

# DIRECTOR'S ANNUAL REPORT

# 2019



## Growing in Faith

Promoting Educational Achievement and Innovation



ST. CLAIR CATHOLIC  
DISTRICT SCHOOL BOARD

*Lighting the Way ~ Rejoicing in Our Journey*

*A Message from the*

# DIRECTOR OF EDUCATION

Dear Parents and Guardians,

I am very pleased to present my Director's Annual Report for the 2018-2019 school year, which highlights the achievements of our students and the tremendous work of our committed staff. This report profiles the innovative education programs, initiatives and community partnerships of which we are most proud and highlights student wellbeing and social justice initiatives, guided by the mission of Catholic education.

There is much to celebrate at St. Clair Catholic. In particular, there are two important projects I would like to share with you - the new St. Angela Merici Catholic School, currently under construction in north Chatham; and our new Strategic Plan.

## ***We're Growing! - St. Angela Merici Catholic School Opens September 2020***

We're now in the home stretch for the construction of St. Angela Merici Catholic School, which is currently underway on McNaughton Avenue, West in Chatham. The new state-of-the-art school will be open to students and staff in September 2020.

Last May, the school name was officially adopted by the Board of Trustees. St. Angela Merici Catholic School, which was chosen as the name most valued by community, through a 19 day *Thoughtexchange* online consultation, in which 346 participants suggested 227 names and rated the suggestions of others 17,792 times. The multiple suggestions of "St. Angela Merici" emerged as the clear choice.

It is a fitting name. Sister Angela was an Italian educator, who founded an organization which later became the Ursuline Order. The Ursulines spread throughout Europe and North America and it was the Ursuline Sisters who eventually brought Catholic education to Chatham.

Three students were selected to form a news team that has provided regular updates on the progress of construction at St. Angela Merici. Not only does this innovative communications initiative keep our communities updated, it also provides a tremendous experiential learning opportunity for the three students.

The *Action News* reports are posted regularly to the website and can be viewed at: [www.st-clair.net](http://www.st-clair.net)

We look forward to the new school opening in September 2020. In the meantime, the Board continues to pursue agreements to purchase land in south Chatham and in Sarnia, so that we can move forward with two additional new school builds. Stay tuned!



## OUR VISION

# Catholic Education † Future Ready

## OUR MISSION

# Learning together today, transforming tomorrow

### **Development of a New Multi-Year Strategic Plan – Catholic Education † Future Ready**

With the support of Executive Council and the Board of Trustees, throughout the 2018-2019 school year and over the summer months, I have led a process to develop a new strategic plan for St. Clair Catholic. It has been a thorough and highly collaborative journey with all of our partners in Catholic education – students, parents, staff, our parishes, community partners and the trustees. It was our goal from the beginning to ensure that all voices were heard and that as the strategic plan was rolled out, all participants would be able to see that their contributions were valued and helped inform the final document.

The question was simply, ‘How do we best prepare our students for the future?’ Communication throughout this process has been key; and we have relied on our use of the *Thoughtexchange* platform to help us reach as many stakeholders as possible – more than 2,300 stakeholders contributed 3,344 thoughts and rated the thoughts of others nearly 111,700 times.

Working with a team of system champions, including teaching and support staff, students, community partners, senior administration and trustees, we synthesized what

#### OUR PRIORITIES



#### LEARNING & INNOVATION

Teaching transferrable skills, critical thinking and creativity



#### FAITH & WELL-BEING

Living Catholic values to foster caring, inclusive and safe spaces



#### PARTNERSHIPS

Engaging families, parish and community



#### CATHOLIC CITIZENSHIP

Inspiring ethical, responsible stewardship

#### OUR VALUES

Respect  
rooted in  
love

Excellence  
for all

Accountability  
to God, self  
and others

Engagement  
in our work

Called to  
serve our  
world

we learned from the *Thoughtexchange* consultation. The result of our work over several months, was the development of a new vision, mission, values and priorities.

Success for all drives everything that we do at St. Clair Catholic and our new strategic plan sets direction and identifies system goals that will support our students and staff. This new plan, and the actions that result from it, will create the foundation for how we ensure we are a strong Catholic school system that is ‘future ready’ and working to help our students ‘learn together today’ to ‘transform tomorrow.’

The new multi-year strategic plan is the result of wide-ranging and rich collaboration through engagement with all stakeholders and partners across the system. As a result, I believe we have developed a plan that is a fitting reflection of St. Clair Catholic as a faith-filled learning organization that will guide us to a future of success for all of our students; and I look forward to reporting to you based on the new priorities and values it sets out, in the 2019-2020 Director’s Annual Report.



Sincerely,  
Deb Crawford  
Director of Education

# Living Our Faith

Faith has always been at the heart of everything we do in our Catholic schools. Educational excellence within a school culture infused with the Gospel values of Christ are the very foundation of our mission. This section of my report lists some of the initiatives and activities, which demonstrate our Catholic values, undertaken across the system and in our school communities during the 2018-2019 school year.

## Growing in Faith – Growing in Christ

St. Clair Catholic has made a substantial investment in religion programming. *Growing in Faith, Growing in Christ* is supported by the Catholic Bishops of Ontario and developed in collaboration with



Catholic educators. It reflects the content of faith expressed in the Catechism of the Catholic Church and follows the rationale and methodology of the General Directory for Catechesis.

We are blessed to offer the digital platform to Grades 1-5 teachers, and add the additional grades annually as the program is rolled out.

Through *Growing in Faith, Growing in Christ*, our schools help families support the faith development of their children, to nurture an understanding that God is present in the family and the lives of their children.

## 'We Scare Hunger,' 'Irish Miracle' and 'Cyclone Aid' Projects Support Our Communities

Each year, the *We Scare Hunger* Halloween canned food drive at UCC, the *St. Patrick's Irish Miracle* campaign during Advent and *Cyclone Aid* during Lent, are tremendous supports to local food banks and organizations which assist those who need our help. These annual food drives, in support of Chatham Outreach for Hunger, the St. Vincent de Paul Food Bank in Wallaceburg, the Blenheim Food Bank, the St. Vincent de Paul Society in Sarnia and the Inn of the Good Shepherd, collect thousands of pounds of food. The campaigns have the tremendous support of students, staff, parents and community volunteers.

In addition, special food drives are held at a number of Catholic schools throughout the year.



Sacred Heart, Port Lambton



St. Patrick's, Sarnia



Ursuline College Chatham

## St. Patrick's Students are the 'Hands and Feet' of Christ



More than 150 Grade 9 students enrolled in Religion classes at St. Patrick's Catholic High School prepared and served a communal Easter dinner for about 100 people at the Inn of the Good Shepherd, Sarnia. The students raised funds to purchase the food, planned the menu and served the dinner.

The students were learning what it means to be the 'hands and feet of Christ' as they served and cared for the less advantaged members of society. Myles Vanni, the Executive Director of the Inn of the Good Shepherd, has been a guest speaker in teacher Danielle Kells' Religion class, helping students to understand the impact of poverty in Sarnia and its primary causes.

The students also learned that their discipleship doesn't end with the dinner; rather, that the experience should instill in them a desire to serve the poor and vulnerable that they will carry into their adult lives.

## Our Lady of Fatima Students Send Wave of Kindness to Local Seniors

Our Lady of Fatima Grade 1-2 teacher Mallory Burgess says there's lots of kindness to go around in her classroom ... so much, in fact, that it spread to the entire school.

It all started in September 2018 when a relative of Mallory's invited people via Twitter to write to her 92-year-old grandfather in Cape Breton, who was about to celebrate his first birthday without his wife of more than 60 years at his side. Mallory's grandmother passed away in March 2018. The request went viral and was shared more than 20,000 times. When Ms. Burgess told her students the story, they wanted to send cards and letters to her grandpa, too!

That's when Mallory decided they should spread their kindness throughout our own community, by writing to local seniors. The sentiment swept through the entire school and soon all of Our Lady of Fatima's 337 students were writing letters to local seniors. Even more cards and letters went out at Christmastime.

It was a simple act of kindness that has been a blessing to many, many people.



*Mallory Burgess poses with four of her students and some of the cards and letters they have created for local seniors.*

## St. Vincent Lenten Project Supports Salvation Army and St. Agnes Soup Kitchen

After reading about homelessness in Canada, the Grade 8 students at St. Vincent Catholic School wanted to learn more about homelessness in Chatham-Kent. Through inquiry and research, as well as visits by community members to speak to junior and intermediate students on the subject, students and staff decided to help make a difference for marginalized citizens in our community. On two occasions in February, the Grade 8 students volunteered at the St. Agnes Soup Kitchen.

Throughout Lent, the school community provided additional support to both the Salvation Army and the St. Agnes Soup Kitchen – two organizations which do so much to help the homeless in our community. That included the collection of non-perishable foods and personal items.

Representatives of St. Agnes Catholic Church and the Salvation Army visited the school to accept the donated items.



*In the photo with students are (Back Row L-R) Cathy Bechard, St. Vincent Grade 8 Teacher and Lenten Project Organizer; Jami Vandevenne, Salvation Army; and Patricia Riberdy and Pierre Cadotte, St. Agnes Soup Kitchen representatives.*

## Student at St. Anne Catholic School in Sarnia Organizes Christmas Shoebox Project

A St. Anne student brought a worthwhile program from the Ontario Legislature all the way back to Sarnia.

Annabelle Rayson was a legislative page at Queen's Park. While in that role, she met and spoke to



*Annabelle Rayson poses with Caroline Mulroney at the Ontario Legislature.*

Ontario Attorney General Caroline Mulroney. That's when she learned about the Shoebox Project and knew she wanted to get her school involved.

The school's WE Schools Club teamed up with the WE Wellbeing Club to promote the project and collected enough items to fill more than 60 shoe boxes.

The Shoebox Project also spread to St. Michael Catholic School in Bright's Grove, where it was led by the Social Justice and Wellbeing Leadership Team.

Most of the shoeboxes were filled with items like makeup, lotion, gift cards, scarves and socks. A hand-written note of encouragement to the women or girls who received it was also included.

"That's the best part," says Annabelle. "We wanted to give them an uplifting message and to let them know that things will get better."

All of the shoeboxes were donated to several organizations in Sarnia which support women at risk.

# Promoting Educational Achievement and Innovation

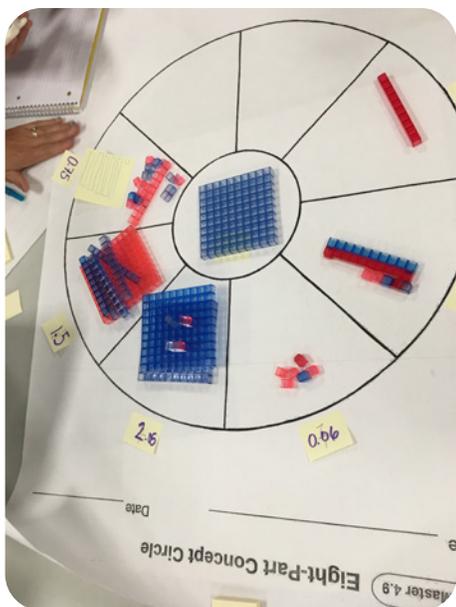
## Focus on Math – Building Confident Math Thinkers

Math is a focus at the St. Clair Catholic District School Board as we strive to improve student achievement in this important subject. We are supporting learning opportunities in math that target the “big ideas” in mathematics, which means we want our students to build skills in math, by recognizing number relationships and connections and building long-term understandings.

We believe all students can learn fundamental math skills. We engage our students in a variety of math learning experiences using math ‘thinking tools.’ Our students are “doing math” by actively experimenting with numbers, investigating, listening and reasoning. In our math classrooms, students work with concrete materials to build understanding of abstract concepts. Students interact with each other in the classroom, working to solve

problems together and independently. They talk about mathematical understandings, explain their reasoning and prove their ideas, as they explore and consolidate mathematical ideas.

Across the system, 10 target schools were supported weekly with math coaches in classrooms. Every teacher from Grade 1-8 engaged in professional learning and effective mathematics planning to be able to respond to the learning needs of each student. We continue to examine student profiles and student work to enhance the intersection of special education support and the mathematics classroom. Our professional learning also included cross-panel conversations, engaging teachers in elementary and secondary schools collaboratively.



## Grade 9 Applied Math

To align with the Ministry of Education focus on Grade 9 applied mathematics, St. Clair Catholic secondary math teachers continued to participate in a year long collaborative inquiry, to investigate how to increase student expectations, engagement and achievement in applied math. In 2018-2019 student success teachers and resource teachers were added to this reflective learning team, meeting six times over the course of the year to discuss pedagogy, tasks and assessment.

Also in 2018-2019, teachers and support staff explored how to effectively use formative feedback, inquiry-based learning and direct instruction to improve learning in Grade 9 applied mathematics. These strategies are yielding positive results. Standardized data shows that St. Clair Catholic students out-performed the province on Grade 9 EQAO math scores. In addition, the percentage of students earning a level 3 or 4 on report cards exceeded the previous 5 year average.

## Math, Science and Design Skills Keep Students Afloat in Cardboard Boat Design

Grade 7 and 8 students from St. Agnes and St. Joseph (Chatham) Catholic schools had to use their problem-solving skills in math, science and design to keep from getting wet in a fun and interesting school competition.

The students were tasked with creating a seaworthy vessel with just two sheets of cardboard and some duct tape! Working in groups of two, they had to collaborate on a design, then work together to build it, launch it and get across the YMCA pool before the boat sank.

The day's lesson also included important information about water safety.



## Supporting Students in Pathways Planning

During the 2018-2019 school year, secondary school students worked with Labourers' International Union of North America (LiUNA) apprentices to solve a variety of real-world problems. These included working with the City of Sarnia on a beautification project with the *Communities in Bloom* initiative. Students also worked with the Royal Canadian Legion in Sarnia to build a replica of the Sarnia cenotaph, which was displayed during the Remembrance Day ceremony at the Sarnia Arena.



In June, Grade 7 and 8 students, participated in *A Taste of the Trades*, at Lambton College. Students practiced virtual welding in the tech trailer and other hands-on activities to experience many of the trades that students can pursue at Lambton College.



*An exact replica of the Sarnia Cenotaph, created by St. Patrick's students, with the guidance and assistance of teacher Matt Abbott.*

Two St. Clair Catholic schools partnered with Youth Fusion in its Environmental Design Program. Youth Fusion is a charity that works with schools to develop hands-on, real-world experiences for students.

Secondary students in Chatham worked with staff at the Municipality of Chatham-Kent and Simpson Fence. Grade 10 Science and Technology students participated in a project to build a beautiful pergola, benches and box planter at Ursuline College.

Elementary students in three classes at St. Matthew Catholic School in Sarnia partnered with the City of Sarnia, St. Clair Conservation Authority, a local sign company, and parents to build a gaga ball pit, planters and benches for the school playground.

Both groups presented their work to judges and other competitors in at the Youth Fusion Gala last May in Toronto.



*(L-R) the Youth Fusion project planters at St. Matthew Catholic School and the official ribbon cutting at the UCC pergola, with Chatham-Kent Mayor Darrin Canniff.*

## Experiential Learning Through Cross Panel Innovation Grants

During the 2018-2019 school year, through St. Clair Catholic's Innovation Grant, elementary schools and secondary departments were invited to submit proposals for experiential learning opportunities that developed community partnerships and focused on perceived learning needs within the school/department.

- The Special Education department at St. Patrick's Catholic High School used this funding to enhance its Life Skills Program. Three times a week, a group of students visited a different work environment to serve, assist, and reflect on their strengths and opportunities. These included restaurants, nursing homes, and food banks.
- Pathways teachers have visited each intermediate elementary classroom monthly to address: Specialist High Skills Major courses, the Ontario Youth Apprenticeship Program (OYAP) and the Dual Credit program and all secondary programming options available at St. Patrick's and Ursuline College. Secondary students who are participating in these existing programs led learning sessions for elementary students, elementary teachers, and the Parent Board Advisory Council.
- A revised Pathway Website <https://pathways.sccdsb.net/> was designed to educate students and parents about the career planning opportunities available for our students. Our system had 86 OYAP participants engaging in cooperative education leading to potential apprenticeships and 193 students registered to earn a potential Red Seal Diploma in one of our Specialist High Skills Major Programs.
- Georges P. Vanier Catholic School leveraged a partnership with Nutrients for Life to build learning gardens in a number of classroom in the school. This project explored the notion of sustainability and asked, "How can we feed the world in 2050?" Classes experienced the entire process from creating garden boxes to planting seeds to nurturing plant growth, and eventually eating the fruits of their labours!



## Experiencing the Trades - Connecting Elementary Students to Post-Secondary Destinations

Grade 8 students from Holy Rosary and St. Philip were given the opportunity to explore and participate in the technology classes at St. Patrick's Catholic High School. These students also travelled to the LiUNA Local 1083 Training Centre, where they participated in hands-on construction activities, including cement finishing, water pipe assembly and scaffold building.

Across the district, all Grade 7/8 and Grade 8 teachers travelled to local community colleges to better understand possible post-secondary pathways for our students.

In November, an *Experience the Trades* event was held at the John D. Bradley Centre in Chatham. The trade fair, in partnership with other area school boards and the Municipality of Chatham-Kent, and made possible through the Ontario Youth Apprenticeship Program, was an opportunity for local business and industry to showcase careers in apprenticeship trades.

Students in Grades 7 to 12 were able to learn about careers in such areas as construction, industrial, electrical and service-type skilled trades. Parents and guardians were also invited to attend a special evening session.



## French Immersion

Our K-12 French Immersion program equips students to communicate beyond our classrooms, sharing the Ministry of Education's vision to enable learners to have the confidence and ability to use French effectively in their daily lives.

French Immersion gives our students advantages that come with being bilingual - not only through creative thinking skills, but also the excellent

communication abilities needed to succeed in today's competitive workplace. Through our French Immersion Program, students will learn a second language while expanding career opportunities and gaining a deeper understanding of world cultures, as they become multilingual citizens of the world.

French Immersion at St. Clair Catholic is growing and is offered in Catholic elementary schools in Blenheim, Chatham, Sarnia and Wallaceburg, as well as both secondary schools. Our program design is an intensive French experience in primary grades, with the program increasing English instructional minutes in the junior and intermediate grades. French Immersion students have the opportunity to participate in DELF assessment at the end of Grade 12, which provides international recognition of French proficiency and life-long certification.

Our secondary French Immersion students also receive a special diploma, recognizing the 10 courses students take in French, as part of their high school experience.



# Equity, Diversity and Inclusive Education

## Building a Culture of Awareness Through Indigenous Education

The First Nations culture and heritage has been celebrated across the district throughout the year. Age-appropriate classroom experiences have helped to further an understanding of many topics, including residential schools, treaties and treaty relationships, the service of First Nations veterans and the important resource of water and its relationship to life.



*Orange Shirt Day at UCC with Susie Jones.*

Orange Shirt Day activities were observed at schools across the district, including at Ursuline College, where the Indigenous Student Leadership Group planned activities to honour former students and residential schools survivors. An assembly in the theatre began with drumming by White Lightning Clark and a prayer by Celeste Noah from the Delaware Nation. Susie Jones introduced a screening of the documentary *Second Generation*, which features local families,



*Remembrance Day at St. Elizabeth*



*St. Elizabeth Pow Wow*

including her own.

We were saddened in July by the passing of Susie Jones, who has done so much in our classrooms across the district, to further our appreciation of the rich culture of Indigenous peoples; and, as a residential schools survivor, she helped to deepen our understanding of this important issue.



*Educator Session during Treaties Recognition Week*

In November, students and staff at St. Elizabeth and Holy Family Catholic schools observed Remembrance Day with Royal Canadian Legion and Indigenous veterans. It was an important occasion as we continue to build awareness in our schools of our local Indigenous communities, including the service of First Nations veterans of past conflicts and those who continue to serve today.

During Treaties Recognition Week learning was focused on the history and relevance of treaties and included sessions for educators and students.

In June a Pow Wow at St. Elizabeth Catholic School celebrated the summer solstice and National Indigenous Peoples Day in partnership with members of the Bkejwanong Territory (Walpole Island First Nation), Aamjiwnaang First Nation and Eelunaapeewi Lahkeewit (Delaware Nation at Moraviantown).



*St. Elizabeth Pow Wow*

## St. Clair Catholic Celebrates International Day of Women and Girls in Science

More than 150 girls in Grades 5-8 from St. Anne, Blenheim; Good Shepherd, Thamesville; St. Michael, Ridgetown; and St. Joseph, Tilbury participated in an *International Day of Women and Girls in Science* event at St. Anne School, Blenheim in February.

The students heard from keynote speakers both in person and via Skype, who have made careers in the field of science. The speakers talked about their own pathways and some of the obstacles and rewards they have experienced. The students then participated in hands-on activities, led by women representing a variety of fields, such as Windsor-Detroit Bridge Authority (engineering), Thompson Seeds Ltd. (agriculture) and Canada Learning Code (web design).

Finally, the students were able to participate in a career carousel with local women professionals, during which the students could have discussions with the representatives about their own experiences and recommendations the girls might consider for career options.



# Special Education – Supporting All Learners

All students in St. Clair Catholic schools, regardless of background or ability, will have the opportunity to develop attitudes, skills and knowledge required to meet their full potential.

## Special Education Students Score Well on EQAO Assessments

In 2018- 2019 our Grade 3 special education students performed well during EQAO testing in mathematics, when compared to the province and to the previous year’s results. Of students identified with special education needs (excluding gifted), 53% of the cohort scored at level 3 or level 4 – a score which is 27% higher than the provincial average and 19% higher than the Board’s previous year result. The scores for special education students not identified with an exceptionality who have an Individualized Education Plan (IEP) were 9% above the province but 1% below the previous year’s score. Those students identified with an exceptionality who had an Identification Placement

Review Committee (IPRC) scored 2% above the province and 5% above the previous year’s scores.

In Grade 6 the results of special education students on EQAO testing were mixed. The results for all special education students in the Board, excluding those identified as gifted, matched the provincial results. Special education students not formally identified through the IPRC process but who have an IEP scored 5% above the average of students in the province and those students identified with an exceptionality who have an IPRC scored 6% below the province and matched the scores of students in the Board in the previous year.

### GRADE 3:

Students with Special Education Needs (Excluding Gifted)

■ St.Clair Catholic District School Board ■ Province



### GRADE 6:

Students with Special Education Needs (Excluding Gifted)

■ St.Clair Catholic District School Board ■ Province

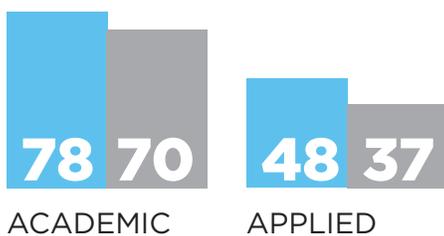


### GRADE 9:

Students with Special Education Needs (Excluding Gifted)

■ St.Clair Catholic District School Board ■ Province

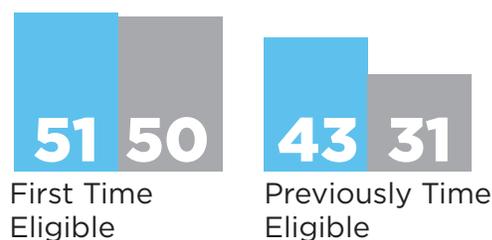
MATH



### ONTARIO SECONDARY SCHOOL LITERACY TEST

Students with Special Education Needs (Excluding Gifted)

■ St.Clair Catholic District School Board ■ Province



## Autism Pilot

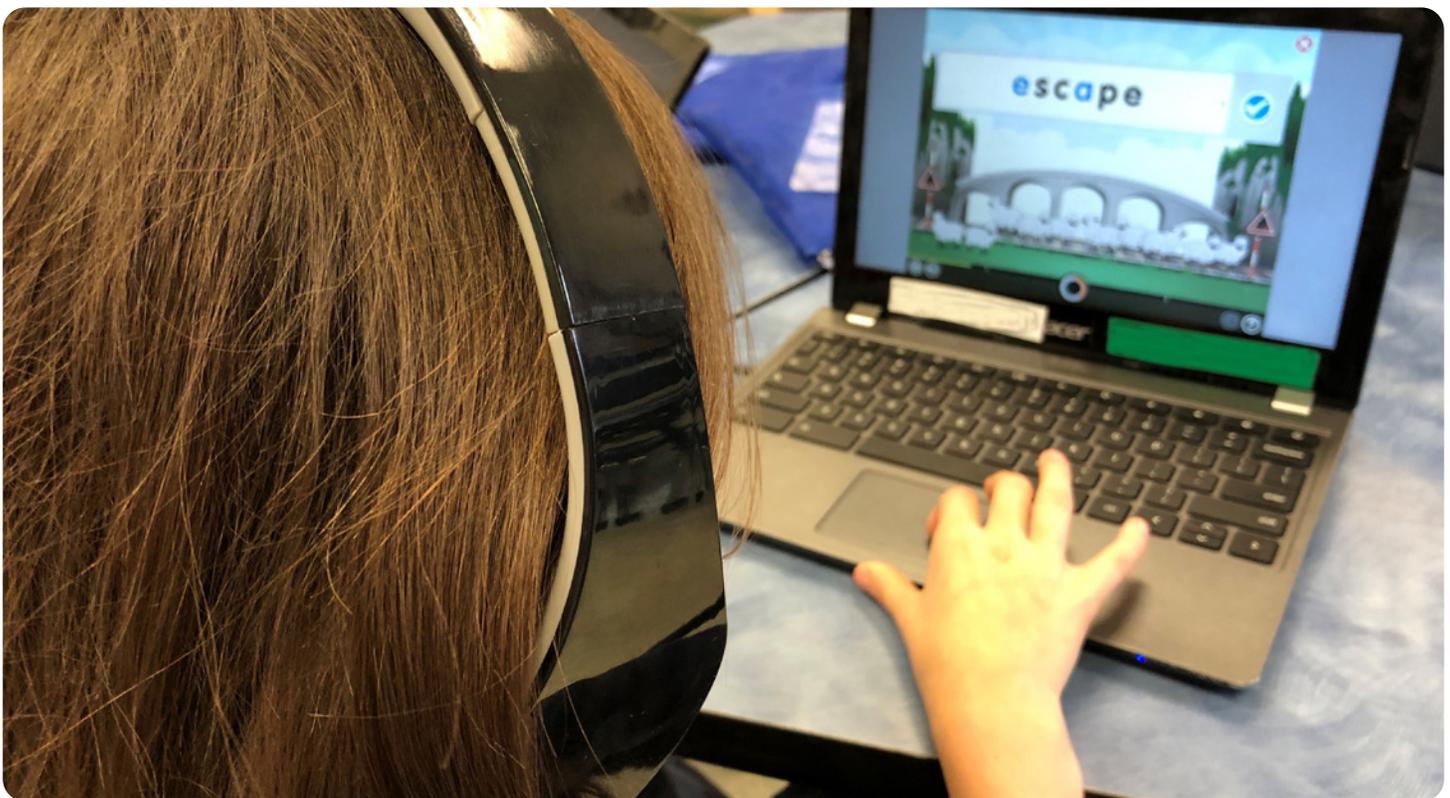
A pilot to improve school-based supports for children and youth with Autism Spectrum Disorder, which began at St. Matthew Catholic School, has expanded to include St. Joseph, Corunna and Sacred Heart, Sarnia. Funding from the pilot has resulted in 14 additional Educational Assistants

receiving the Geneva Centre for Autism training. Our project coordinator and Board Certified Behavior Analyst (BCBA) have been in our pilot schools on a regular basis to support EAs working with students in those schools.

## Lexia Core5 Reading Program

The Lexia Core5 Reading Program, which began in 2017-2018 continues to expand and is demonstrating great success in helping students to build on classroom curriculum activities and focus on developing reading skills in six areas – phonological awareness, phonics, structural analysis, fluency, vocabulary and comprehension. This year an additional 250 licences were added, bringing the total to 750. All Grade 3 teachers were trained to implement the Core 5 Reading Program. We also added the Power Up program, in which Grade 6, 7, and 8 teachers were trained.

We have utilized the Lexia Core 5 Reading Program as an early intervention strategy to build reading skills with young learners. In 2018-2019, 85% of Grade 3 students who reached the equivalent grade level in Lexia were successful in attaining either a level 3 or greater in the EQAO assessment. EQAO results in reading for students with special education needs using Lexia, were 11% higher at level 3 and 4 when compared to the previous year, and 21% higher than the province.



## Applied Behaviour Analysis Team

The Applied Behavior Analysis (ABA) team completed 112 placements at various schools throughout the Board. All Grade 8 students transitioning into Grade 9 have been provided programming through the Assessment of Functional

Life Skills Program. A total of 232 individuals have been trained in ABA services, including Educational Assistants, classroom teachers, itinerants, principals and Program Resource Teachers.

## Vocational Skills for Secondary Students with Intellectual Disabilities

The Assessment of Functional Life Skills (AFLS) program was piloted with six students at both St. Patrick's and Ursuline College. The purpose is to assist secondary students with intellectual disabilities as they transition to life after high school. Our Applied Behavior Analysis (ABA)

specialist spent the second half of the year supporting AFLS in both high schools. Program Resource Teachers, Educational Assistants and classroom teachers have been trained in supporting the implementation of AFLS at both St. Patrick's and UCC.

## Special Education Additional Qualifications Course for Administrators

St. Clair Catholic principals, vice principals and vice principal leadership candidates are the first in Ontario to complete, as an entire leadership group, the Special Education for Administrators Additional Qualifications course (SEA AQ).

The course, which was offered through the Catholic Principals' Council of Ontario (CPCO) was led by

Superintendent of Education Lisa Demers and Principals Jen Morrow and Colleen Cogghe.

Administrators from several schools attended the June 18, 2019 Regular Board Meeting to accept their Certificates of Achievement.



*(L-R) John Van Heck, Chair of the Board; Luana Sfalcin, Principal, St. John Fisher Catholic School, Forest; Colleen Cogghe, Principal, St. Joseph Catholic School, Corunna and Course Leader; Tamara Johnson, Vice Principal, St. Matthew Catholic School, Sarnia and St. Joseph Catholic School, Corunna; Jen Morrow, Principal, Sacred Heart Catholic School, Port Lambton and Course Leader; Mark Bernard, Principal, Holy Family Catholic School, Wallaceburg; Rick Baggio, Vice Principal, Ursuline College, Chatham; Lisa Walker, Principal, Christ The King Catholic School, Wallaceburg; Lisa Demers, Superintendent of Education and Course Leader; and Deb Crawford, Director of Education.*

## Equity in Staff Hiring and Promotion

The St. Clair Catholic District School Board's Equity and Inclusive Education Policy reflects the Board's commitment to provide and maintain safe and healthy environments conducive to learning and working for students and staff. We are continually making improvements to remove barriers in our schools so that all students and staff experience

a sense of belonging. As part of our commitment to equity in employment and bias-free hiring and promotion policies and practices, the Board undertook a review of its policies and procedures. Included within this review, we enhanced our processes as well as the Board's Equal Opportunity Employment Policy and Procedures.

## Equity and Inclusion Data Collection Project

Two focus groups were conducted in the school year of 2018/2019 for staff, students and parents of the St. Clair Catholic District School Board. These focus groups provided exploration activities aimed at collecting attitudes and beliefs related to inclusion and diversity in their school communities.

Additionally, smaller focus groups were held throughout the 2018-2019 school year at staff luncheon gatherings. Qualitative data is being collected on their thoughts about diversity and inclusivity in our Board. Twenty one focus groups with more than 700 staff have been held to date and this information is included in our results.

Results: The majority of participants report that they feel included in their school community, with 83% expressing positive thoughts. Several themes emerged about racial profiling and diversity of populations within our school communities, including:

1. Focus on all differences not just race. People living in poverty need to feel more included and have equitable opportunities.
2. Support vulnerable populations in our schools. Celebrate and support the diversity of various populations such as Indigenous, rural families and other vulnerable populations. A strong

recommendation came forward on hosting diversity training for all staff in order to create awareness.

3. Embedding kindness in every aspect of our work should be a focus moving forward, as faith helps promote diversity and inclusivity.

4. Consider language and approaches used by all. Inclusivity and non-judgemental language were recommended for use in the development of policies and protocols by a high percentage of staff and students.

Conclusions: While many in our schools feel included, it is important to recognize how daily practices and policies can impact the creation of diverse and accepting school cultures. When we focus solely on “race” we miss the point. Diversity includes those in living in poverty, rural areas, those working in lower paying jobs, those with mental health issues and special needs. It is important to consider all factors; rather than race alone.



## Wellbeing - Supporting Students to Be Strong and Resilient

Good mental health and wellbeing is important for student development and in achieving academic success. During the 2018-2019 school year, several initiatives were undertaken to promote student wellness.

### Ursuline College Wellness Committee Supports Mental Health

Positive mental health was the focus of a week-long list of fun and healthy activities at Ursuline College in May 2019.

The events, organized by the UCC Wellness Committee, included a healthy salad bar luncheon and a presentation on “Resiliency” by motivational speaker Dan Edwards.

The special activities ran throughout May’s Mental Health Week and were made possible by a grant from Chatham-Kent Public Health.

*Members of the UCC Wellness Committee, along with staff member John Larsh, help prepare a nutritious salad bar luncheon for students*



## Student Wellness Conferences Held in Three Locations Across the District

Chris Bray, a Christian music artist and Catholic youth speaker from Me to We Canada, was the presenter at three Student Wellness Conferences held across the St. Clair district, with student representatives from all 28 Catholic schools in October 2018.

It was a tremendous opportunity for our student wellness leaders to connect with each other and to learn about the power they have to bring about change in their schools, in their communities and around the world.

Chris Bray's presentation focused on equity and inclusion for all. Through a series of fun activities and games, students focused on values and beliefs that are rooted in faith. They learned that love and kindness are powerful qualities that can help lead people to make important change in the world.



*Chris Bray (left) poses with teacher Jennifer Bos and students at Monsignor Uyen Catholic School.*

## St. Clair Catholic Schools Join CK Partners in Joint Physical Literacy Initiative

Mayor Darrin Canniff joined Our Lady of Fatima Catholic School students and staff for the school's weekly *Walking Wednesdays*, part of a community-wide initiative to help Chatham-Kent residents - especially students - become more healthy and fit.

The St. Clair Catholic District School Board has partnered with the Municipality of Chatham-Kent, the Lambton Kent District School Board, Sport for Life and the YMCA of Southwestern Ontario, as recipients of a \$519,400 Ontario Trillium Grow grant, to support a wide-ranging physical literacy initiative in Chatham-Kent.

Participating St. Clair Catholic schools include Our Lady of Fatima and St. Vincent, Chatham;

St. Anne, Blenheim; St. Joseph, Tilbury; and Holy Family, Wallaceburg and will involve the Board's Mental Health & Wellbeing Lead, Health & Physical Education staff, Catholic Curriculum Services and Special Education Services, in addition to community partners.

The purpose of this multi-sectoral approach is to work together to create quality physical literacy experiences that transcend all ages and sectors of our community, with a goal to building physical literacy in young people now to prevent illness later in life.

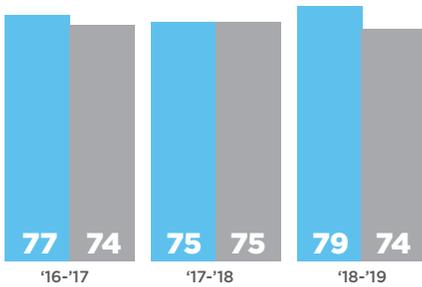
The physical literacy initiative is funded for three years.



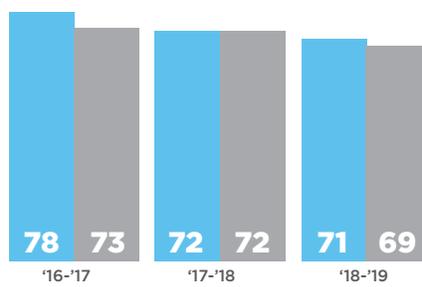
# Education Quality and Accountability Office (EQAO) Assessment Results

## GRADE 3: ■ St.Clair Catholic District School Board ■ Province

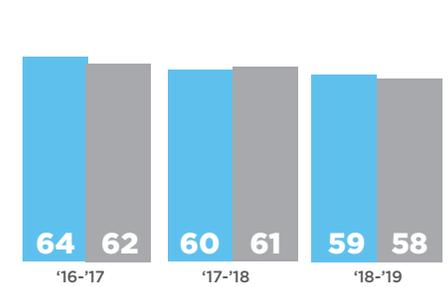
### READING



### WRITING

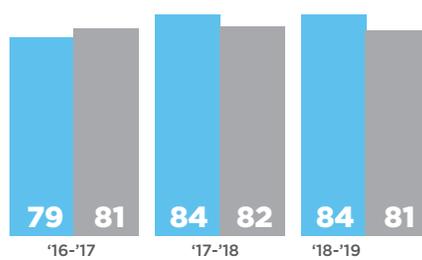


### MATHEMATICS

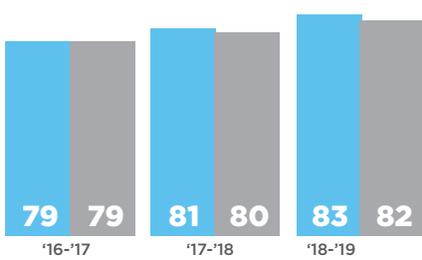


## GRADE 6: ■ St.Clair Catholic District School Board ■ Province

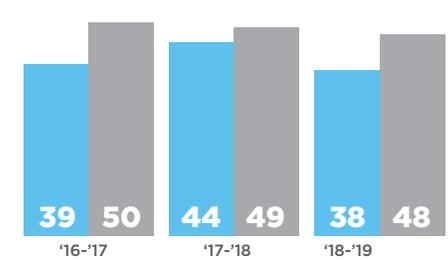
### READING



### WRITING

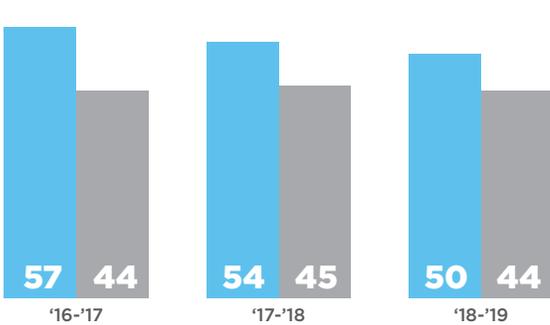


### MATHEMATICS

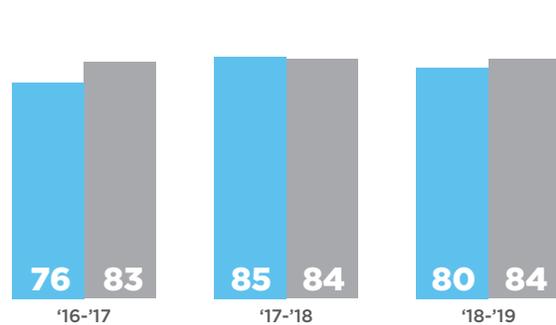


## GRADE 9 MATH ■ St.Clair Catholic District School Board ■ Province

### APPLIED

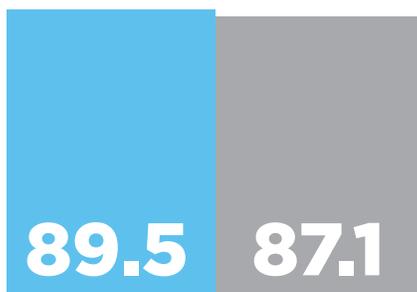


### ACADEMIC



## 5 YEAR GRADUATION RATE ■ St.Clair Catholic District School Board ■ Province

as of August 2018



St. Clair Catholic has a strong record of student graduation, with nearly 90% of students graduating with an Ontario Secondary School Diploma within 5 years of entering high school. This is the result of a dedicated and professional staff supporting students from Kindergarten to graduation. Special Education, student success and the Catholic curriculum services team work collaboratively to support all students to achieve this important milestone.

# Fostering Stewardship, Leadership and Social Justice

## Holy Rosary Attains EcoSchools ‘Gold Status’ Two Years in a Row

Students and staff at Holy Rosary Catholic School in Wyoming have attained ‘gold’ status from EcoSchools Canada for the second year in a row.

The school continued some of the projects that began last year and took on new ones. Students collected markers and pens that were donated to Crayola and Staples to be recycled. A successful battery collection program through the County of Lambton was also continued this year.

In addition, the students have done a great deal of work in the school yard habitat. Each class tended a raised garden bed, where they grew tomatoes, green peppers, cantaloupe, beans, carrots and squash.



The school also planted 11 trees this year, through a partnership with Lambton Public Health, TD Friends of the Environment and the *Tomorrow’s Greener Schools Today* program.

In February, the students challenged schools across the St. Clair district to take the National Sweater Day challenge.

National Sweater Day, an event organized annually by the World Wildlife Fund (WWF), encourages people around the world to dress warmer and turn down the thermostat as a way to fight climate change. It was a fun way for students to learn more about climate change and how to use energy wisely.



## Five Year Energy Conservation Plan Launched

Under the Electricity Act, 1998 - Ontario Regulation 507/18 and the Demand Management Plan, the St. Clair Catholic District School Board is required to report to the Ministry on its energy conservation investments from 2013-2018 and the new targets it has set for 2019-2023.

Both are captured in the *Energy Conservation and Demand Management Plan*, which was presented to the Board of Trustees in April.

The report is a comprehensive snapshot of the investments the Board has made and the steps we have set out to continue to achieve energy savings through 2023.

From 2013 to 2018, the Board has invested nearly \$12 million in energy management strategies, which include the installation of high efficiency lighting

systems, high efficiency HVACs, boilers and rooftop systems for heating and cooling, improved glazing, wall insulation and new roofs.

It is estimated that a further \$19.5 million will be invested in the design and construction of our new school builds in Chatham and Sarnia and retrofit strategies for existing schools now through 2023; and an additional \$412,000 for planning, energy audits and training and education.

The plan aligns with the Board’s strategic plan, which calls us to be wise stewards of the public resources with which we are entrusted. That commitment also extends to the Board’s efforts to reduce, where we can, our carbon footprint, as we also seek to be good environmental stewards of our planet.

## School Board Profile

(as of October 31, 2019)

Schools: 27 (Elementary: 25; Secondary: 2)  
Enrollment: 8,636 (Elementary: 6,071; Secondary: 2,565)

Classroom Teachers: 496 (Elementary: 347; Secondary: 149)  
Instructional Support Staff: 261  
Principals and Vice Principals: 35  
School Office Support Staff: 44  
Facilities Support Staff: 76  
Board Administration: 25

## Stewardship of Resources - Investing in the Future of Catholic Education

The St. Clair Catholic District School Board is committed to building and sustaining the infrastructure necessary to support and improve student achievement. In its ongoing commitment to make schools better places to learn, the Board has invested in school renewal, school condition improvement, greenhouse gas reduction, early years capital and community hubs projects during the 2018-2019 school year.

Projects	Total Expenditures 2018-19	Project Description
Christ the King	3,473.44	Design for Future Site Improvements
Good Shepherd	120,946.42	Site Improvements
Holy Family	67,835.63	Classroom Upgrades, Site Improvements
Holy Rosary	30,535.91	Lighting Retrofit
Holy Trinity	10,647.22	Classroom Upgrades
Our Lady of Fatima	2,053,478.58	Wall Assembly, Universal Washroom, and Service Upgrades, Mechanical Upgrades (in progress), Design for Future Interior Renovations
Sacred Heart (Port Lambton)	34,734.40	PA System Upgrades
St. Angela Merici	8,002,471.31	Construction of New Elementary School
St Anne (Blenheim)	75,203.15	Universal Washroom, Interior Upgrades
St John Fisher	37,799.20	PA System Upgrades
St Joseph (Corunna)	778,152.72	Roof Replacement Project, Design for Future Site Improvements
St Joseph (Tilbury)	12,295.78	PA System Upgrade, Design for Future Childcare Retrofit
St Matthew	4,740.83	Site Improvements
St Michael (Bright's Grove)	60,990.22	Parking Lot Expansion
St Michael (Ridgetown)	185,406.30	Site Improvements
Ursuline College	118,099.70	Sidewalk Upgrades, Mechanical Upgrades
	11,596,810.81	
St Joseph, Corunna adjacent field	230,358.51	Purchase of Adjacent Land
	230,358.51	

## Board of Trustees and Senior Administration - 2019-2020



Front Row (L-R) Deacon Jerry Lozon, Board Chaplain; Linda Ward, Trustee; John Van Heck, Chair of the Board; Deb Crawford, Director of Education; Mat Roop, Vice Chair of the Board; and Carol Bryden, Trustee.

Back Row (L-R) Brenda Rumble, Trustee; Jennifer McCann, Trustee; Laura Callaghan, Superintendent of Education; Scott Johnson, Superintendent of Education; David Argenti, Trustee; Amy Janssens, Associate Director - Corporate Services & Treasurer; Lisa Demers, Superintendent of Education; and James Duff, Executive Manager - Human Resource Services.



**ST. CLAIR CATHOLIC**  
DISTRICT SCHOOL BOARD

*Lighting the Way ~ Rejoicing in Our Journey*