of Education. "Father's theme for the events was *Joy in Life - Leadership in Catholic Education* and he had a tremendous message for each of us who attended."

Father Comiskey quoted from a recent Papal encyclical, in which the Holy Father addressed this topic. Pope Francis said, "... the Church must accompany with attention and care the weakest of her children, who show signs of a wounded and troubled love, by restoring in them hope and confidence, like the beacon of a lighthouse in a port, or a torch carried among the people to enlighten those who have lost their way or who are in the midst of a storm."

# PROMOTING EDUCATIONAL ACHIEVEMENT & INNOVATION

## Our Lady of Fatima Robotics Team Partners with Ministry of Transportation to Develop Deer Crossing Warning System

Members of the Cyber Knights, the robotics team at Our Lady of Fatima Catholic School in Chatham, have helped to develop a system to alert drivers when deer are on the move.

"The students are really excited that officials with the Ministry of Transportation liked their idea and that it is being piloted in the area," says Dan Rolo, a teacher and robotics team coach at Our Lady of Fatima.

The device they developed consists of a motion-activated exterior light mounted on a post facing away from the highway. Their thinking was that when deer approach the roadway, the light would be triggered, frightening the animal away from the road.

Mr. Rolo reached out to staff from the West Region Ministry of Transportation, and following a meeting further refinements were made. A flashing beacon mounted above a deer alert sign was added, so that motorists would be warned that animals are on the move nearby and to drive with caution.

"It's so great to see an interest in public safety from such a group of bright young minds like the Cyber Knights. The ministry is very pleased to pilot their invention, and I look forward to the results" says Steven Del Duca, Minister of Transportation.



## FOSTERING STEWARDSHIP, LEADERSHIP AND SOCIAL JUSTICE

### Canadian Senator Michael MacDonald Speaks to Students at St. Patrick's Catholic High School

Last May, Hon. Michael MacDonald, a member of the Canadian Senate from Cape Breton, Nova Scotia addressed a group of about 250 students at St. Patrick's Catholic High School. The visit was arranged by teacher Blake Morrison, who took part in a week-long Teachers Institute on Canadian Parliamentary Democracy in Ottawa.

"We were very excited when Senator MacDonald accepted our invitation to speak to students here at St. Patrick's," says Mr. Morrison. "It's not every day students get to meet a member of the Canadian Senate and ask questions."

The students, from Grades 10 through 12, were selected because of their interest in politics. They asked a number of questions, ranging from free trade to Canada's relations with the United States to the national debt.



## INCLUSIVE SCHOOLS

### Blanket Exercise Gives Students a Better Understanding of Indigenous History

Students, staff, members of Bkejwanong Walpole Island First Nation community and representatives of the local parish gathered at St. Elizabeth Catholic School in February to participate in a Blanket Exercise. The exercise is a teaching tool, which helps participants understand the relationship between Indigenous and non-Indigenous peoples in Canada.

The blankets are laid out on the floor to represent "Turtle Island," the name for North America. The exercise begins 500 years before the first Europeans sailed across the Atlantic. Through narration, events are described that result in the shrinking of Turtle Island. Smallpox, treaties, residential schools and the Indian Act, all result in populations and land disappearing. As a result, blankets are folded and students are asked to leave the blankets while remaining part of the circle learning about the history.

The Blanket Exercise at St. Elizabeth Catholic School was the first in the St. Clair district; however, several others have been held at Catholic schools since.





# LIGHTING THE WAY - REJOICING IN OUR JOURNEY

Our Plan for Excellence in our Catholic Schools

# OUR PROGRESS REPORT: 2016-17

## OUR MISSION

Walking together in Christ's light with parish and family, we are called to build a safe and inclusive Catholic learning community and to serve as partners in the formation of life-long learners by:

- Living our faith; • Promoting educational achievement and innovation; • Fostering stewardship, leadership, and social justice.

STRATEGIC PRIORITIES	GOALS AND STRATEGIC ACTIONS	DESIRED RESULTS	OUR TARGETS IN 2016-17	TARGET ACHIEVED?	OVERALL PROGRESS ON THIS PRIORITY
LIVING OUR FAITH	We will live our faith when: <ul style="list-style-type: none"><li>• We work in all ways to be living examples of our Mission as a Catholic school board.</li><li>• Our Catholic elementary and secondary schools are first choice for all Catholic families in our region.</li><li>• Our Catholic faith is present in all aspects of our curriculum and visible in our school environments.</li><li>• We provide adult faith formation for our staff.</li><li>• Information about our quality Catholic school system is readily available in our community.</li></ul>	<ul style="list-style-type: none"><li>• Our faith will be recognized as the foundation for who we are as a Catholic school system.</li><li>• Our employees will model and teach our Catholic faith by word and examples.</li><li>• Our Catholic faith, sacramental life and commitment to social justice will be taught, learned and lived in partnership with parishes and homes.</li><li>• The community will be well-informed about the Catholic programs, services and choices that we offer.</li></ul>	We will: <ul style="list-style-type: none"><li>• Achieve a measurable increase in the retention of Catholic students to secondary school.</li><li>• Implement and support the Grade 3 Religious Education program.</li><li>• Seek and document staff and student feedback to identify needs for Faith Formation and offer a variety of opportunities in response to this feedback.</li><li>• Build cultural awareness of the FNMI perspective across the system.</li><li>• Build staff ownership of this priority in all School Improvement Plans.</li></ul>	Achieved Achieved Achieved Achieved Achieved	<ul style="list-style-type: none"><li>• Retention rates from Catholic elementary schools into our Catholic secondary schools is on track to exceed 80%. This is a strong vote of confidence from the families we serve.</li><li>• New learning resources for our Religion and Family Life curriculum have been effective in realizing this priority. Therefore, a \$230,000 investment in these valuable new resources, including the web-based digital resources, has been committed.</li><li>• Living Our Faith will continue to be an essential component of each school's Improvement Plan.</li></ul>
PROMOTING EDUCATIONAL ACHIEVEMENT AND INNOVATION	We will promote educational achievement for all when: <ul style="list-style-type: none"><li>• Our students' learning experiences are 21st Century reflective of the global and digital age in which we live, rich in critical thinking, creativity and citizenship and enhanced by technology.</li><li>• Our students achieve their highest levels of appropriate educational and personal development.</li><li>• We prepare our students for academic and practical success through innovative career-based opportunities involving Colleges, Co-operative Education and Apprenticeships.</li><li>• We commit to high levels of achievement and well-being for all students through professional learning that is collaborative, job embedded and responsive to their needs within a caring Catholic culture.</li></ul>	<ul style="list-style-type: none"><li>• Our educators will be skilled at providing 21st Century learning and our learning environment will be equipped to do so.</li><li>• Our students will achieve:<ul style="list-style-type: none"><li>✓ Developmentally appropriate literacy and math benchmarks in the primary and junior divisions.</li><li>✓ Level 3 in literacy and numeracy in the intermediate and senior divisions.</li><li>✓ 16 credits by the completion of Grade 10.</li><li>✓ Increased graduation rates.</li></ul></li><li>• Our partnerships and programs will create valuable opportunities for student development both within and beyond the classroom, that prepare them well for the future.</li><li>• Our principals and teaching staff will continually learn and collaboratively develop best practice teaching and learning strategies.</li></ul>	We will achieve measurable improvement in: <ul style="list-style-type: none"><li>• The understanding and application of 21st Century competencies through the use of innovative pedagogy and technology in all schools.</li><li>• Student achievement as measured by:<ul style="list-style-type: none"><li>✓ Phonological Awareness Screening;</li><li>✓ Primary reading developmental benchmarks;</li><li>✓ Grades 3 and 6 EQAO results in reading, writing and math;</li><li>✓ Elementary report card data in reading, writing and math;</li><li>✓ Reading benchmarks for St. Clair Summer Learning Camp students;</li><li>✓ Pass rates of applied compulsory courses;</li><li>✓ Grade 9 applied math, including students with IEP's;</li><li>✓ Grade 10 OSSLT;</li><li>✓ 4 and 5 year graduation rates;</li><li>✓ Number of students achieving "16 by 16" - 16 credits by end of Grade 10;</li><li>✓ Number of OYAP registrations;</li><li>✓ Number of SHSM completions.</li></ul></li><li>• Number of community connected partnerships that increase co-learning opportunities for staff and experiential learning opportunities for students considering work, apprenticeship or college destinations.</li><li>• Number of staff trained to implement Collaborative Pro-Active Solutions.</li><li>• Number of staff and students trained in Mentally Healthy Schools and Classrooms.</li><li>• Number of staff trained by the Geneva Centre in working with students who have Autism.</li></ul> <p>We will:</p> <ul style="list-style-type: none"><li>• Align data from the school climate survey to the Well-Being goal of School Improvement Plans (SIP).</li><li>• Use collaborative inquiry and learning cycles to engage school teams in meaningful professional learning opportunities connected to the Strategic Plan and SIP in order to monitor school improvement.</li></ul>	Approaching Achieved Approaching Approaching Approaching Approaching Approaching Approaching Approaching Approaching Approaching Approaching Approaching Approaching Approaching Approaching Exceeded Approaching Approaching Approaching Achieved Achieved Achieved Achieved Achieved Achieved Achieved Achieved Achieved Achieved Achieved	<ul style="list-style-type: none"><li>• Phonological Awareness screening and Primary Reading monitoring reveal increased numbers of students achieving age-appropriate benchmarks throughout the school year in these essential learning foundations.</li><li>• Our Grade 3 EQAO results have improved in all three areas over last year, but our Grade 6 results have not improved.</li><li>• Our success rate on the Grade 10 Literacy Test has increased by 4% over last year and our graduation rate is an impressive 91.5%.</li><li>• We have achieved some growth in achievement of students in the Grade 9 &amp; 10 applied math stream.</li><li>• Our Grade 9 EQAO Math results reveal strong growth amongst students in the applied stream.</li><li>• We will strive for greater progress in the number of our secondary students achieving apprenticeship offers, and a more consistent relationship between report card results, reading benchmarks and EQAO results at elementary.</li></ul>
FOSTERING STEWARDSHIP, LEADERSHIP AND SOCIAL JUSTICE	We will foster stewardship, leadership and social justice when: <ul style="list-style-type: none"><li>• We model behaviour that is ethical, courageous and deeply rooted in our faith.</li><li>• We are responsive, transparent and accountable in our actions and decisions.</li><li>• We make wise decisions on the use of human and public resources and facilities in our care.</li><li>• We are an active participant in the communities in which we work.</li><li>• We all care for God's creation by managing and reducing our carbon footprint in measurable ways.</li></ul>	<ul style="list-style-type: none"><li>• Optimum use will be made of all our resources, schools and related facilities.</li><li>• Communication, inclusion and fiscal responsibility will underpin all our resource management decisions.</li><li>• We will take significant steps to show leadership in environmental responsibility, energy use and ecological practice.</li><li>• We will be recognized as valuable partners in community initiatives where we can make a positive difference.</li></ul>	We will: <ul style="list-style-type: none"><li>• Develop policies and procedures to safeguard personal information:<ul style="list-style-type: none"><li>✓ Privacy;</li><li>✓ Social Media and Electronic Communications;</li><li>✓ Confidentiality of Medical Records.</li></ul></li><li>• Create a communication strategy to improve information management and sharing across the organization.</li><li>• Investigate data-sharing business analytics tools to enhance decision-making efficiency and effectiveness.</li><li>• Develop a strategy to enhance employee health and well-being.</li><li>• Use the 2016 Business Process Assessment, Improvement and Automation Plan to develop greater efficiencies in business processes, workflows and automations.</li></ul>	Achieved Achieved Achieved Approaching Exceeded Achieved Achieved Achieved	<ul style="list-style-type: none"><li>• All policies designed to enhance the safety and confidentiality of personal information have been revised and improvements have been implemented.</li><li>• A Business Intelligence tool has been selected and is being developed, to increase our data supported decision-making capabilities.</li><li>• Employee health and well-being strategies were successfully developed and will continue as a priority.</li><li>• Appropriate information sharing amongst employees continues as a priority.</li></ul>



*John Van Heck*  
Chair of the Board



*Michelle Parks*  
Vice Chair of the Board



*Carol Bryden*  
Trustee



*Anita Mallette-Snobelen*  
Trustee



*Mat Roop*  
Trustee



*Brenda Rumble*  
Trustee



*Linda Ward*  
Trustee



*Deacon Jerry Lozon*  
Board Chaplain

## SCHOOL BOARD PROFILE *(as of March 31, 2017)*

Schools: 28 (Elementary: 26; Secondary: 2)  
Enrolment: 8,696  
(Elementary: 6,246; Secondary: 2,450)

Classroom Teachers: 508  
(Elementary: 353; Secondary: 155)  
Instructional Support Staff: 250

Principals and Vice-Principals: 33  
School Office Support Staff: 44  
Facilities Support Staff: 73  
Board Administration: 28

## STEWARSHIP OF RESOURCES

The St. Clair Catholic District School Board is committed to building and sustaining the infrastructure necessary to support and improve student achievement. In its continued commitment to make schools better places to learn, the Board invested \$6,567,832 in school renewal, school condition improvement and greenhouse gas reduction projects during the 2016-17 school year.

School	Project Description	Cost
St. Patrick's	Roof Replacement, Lighting Retrofit, Interior Upgrades, PA System Upgrades	1,460,253
Our Lady of Fatima	Site and Parking Lot Improvements	657,116
St. Anne, Sarnia	Roof Replacement	613,150
St. Michael, Ridgetown	Roof Replacement, Portapak Removal, Site Improvements	533,292
Christ The King	Roof Replacement, Portapak Heating, Classroom Upgrades	499,136
St. Peter Canisius	Roof Replacement, Lighting Retrofit	464,594
St. Anne Blenheim	Classroom Upgrades	374,905
Gregory A. Hogan	Interior Upgrades, Lighting Retrofit	344,248
St. John Fisher	Site Improvements, Lighting Retrofit	312,534
Good Shepherd	Roof Replacement	311,108
St. Joseph, Corunna	Classroom Upgrades, Lighting Retrofit	308,803
Sacred Heart, Port Lambton	Roof Replacement, Lighting Retrofit, Roof Top Unit Replacement	193,313
St. Joseph, Tilbury	Roof Replacement	137,600
St. Matthew	Lighting Retrofit, PA System Upgrades	65,275
Holy Trinity	Lighting Retrofit, PA System Upgrades	64,453
St. Elizabeth	Library Upgrade, Lighting Retrofit	58,718
Ursuline College	Interior Upgrades	36,670
St. Vincent	Roof Repairs	12,004
Various Schools	Lighting Retrofits	120,660



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