

## PROMOTING EDUCATIONAL ACHIEVEMENT & INNOVATION

We commit to high levels of achievement and wellbeing for all students and strive to provide learning experiences to all students that are reflective of the global and digital age in which we live, rich in critical thinking and creativity, and enhanced by technology.

### Accomplishments in 2014-2015

Our students demonstrated significant improvements in academic achievement in 2014-2015:

- Grade 3 – 75% of students achieved at the provincial standard in Reading – up 11%; 78% in Writing – up 3%; and 67% in Math – up 4%;
- Grade 6 – 76% of students achieved at the provincial standard in Reading – up 1%; 89% in Writing – up 4%;
- 87% of Grade 10 students achieved success on the Ontario Secondary School Literacy Test compared to 82% provincially;
- 90% of our students achieved their Secondary School Graduation Diploma – up 7%.

Our learning environments are 21<sup>st</sup> Century:

- Investments in bandwidth in all of our schools enables use of technologies for educational purposes, including Board-owned and “Bring Your Own Device”;
- Six of our schools are involved in an international research project – *New Pedagogies for Deep Learning*, to deepen our understanding of effective Mathematics and Literacy teaching and learning.

Our comprehensive three-year Mental Health and Wellbeing plan has been completed and implementation has begun.

### Faith and Education Priorities for 2015-2016

Our educators will be skilled at providing 21<sup>st</sup> Century leaning and our learning environment will be equipped to do so. We will:

- Increase the number of technology devices in the hands of students;
- Increase the integration of technology across the curriculum;
- Prioritize critical and creative thinking opportunities for students;
- Provide opportunities for adult faith formation;
- Provide training for the new provincial Health and Physical Education curriculum, to ensure that it is taught through our Catholic lens, using resources developed specifically for Ontario’s Catholic schools;
- Celebrate the Holy Jubilee Year of Mercy throughout our Catholic school system.

## FOSTERING STEWARDSHIP, LEADERSHIP & SOCIAL JUSTICE

### Accomplishments in 2014-2015

- A long-term facilities management plan, which will guide future pupil accommodation reviews, will be presented in early 2016.
- A 3-year financial plan, which will provide a framework for future resource management decisions, will inform the annual budget development process.
- Our newly-hired Energy/Environmental Services Coordinator has identified financial savings and established the foundation for achieving future energy efficiencies.
- All employees have been trained on the legislated Broader Public Sector Procurement Guidelines.
- Mutually beneficial partnerships have been forged with Lambton College, St. Clair College and our Catholic partners in the region.

### Priorities for 2015-2016

- Develop an implementation plan for automating and improving our recurring business process workflows.
- Create a strategy and accompanying policy for outdoor play and learning environments to replace the current Playground Equipment policy.
- Expand our environmental stewardship policy to develop leadership and encourage improvements in ecological practice and energy conservation .
- Use the long-term facilities management plan to inform the implementation of the Student Accommodation and Review Policy.
- Use the 3-year financial plan to inform the development of the annual budget.



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, Assistant Superintendent – Corporate Services.

## SCHOOL BOARD PROFILE

(as of October 31, 2015)

Schools: 28 (Elementary: 26; Secondary: 2)  
Enrolment: 8,785 (Elementary: 6,239;  
Secondary: 2,546)  
Percentage of Primary Classes at 20  
Students or Less: 91.7%  
Classroom Teachers: 510 (Elementary: 358;  
Secondary: 152)  
Instructional Support Staff: 252  
Principals and Vice-Principals: 35  
School Office Support Staff: 44  
Facilities Support Staff: 77  
Board Administration: 29

## 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 to learn, the Board invested \$3,061,989 in school renewal and school condition improvement projects in 2015.

School	Project Description	Cost
St. Patrick's	Final Consolidation Costs, HVAC and Lighting	630,792
Ursuline College	Interior Upgrades, PA System, Roof Replacement	446,117
Monsignor Uyen	Classroom Upgrades	314,311
St. Michael, Ridgetown	Child Care Retrofit, FDK Classrooms	391,530
Gregory A. Hogan	FDK Classrooms, Barrier Free Washroom, Parking Lot Improvements	223,752
St. Anne, Blenheim	Boiler Replacement, Child Care Retrofit	205,619
St. John Fisher	Site Improvements	190,083
St. Joseph, Tilbury	Parking Lot Improvements	161,599
Georges P. Vanier	Asphalt Work	152,812
Various Schools	Interior Upgrades	186,904
Various Schools	Roof Replacements, HVAC Upgrades	158,470



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)



# DIRECTOR'S ANNUAL REPORT 2015

## A Message from the DIRECTOR OF EDUCATION

It is my great pleasure to present this Annual Report outlining the St. Clair Catholic District School Board's accomplishments for the 2014- 15 school year. You will quickly notice that the heart and foundation of this annual report is our Board's mission statement and the three strategic priorities which emerge from our mission:

- Living Our Faith;
- Promoting Educational Achievement and Innovation;
- Fostering Stewardship, Leadership, and Social Justice.

The Board's mission statement and its core priorities proclaim who we are and what we aspire to be, and they articulate the commitment we make to the families of the approximately 9,000 students choosing Catholic education in Chatham-Kent and Lambton County. But in order to ensure that our dreams and wishes about our mission are accompanied by a concrete plan with accountability and reporting, we have a precise set of long-term goals and results, as well as annual targets for each of our three Core Priorities. And, beginning with this annual report, we have committed to a concise, transparent report of our progress to you, the community that we have the privilege of serving. You will find this “report card” of our progress on the inside of this annual report.

Please take a moment to study the progress report inside. You will clearly see that we did not achieve our desired results in some areas, and therefore we have more work to do in those areas. This reality helps us to identify the targets to which we must remain committed. But equally importantly, you can clearly see that we have met or exceeded our 2014-15 targets in a substantial number of areas. All of this means that we have made substantial progress on the commitment we make to you through our mission statement.

We continue to strive for academic excellence, while ensuring that all students are provided with the tools and resources to achieve their personal best. As well, we remain committed to more precise applications of 21st-century skills and software to enable improved learning. And we remain committed to being responsible, frugal stewards of the public financial resources entrusted to us.

I hope that our commitment to an annual concise, transparent reporting tool will enable you to have great confidence in the St. Clair Catholic School Board, which will enable us to continue to work together, with parish and family, for improved Catholic education for our children.



Dan Parr  
Director of Education

## LIVING OUR FAITH

We work in all ways to be living examples of our mission as a Catholic school board, while we strive to ensure our elementary and secondary schools are the first choice for all Catholic families in the region.

### Accomplishments in 2014-2015

- Living Our Faith web page is used by both the public and staff members. The *Faith In Action* section supports teachers in making Catholicity visible in the school and classroom. Visit the page at <http://www.st-clair.net/living-our-faith.aspx>.
- Our *Curriculum and Chaplaincy Newsletter* is now designed to support adult faith formation and to make faith present in all aspects of our curriculum and school environments.
- New resources have been purchased and training has been provided for the implementation of the new Religious Education and Family Life Education program.
- There is continued collaboration at Deanery meetings and at our annual *Great Family of Our Church* symposium, which connect parish, parents and principals.



# OUR PROGRESS REPORT: 2014 - 15

## LIGHTING THE WAY - REJOICING IN OUR JOURNEY

Our Plan for Excellence in our Catholic Schools

### 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.

APPROACHING DESIRED RESULTS

ACHIEVED DESIRED RESULTS

EXCEEDED DESIRED RESULTS

STRATEGIC PRIORITIES	GOALS AND STRATEGIC ACTIONS	DESIRED RESULTS	OUR TARGETS IN 2014-15	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>	We will:		<ul style="list-style-type: none"> <li>• Allocation of resources and PD for the revised Catholic Religion/Family Life program has begun and will continue in future until this goal is complete.</li> <li>• New optional adult faith formation opportunities were implemented and will continue.</li> <li>• Integration of Catholic Social Justice teaching and opportunities requires more attention.</li> <li>• Strategies to maximize our enrolment require more attention.</li> </ul>
			• Develop an implementation plan for our new Religion/Family Life Program.	ACHIEVED	
			• Introduce new adult faith formation initiatives.	ACHIEVED	
			• Enhance the Integration of social justice concepts and actions in our teaching and learning and learning.	APPROACHING	
			• Celebrate the liturgical seasons and sacraments in partnerships with our parishes and families.	ACHIEVED	
• Review, revise and implement strategies to maximize enrolment in our Catholic schools.	APPROACHING				
<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:               <ol style="list-style-type: none"> <li>1. Developmentally appropriate literacy and math benchmarks in the primary and junior divisions;</li> <li>2. Level 3 in literacy and numeracy in the intermediate and senior divisions;</li> <li>3. 16 credits by the completion of grade 10;</li> <li>4. Increased graduation rates.</li> </ol> </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>• All indicators reveal a positive increase in meaningful use of technology in learning, across all grades and subjects.</li> <li>• Student enrolment in non-university pathways has increased.</li> <li>• Elementary EQAO rates have improved, with particular attention still needed in Junior Math.</li> <li>• Secondary graduation rates, credit accumulation rates and applied math rates require ongoing attention.</li> </ul>
			• Numbers of teachers and students meaningfully integrating technology into the curriculum (BYOD: blended e-learning usage; documentation network; survey data).	EXCEEDED	
			• EQAO Scores in:		
			• Grade 3 numeracy:	ACHIEVED	
			• Grade 3 reading and writing:	EXCEEDED	
			• Grade 6 numeracy:	APPROACHING	
			• Grade 6 reading and writing:	ACHIEVED	
			• Grade 9 applied math:	APPROACHING	
			• Grade 10 OSSLT (full-time eligible students).	EXCEEDED	
			• Grade 10 credit accumulation with a goal of 16 x 16.	APPROACHING	
			• Graduation rate.	APPROACHING	
			• SHSM completion rate.	EXCEEDED	
			• Grades 7-12 students using "My Blueprint" twice/year.	APPROACHING	
• Participation of teachers in blended on-line learning modules.	EXCEEDED				
• Participation of teachers in PLC's.	APPROACHING				
<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>	We will:		<ul style="list-style-type: none"> <li>• Our 5-year capital plan, which will be instrumental in making wise decisions about future accommodation reviews, will be completed in early 2015-16.</li> <li>• Our 3-year financial plan, which is a data-informed mechanism for forecasting future revenues and expenses, is nearing completion.</li> <li>• Our Energy/Environmental Services Coordinator has worked throughout 2014-15 to secure financial savings through conservation and to develop the foundation for future energy efficiencies.</li> <li>• All employees have been trained on the legal requirements of Public Sector purchasing.</li> <li>• Strong, mutually beneficial partnerships have been forged with Lambton College, St. Clair College, and our Catholic partners in the region.</li> </ul>
			• Develop a 5-year capital plan to guide the Board with future capital expenditure decisions.	APPROACHING	
			• Develop a 3-year financial plan to guide resource management decisions.	APPROACHING	
			• Hire an Energy and Environmental Coordinator, in partnership with our co-terminous Board, to monitor and drive improvement in ecological practice throughout the Board.	EXCEEDED	
			• Develop an implementation plan and provide training for the Broader Public Sector procurement initiative.	ACHIEVED	
• Investigate partnerships with external organizations for our work on community initiatives.	ACHIEVED				