



ST. CLAIR CATHOLIC  
DISTRICT SCHOOL BOARD

*Lighting the Way ~ Rejoicing in Our Journey*

# DIRECTOR'S ANNUAL REPORT 2016

## A Message from the DIRECTOR OF EDUCATION

I am pleased to present my 2016 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 *Lighting the Way, Rejoicing in 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:

*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.*

As you study our annual progress report for 2015-2016, on the inside of this report, I would like to draw your attention to a few key points:

- Our three strategic priorities, listed on the left side of the progress report, are taken directly from the mission statement. They reveal the most important goals for which we strive, through our actions, decisions, and plans.
- Each of our three strategic priorities is accompanied by a set of goals and strategic actions, as well as a set of desired results. This helps us to keep our eyes on our priorities. They provide us with the "look fors" to help us know if we are making progress towards our three strategic priorities.
- As well, each strategic priority is broken down into small, measurable, annual targets. These are found in the column entitled *Our Targets in 2015-16*.

It is our annual targets that we are reporting on within this document. As you look down the column entitled *Targets Achieved?* you will see that we achieved or exceeded in most of the targets we set for 2015-2016. As a school system, we are very proud of this fact; and, as the Director of Education, I am very grateful for the hard work and commitment of our staff. Without their dedication, we could never have achieved such a high degree of success. You will also see from this column that we still have more work to do, to reach the high standards we have set for student achievement.

We know the importance of the highest possible achievement for each one of our students. We also recognize that the uniqueness of our learners, particularly in math, will call on all of our efforts and all of our skill, in order to bring every student to his or her personal best.

We are proud of the excellent faith-based education provided to each of the approximately 9,000 students who attend our 28 Catholic schools in Chatham-Kent and Sarnia-Lambton and we are honoured to be entrusted with the responsibility of helping each one to grow in faith and become life-long learners. Working with parents and our parish partners, we commit to doing our best as we provide a strong, effective Catholic education, which will equip our students with faith, hope, skill, and knowledge, both now and for the future.

## LIVING OUR FAITH

As we strive to be living examples of our Board mission and to earn the confidence of all Catholic families in the region, we put our faith into action. There are many accomplishments over the past year in this priority, including:

- implementation of the revised Grade 1 and 2 Religious Education Programs across the system
- continued support to address the Revised Health and Physical Education Programs through the Catholic lens
- provision of a variety of faith formation opportunities for staff
- renewed emphasis on the importance of prayer for our students
- increasing the retention of our Catholic elementary students to our Catholic secondary schools across Sarnia-Lambton and Chatham-Kent



Dan Parr  
Director of Education

# PROMOTING EDUCATIONAL ACHIEVEMENT & INNOVATION

## Class Project at St. Michael Catholic School in Ridgetown Receives World-wide Recognition

A student learning experience developed by a teacher at St. Michael Catholic School in Ridgetown has been recognized by the global partnership *New Pedagogies for Deep Learning* (NPDL), a world-wide collaborative initiative led by Dr. Michael Fullan, the former Dean of the Ontario Institute for Studies in Education.

In 2015-2016, six schools of the St. Clair Catholic District School Board entered into the collaborative inquiry. Grade 7/8 teacher Andrea DeBruyn at St. Michael supported her students to delve deeply into a learning task entitled *What Can We Do to Help Refugees?* It enabled students to research, write, produce and perform a play intended to educate other students, families and the community about the refugee crisis. The project also included fundraising, through ticket sales, which helped support a refugee family locating in Ridgetown.

“Through drama, the students communicated the complexity of the refugee crisis, as they examined it through the perspective of a family and explored the challenges faced by refugees as they seek to improve their lives,” says Julie Knight, Principal of St. Michael Catholic School.

Recently, Ms. DeBruyn was informed in a letter from Dr. Fullan and his team that her exemplar had been selected as providing a rich description of deep learning and that it had “...contributed to our collective learning and understanding of deep learning and how it can support students world-wide.” It will be shared on the international Deep Learning Hub, where teachers world-wide can collaborate and share strategies.

“We are very proud of the work of Ms. DeBruyn and the tremendous journey of learning and discovery that led her students and their families to a new understanding of this important issue,” says Dan Parr, Director of Education. “This is precisely the kind of innovative learning that we strive for as part of our strategic goals for students.”

Although this project has received tremendous recognition, it is representative of the kind of learning that takes place in St. Clair Catholic schools every day. Every school has a team of educators and principals involved in professional learning to explore the role of teachers as “activators of learning,” who design learning experiences which build on learner strengths, needs and interests, using real-life, authentic connections.

“If we understand and implement the foundations and conditions for innovative learning, then all students will develop 21<sup>st</sup> century competencies, which will improve their achievement in literacy and numeracy,” says Laura Callaghan, Superintendent of Education.



Students perform the play “Run, Hide, Survive” about the plight of refugees.



Students donate funds from ticket sales to members of the local refugee committee.

## The Great Family of Our Church

Bishop Joseph Dabrowski was the featured speaker at St. Clair Catholic’s *Great Family of Our Church – Our Annual Day of Faith and Learning Together*.

“We are pleased and honoured that the Bishop was able to attend this two-day event in our district,” says Dan Parr, Director of Education.

The Bishop’s theme for the day was the Holy Year of Mercy, which was declared by Pope Francis, as a way for the church to make more evident its mission to be a witness of mercy throughout the world.

*The Great Family of Our Church* is an annual celebration, which brings together representatives of the Catholic community, all of whom have an interest in the mission of Catholic education and in its future.

Representatives include St. Clair Catholic trustees, senior administration, principals, staff, parents, students, union and association presidents, the Knights of Columbus, the Catholic Women’s League, priests and parish partners.



(Back Row L-R) Joseph Palko, Chaplaincy Leader, St. Patrick’s Catholic High School; Liz Bujaki, Principal, Gregory A. Hogan Catholic School; Scott Johnson, Superintendent of Education; Robert Cicchelli, Principal, St. Patrick’s Catholic High School; and Laura Callaghan, Superintendent of Education. (Front Row L-R) Dan Moynihan, Diocese of London; Kendra Hoek, Student, St. Patrick’s Catholic High School; Bishop Dabrowski; Sean Fraser, Student, St. Patrick’s Catholic High School; Dan Parr, Director of Education; and Bob Bailey, Sarnia-Lambton MPP.



# OUR PROGRESS REPORT: 2015-16

## OUR MISSION

### LIGHTING THE WAY - REJOICING IN OUR JOURNEY

Our Plan for Excellence in our Catholic Schools

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.

APPROACHING  
DESIRED RESULTS

ACHIEVED  
DESIRED RESULTS

EXCEEDED  
DESIRED RESULTS

STRATEGIC PRIORITIES	GOALS AND STRATEGIC ACTIONS	DESIRED RESULTS	OUR TARGETS IN 2015-16	TARGET ACHIEVED?	OVERALL PROGRESS ON THIS PRIORITY
<b>LIVING OUR FAITH</b>	<p>We will live our faith when:</p> <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>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Implement and support the Grade 1 and 2 Religious Education Programs.</li> <li>• Achieve measurable increase in the retention of Catholic students to secondary school.</li> <li>• Implement Family Life Education and Institute for Catholic Education (I.C.E.) supports which address the Health and Physical Education curriculum (HPE).</li> <li>• Seek staff and student feedback to identify needs for faith formation.</li> <li>• Support the implementation of Christian meditation in our schools.</li> </ul>	<p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p>	<p>Overall, desired progress was achieved, and steps were taken in 2015-16 on which to build future progress on this priority, including:</p> <ul style="list-style-type: none"> <li>• Beginning implementation and teacher PD on the new, rich curriculum and resources for our Catholic Religion/Family Life curriculum;</li> <li>• An intentional, structured approach to the responsibility of ensuring high retention in Catholic education from elementary to secondary;</li> <li>• A renewed emphasis on the importance of prayer for our students;</li> </ul>
<b>PROMOTING EDUCATIONAL ACHIEVEMENT AND INNOVATION</b>	<p>We will promote educational achievement for all when:</p> <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>	<p>We will achieve measurable improvement in:</p> <ul style="list-style-type: none"> <li>• EQAO Scores: Grade 3 and 6 numeracy, reading and writing, Grade 9 applied math, Grade 10 OSSLT (full-time eligible students).</li> <li>• 4 and 5 year Graduation rates.</li> <li>• Number of students achieving "16 by 16".</li> <li>• Broaden the understanding and appreciation of pathway possibilities for all students by: <ul style="list-style-type: none"> <li>• Measurable increase in the number of OYAP registrations.</li> <li>• Measurable improvement in Individual Pathways Plan (IPP) completion.</li> <li>• Implementation of K-6 Portfolios.</li> <li>• Measurable increase in Specialist High Skills Major (SHSM) completion.</li> </ul> </li> <li>• Broaden the understanding and appreciation of 21st Century pedagogy and technology by: <ul style="list-style-type: none"> <li>• Increase in number of technology devices in the hands of students.</li> <li>• Increase in the frequency of the use of technology.</li> <li>• Prioritize use of critical and creative thinking processes across the curriculum.</li> </ul> </li> <li>• Embed the School Effectiveness Framework into the School Improvement Planning Process</li> <li>• Implement the SCCDSB Three Year Mental Health and Wellbeing Plan.</li> </ul>	<p>APPROACHING</p> <p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p> <p>EXCEEDED</p> <p>APPROACHING</p> <p>ACHIEVED</p> <p>EXCEEDED</p>	<p>Satisfactory progress has been made on most of the 2015-16 targets of this priority with the exception of our student achievement target as measured by EQAO. We are pleased with the positive growth in the following:</p> <ul style="list-style-type: none"> <li>• Graduation rate;</li> <li>• Secondary credit-accumulation rate;</li> <li>• Use of Individualized Pathways Plans in both elementary and secondary;</li> <li>• Implementation of our Mental Health and Wellbeing plan.</li> </ul> <p>As always, we will use our accomplishments to build more progress in areas such as:</p> <ul style="list-style-type: none"> <li>• Student achievement, with emphasis on bringing all elementary and all secondary applied math students to achievement at the provincial standard of B or Level 3;</li> <li>• Increased use of technology-enhanced learning to support critical and creative thinking;</li> <li>• Broader and deeper implementation of "New Pedagogies for Deep Learning" across all classrooms and schools to support critical and creative thinking.</li> </ul>
<b>FOSTERING STEWARDSHIP, LEADERSHIP AND SOCIAL JUSTICE</b>	<p>We will foster stewardship, leadership and social justice when:</p> <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>	<p>We will:</p> <ul style="list-style-type: none"> <li>• Develop an implementation plan for the automation and improvement of recurring business process workflows.</li> <li>• Create a strategy and accompanying policy for the development of Outdoor Learning/Play Environments to replace the current Playground Equipment Policy.</li> <li>• Expand our Environmental Stewardship policy to develop leadership and encourage improvements in ecological practice and energy conservation throughout the Board.</li> <li>• Use the long-term facilities management plan to inform the implementation of the Student Accommodation and Boundary Review Policy.</li> <li>• Use the 3-year financial plan to inform the development of the annual budget.</li> </ul>	<p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p> <p>ACHIEVED</p>	<p>In 2015-16, we completed development of and began implementing several long-range plans and processes that will form the basis for wise, responsible stewardship decisions well into the future:</p> <ul style="list-style-type: none"> <li>• Our Long-Term Capital Plan;</li> <li>• Our revised Student Accommodation and Boundary Review policy and procedures;</li> <li>• Our annual Community Planning and Partnerships meetings;</li> <li>• Our Three-Year Financial Projections;</li> <li>• Our Business Process Assessment Improvement and Automation Plan;</li> <li>• Our revised Outdoor Playspaces and Equipment policy and procedures.</li> </ul>



Front Row (L-R) Anita Labadie, Trustee; Michelle Parks, Vice Chair; John Van Heck, Chair; Dan Parr, Director of Education; Carol Bryden, Trustee; Deb Crawford, Superintendent of Education.  
 Back Row (L-R) Deacon Jerry Lozon, Chaplain; Brenda Rumble, Trustee; Linda Ward, Trustee; Mat Roop, Trustee; Jim McKenzie, Associate Director and Treasurer; Scott Johnson, Superintendent of Education; James Duff, Executive Manager – Human Resource Services; Laura Callaghan, Superintendent of Education.  
 Absent: Amy Janssens, Executive Superintendent - Corporate Services & Treasurer.

## SCHOOL BOARD PROFILE (as of October 31, 2016)

Schools: 28 (Elementary: 26; Secondary: 2)	Classroom Teachers: 507 (Elementary: 354; Secondary: 153)	School Office Support Staff: 44
Enrolment: 8,789 (Elementary: 6,222; Secondary: 2,567)	Instructional Support Staff: 249	Facilities Support Staff: 76
Percentage of Primary Classes at 20 Students or Fewer: 92.0%	Principals and Vice- Principals: 34	Board Administration: 26

## STEWARDSHIP 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 in which to learn, the Board invested \$3,664,516 in school renewal and school condition improvement projects in 2016.

School	Project Description	Cost
Ursuline College	Lighting Retrofit, Interior Upgrades, Elevator, Field House Improvements	486,518
Christ the King	Lighting Retrofit, Rooftop Unit, Renovations	237,320
Gregory Hogan	Roof Replacement	295,524
Holy Trinity	Site Improvements	274,445
St. Anne, Sarnia	Lighting Retrofit, FDK Retrofit	262,781
St. Elizabeth	Boiler Replacement, Canopy, Roof Repairs	244,207
St. Joseph, Tilbury	Lighting Retrofit, Accessible Washroom, Parking Lot Improvements	200,636
St. Michael, Brights Grove	Site Improvements, Lighting Retrofit	158,688
St. Michael, Ridgetown	Classroom Upgrades, Lighting Retrofit, Renovations	399,122
St. Philip	Roof Replacement, Lighting Retrofit	402,345
St. Ursula	Site Improvements	164,529
Various Schools	Lighting Retrofits	196,481
Various Schools	Miscellaneous Renovations & Upgrades	341,920



**ST. CLAIR CATHOLIC**  
 DISTRICT SCHOOL BOARD  
*Lighting the Way ~ Rejoicing in Our Journey*

420 Creek Street,  
 Wallaceburg N8A 4C4

**519-627-6762**  
**1-866-336-6139**  
[www.st-clair.net](http://www.st-clair.net)