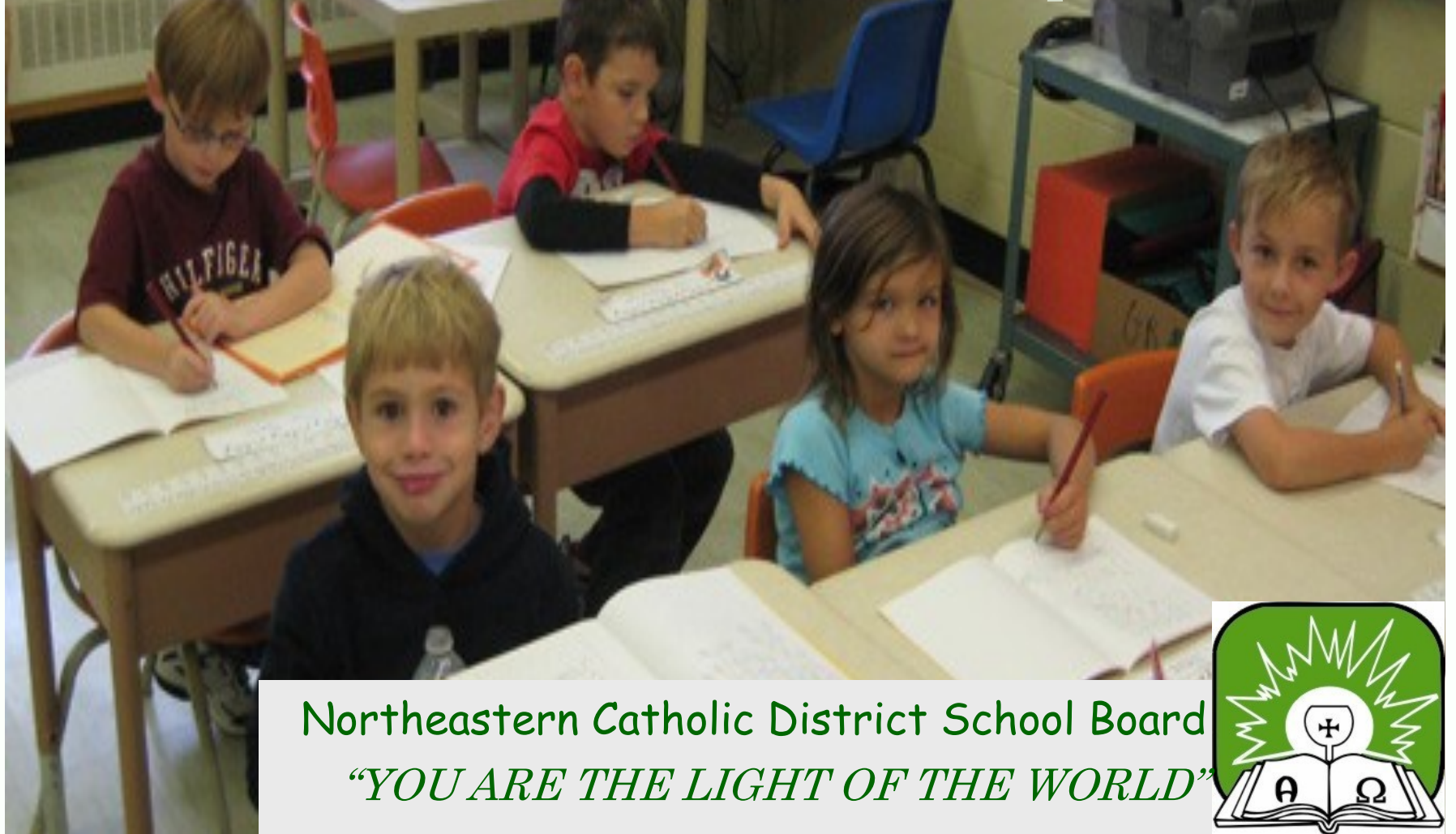


2010 Director's Annual Report

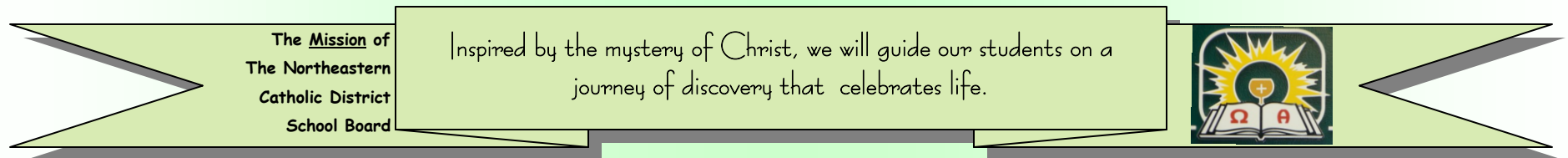


Northeastern Catholic District School Board
"YOU ARE THE LIGHT OF THE WORLD"



A MESSAGE FROM THE DIRECTOR OF EDUCATION

I am very pleased to present the 2010 Director's Report. I would like to thank the members of Senior Administration, the Student Achievement Team and the School Principals for their help in creating this document.



The 2010 school year brought a number of changes to our board. We welcomed Mrs. Linda Pilgrim as the new Principal of Bishop Belleau School in Moosonee in August. Mrs. Erica Raymond and Mrs. Tamara Jones joined our principal family as Acting Administrators of St. Joseph School and St. Anne School respectively in September. There were a number of other changes at the school level as well. At the Board of Trustee level, Rick Brassard and Steve Malciw were acclaimed in Kirkland Lake, Martin Drainville was acclaimed in Temiskaming Shores, Elizabeth King was acclaimed in Iroquois Falls and in Kapuskasing, Denis Lincez was acclaimed to office. In Timmins, incumbents Peter DelGuidice, Colleen Landers and Fred Salvador along with newcomer, Ron MacInnis, were voted into office. I look forward to working with this Board of Trustees over the next four years of their mandate.



Glenn Sheculski
Director of Education

Janice Viskovich
Executive Assistant

Although these changes have occurred, the focus of the Northeastern Catholic District School Board continues to be student achievement and spiritual development. From the Board level to that of the school level, all of our staff continue to work diligently to ensure our students succeed academically and experience spiritual growth. The information about our successes contained in this report is a testament to their dedication to our mission statement which is "Inspired by the mystery of Christ, we will guide our students on a journey of discovery that celebrates life." I would like to thank all of our staff for their hard work and efforts in staying true to our mission. I'm very proud to be associated with this conscientious and enthusiastic group of professionals.

I would also like to thank our parents who have entrusted to us their most precious gifts. Thank you for allowing us to help develop your children in light of the Ontario Catholic Graduation Expectations. We appreciate your confidence in us in taking on this awesome responsibility.

Glenn Sheculski, Director of Education

THE CHAIRMAN OF THE BOARD – SIGNIFICANT INVESTMENTS

With the beginning of the second decade of the Twenty-First Century, the role and functions of the Northeastern Catholic District School Board have begun to evolve in a strategic manner as we respond to the economic realities of the time. Organizational review and restructuring have become a reality in this age of continuous change and our system is definitely not immune to this reality.

During 2010, our Board underwent an Operational Review which was conducted by the Ministry of Education in concert with a team of consultants who guided the process. All aspects of our Board's operation were examined and these included such areas as Governance and School Board Administration, Human Resource Management and School Staffing/Allocation, Financial Management and School Operations and Facilities

Management. As a result of this study, many areas of excellence were discovered as were areas where improvement is required. Consequently, our Board has begun to implement the recommendations in areas identified as high priority while, ultimately, all areas will be addressed over time. The first report to the Ministry will take place in the late Spring of 2011.

It is of interest and importance to note that our Board will soon be undertaking the development of a Multi-Year Strategic Plan as a primary initiative. This will include a thorough examination of our Board's current policies and our practices which will experience a transformation in order to meet the demands of the future. All this will be in accordance with our Board's Mission and Vision Statement which reflects our commitment to the continuous improvement of student achievement done so within the framework of our Catholic system, a system that reflects the teachings of our Lord Jesus Christ.

In addition, 2010 witnessed a step forward with our Bus Transportation System as a result of a significant Tri-Board investment in a GPS Tracking System that enhances our ability to deliver services to students and their families in a timely manner while, at the same time, maintaining our focus on student safety. The challenges that student transportation pose in the north are now better met through this progressive tracking system initiative.

2010 also witnessed a significant investment at English Catholic Central School in Temiskaming Shores as our Board approved the construction of two specialty classrooms at the school. These areas, which became operational in September, host the Technological and Family Studies Programs and represent a commitment to students in the area of life skills development.



L to R Above: Rick Brassard, Chairman, Fred Salvador Jr. Vice-Chairman, Martin Drainville, Elizabeth King, Colleen Landers, Denis Lincez, Peter Delguidice, Steven Malciw
Pictured Left: Ron MacInnis Board of Trustees



Finally, as we address the challenges of the day head on, which include such things as declining enrolment as well as budgetary constraints, only to name two, I am extremely encouraged and motivated by the way in which our staff and our students strive to do their best. Continuous improvement and reaching new heights is a "way of life" for our staff and for our learners all the while being supported by parents at home who care about Catholic education and who take up the challenges and celebrate our successes in partnership with us. I would like to thank everyone who works tirelessly towards making our system the best that it can be and to congratulate the newly elected Board of Trustees whose four year mandate will undoubtedly be not only challenging but also a rewarding experience. We continue to strive towards excellence in Catholic education at the Northeastern Catholic District School Board.

Rick Brassard – Chair of the Board of Trustees



Kara Marks
Student Trustee

FROM THE DESK OF THE SUPERINTENDENT OF EDUCATION



Tricia Stefanic Weltz

Superintendent of Education

As we look back on this past year, we are deeply proud of our many accomplishments. Our students continue to receive quality Catholic education from a team of dedicated professionals. Our administrative, teaching, and support staff remain committed to the NCDSB and our system goals. We have maintained a passion about our work to support the academic, spiritual, and social development of all our children and youth. We have embraced necessary changes for system growth and maximized every opportunity to learn more about ourselves, each other and our profession. It is with considerable hard work, a selfless offering of our time and energy, and a true collaborative spirit that we acknowledge the achievements across our district. We take this opportunity to share the many exceptional practices, accomplishments, and successes of the Northeastern Catholic District School Board in the 2010 Annual Director's Report.

◆ **Some specific measures pursued in the past year to improve outcomes for students:**

- √ Active engagement in activities related to the instruction and learning of French as a Second Language.
 - √ Participation in the Collaborative In Learning–Math (CIL-M) initiative sponsored by the Literacy & Numeracy Secretariat to build teacher capacity relating to numeracy instruction.
 - √ Refinement to reading records assessment from Kindergarten to Grade 6 to ensure consistency and precision in assessment data to support student literacy learning.
 - √ Specialized programming to meet the distinct needs of students with learning disabilities and intellectual exceptionalities at the elementary and secondary level.
 - √ Expansion of the Leveled Literacy Intervention to support the needs of our youngest, at-risk learners.
- Strategic alignment of ministry and system initiatives and projects to maximize our teaching and learning potential.



L to R: **Judy Piche**, Administrative Assistant to the Superintendents,
Tricia Stefanic Weltz, Superintendent of Education

SUPERINTENDENT OF STUDENT SUCCESS

James Michaud, Superintendent of Student Success, was supported in his work to achieve high levels of student achievement by Jennifer Dunkley, Special Assignment Teacher for grades 7-12. The board worked with staff on such initiatives as: grades 7-12 cross panel, Literacy and Numeracy Gains, Differentiated Instruction, Specialist High Skills Major, Ontario Youth Apprenticeship, and other initiatives. The aim of these initiatives is to improve opportunities for students to experience success during the often challenging years between grades 7-12.

Implementation of the First Nation, Metis and Inuit Framework

O'Gorman High School offered Native Studies for the first time in the 2009-2010 school year. The course meets the needs of all students as it informs their understanding of aboriginal history and culture. We continue to seek better ways to meet the needs of our learners of aboriginal ancestry and continue to seek feedback and guidance from our aboriginal advisory committee. During the 2009-2010 school year we hosted a variety of leadership development opportunities, such as Walking the Path with George Couchie, and cultural performances by Asani, among others.

Equity and Inclusive Education

The Northeastern CDSB was the lead board for the Northeastern Ontario Equity and Inclusive Education Network. We engaged in various learning opportunities to deepen our understanding of equity from an educational, legal and human rights perspective. During the 2009-2010 school year, we hosted three workshops presented by the Ontario Human Rights Commission, Eric Roher (a prominent education lawyer and author), and a team from the Dufferin Peel CDSB. All three presentations deepened our understanding of equity as an issue and supported our work in bringing our Equity and Inclusive Education Policy to the board. We were also very fortunate to have our Communications Officer, our Director of Education and I attend a five day training session on the implementation of public participation. I also attended a summer institute at Harvard University entitled "Closing the Achievement Gap with Equity".

James Michaud
Superintendent
Student Success



Additional Highlights Student Success

Math Gains Project: Through provincial funding, we provided the release of an intermediate and a secondary teacher to develop an end of year assessment for all grade seven and eight students. Based on the results, we will be able to provide targeted support to teachers to improve students' ability in mathematics.

Catholic Professional Learning Community: We initiated a CPLC model at the high school whereby the staff meets as departments and work collaboratively to bring the school improvement plan to life.

Ontario Comprehensive Assessment: We implemented a new literacy assessment for our grade seven and eight students across the system. The change provides more detailed information to support teachers to differentiate support for students.

2010 saw the implementation of our **Emergency Preparedness Plan** and we are pleased with the progress made in the lockdown drills that have been practiced and the Safe Entries protocols that have been established at each school. The NCDSB is committed to ensuring student and staff health and safety.

SHARING SYSTEM SUCCESS

French as a Second Language

During the 2009-2010 school year, specific measures were implemented to build a stronger network for French Immersion and Core French Teachers. Through FSL funding allocations, the NCDSB was able to send representation to the Ontario Modern Language Teachers' Association annual conference with the intent of building a core system team to deliver professional learning sessions to their colleagues upon return. Along with this exciting endeavour, work has been undertaken to launch a cultural calendar to enhance students' knowledge, understanding, and appreciation of French Canadian traditions and heritage within the second language classroom. The NCDSB continues to explore ways to enhance our FSL programs with the goal of building stronger second language opportunities for our students.



Improvement Planning

This year our school communities developed school improvement teams to work collaboratively in the development, implementation, monitoring, and revision of school improvement plans. This process helped to build a genuine team approach and interactive engagement that will have a lasting impact on the shared responsibility for increasing achievement results for all students. Through the use of data collection as evidence to the achievement of smartgoals, the school aims to capture a snapshot of areas of strength, areas requiring continued focus, and allowed for the celebration of success on a regular basis. It further enhanced our capacity to monitor plans more actively throughout the course of the entire school year.



Sylvie Guevremont
Special Assignment Teacher



Jennifer Dunkley
Special Assignment Teacher

Kindergarten to Grade 1 Inquiry Sacred Heart School- Timmins

This inquiry enabled a school to lead an inquiry project investigating ways to increase students' ability to articulate their thoughts in more sophisticated ways through the use of accountable talk strategies. What became quickly apparent to the inquiry team was that the teachers were speaking for students and leading their learning. The team then focussed on how teachers could be more intentional in their teaching but also how they could reduce their control over the classroom environment and promote stronger student engagement. With student driven learning teachers noticed that students were communicating with others, shared ideas and solved problems without teacher direction which made the learning more authentic and visible. We intend on pursuing work in this regard and expanding the inquiry to higher grade levels and across the district.



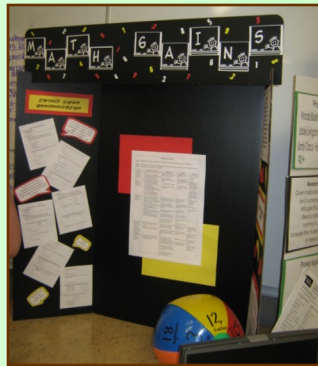
Leveled Literacy Intervention

The NCDSB was pleased to introduce the Leveled Literacy Intervention program in select schools across the district. The Fountas & Pinnell LLI program is a research-based small group supplementary intervention designed to prevent literacy difficulties from becoming entrenched. Through focused and strategic intervention, students are benefitting from daily lessons that reinforce new learning and help children make accelerated progress. There is a focus on deep comprehension of texts and developing effective writing strategies. Along with these critical factors, the intervention program includes a strong home and classroom connection that enhances learning beyond the LLI lesson.



Mathematics: Small & Northern Boards and Math Gains

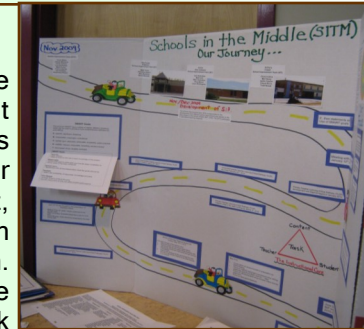
This academic year the focus for the Northeastern Catholic District School Board has been to improve mathematics communication skills within the parameters of the three-part lesson and the use of manipulatives. Through networked sessions, the teachers have been exposed to a variety of oral and written communication strategies to implement in the classroom. Within these sessions, teachers were provided with opportunities to use different manipulatives and learn the benefits that they provide. By taking part in a three-part lesson and offering planning time with associates, the teachers were able to see the benefits of problem solving when presented in the three-part lesson format. This focus has improved teacher confidence when planning and administering mathematics lessons. Students have also begun to achieve greater conceptual understanding. Teachers were provided with the opportunity to co-teach with the facilitator in the classroom setting and this helped facilitate the learning that was provided in the network sessions. Along with this exciting grades 3-6 initiative, the NCDSB Math Gains project, which facilitated a working partnership between grade 7 & 8 and secondary teachers. The project also allowed for the creation and implementation of a year-end math assessment which will provide valuable information on student achievement and future program directions.



Schools in the Middle

This initiative designed by the Literacy & Numeracy Secretariat provided a network of three schools the opportunity to enhance their knowledge on the development, implementation, and monitoring of an effective school improvement plan. Strategic review and use of the School Effectiveness Framework helped to identify areas of strength and areas requiring improvement while broadening staff understanding of the components, the value of the self-assessment tool, and process for monitoring and revision. The three school communities engaged in common learning activities designed to broaden teachers' understanding of student needs and exposure to different suggestions for instructional and intervention approaches to ensure that all students have what they need to achieve success. These opportunities for critical professional dialogue and strategizing based on teacher moderation of student work helped the participating schools to build confidence, collegiality, and consistency in practice.

We acknowledge the level of professional dialogue, the collaborative spirit and energy, and the strengthening of inter-school relationships to be among the greatest gains evolving from our participation in this initiative.



Inquiry Project: Sacred Heart Catholic School - Kirkland Lake

A team of four teachers visited schools in different regions across the province. The team visited a demonstration classroom, a school with a cohesive staff community, a school with a teacher who is trying to implement innovative practices to a resistant staff, and finally, a school where staff focus using SMART Goals and community engagement to drive improvement. The team sought to determine their own areas of strength as Catholic educators, what practices were not yielding maximum results and what practices they needed to implement. Their inquiry question was geared towards the discovery of the effective elements of differentiated instruction and integrating their learning into their respective classrooms to best meet the needs of all students. The inquiry process sparked a passion and interest in teacher practice which had powerful impacts on student learning and achievement. This process allowed teachers to engage in a process of learning and inquiry that garnered valuable information, created new networking opportunities, and internal teacher leadership that will positively impact the practices within the school and lead to enhanced opportunities for students to maximize their full potential.

We continue to strive towards the attainment of the 75% provincial target.

Measures that we have in place:

- strategic staffing models
- specialized programming opportunities to address equity groups
- enhanced improvement planning model and monitoring strategies to allow for greater precision in addressing assessed student needs and teacher instructional practices
- maximize opportunities and initiatives offered to the board by the Student Achievement Division to increase achievement results and professional capacity.

EQAO Results

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

GRADE 3

Grade 3 Reading	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
Highest	79%	73%	73%	75%	75%
Provincial Average	62%	62%	61%	61%	62%
Lowest	49%	45%	49%	41%	41%
NCDSB	58%	57%	58%	51%	44%
Boys	55%	47%	58%	47%	43%
Girls	60%	67%	59%	55%	46%
Special Needs	34%	33%	36%	35%	17%
ELL	N/D	N/D	N/D	N/D	N/D

GRADE 6

Grade 6 Reading	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
Highest	77%	74%	77%	79%	82%
Provincial Average	64%	64%	66%	69%	72%
Lowest	46%	54%	53%	53%	55%
NCDSB	54%	63%	61%	53%	57%
Boys	44%	61%	58%	47%	48%
Girls	64%	66%	64%	60%	67%
Special Needs	15%	30%	44%	34%	30%
ELL	N/D	N/D	N/D	N/D	50%

Grade 3 Writing	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
Highest	78%	79%	79%	82%	85%
Provincial Average	64%	64%	66%	68%	70%
Lowest	41%	46%	44%	40%	44%
NCDSB	50%	50%	65%	58%	51%
Boys	38%	36%	62%	44%	37%
Girls	63%	63%	68%	73%	65%
Special Needs	18%	18%	54%	47%	19%
ELL	N/D	N/D	N/D	N/D	N/D

Grade 6 Writing	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
Highest	76%	74%	79%	78%	83%
Provincial Average	61%	61%	67%	67%	70%
Lowest	44%	49%	52%	50%	46%
NCDSB	50%	50%	57%	52%	46%
Boys	38%	42%	50%	39%	24%
Girls	61%	58%	65%	67%	69%
Special Needs	18%	16%	41%	31%	12%
ELL	N/D	N/D	N/D	N/D	50%

Grade 3 Math	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
Highest	80%	81%	80%	84%	83%
Provincial Average	68%	69%	68%	70%	71%
Lowest	55%	50%	51%	46%	48%
NCDSB	62%	62%	69%	71%	59%
Boys	71%	61%	75%	73%	62%
Girls	53%	64%	62%	69%	55%
Special Needs	57%	31%	52%	51%	35%
ELL	N/D	N/D	N/D	N/D	N/D

Grade 6 Math	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
Highest	80%	71%	76%	76%	76%
Provincial Average	61%	59%	61%	63%	61%
Lowest	45%	46%	41%	47%	43%
NCDSB	46%	50%	47%	52%	43%
Boys	46%	46%	46%	51%	38%
Girls	46%	53%	48%	53%	47%
Special Needs	15%	28%	30%	35%	21%
ELL	N/D	N/D	N/D	N/D	0%

EQAO Results (cont.)—Highest, Lowest and Provincial Average Based on Percentage of Students at Levels 3 and Above

GRADE 9

Grade 9 Academic Math	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
Highest	81%	83%	88%	86%	90%
Provincial Average	71%	71%	75%	77%	82%
Lowest	46%	32%	50%	31%	53%
NCDSB	46%	32%	50%	31%	53%
Boys	41%	33%	68%	23%	50%
Girls	49%	31%	41%	38%	55%
Special Needs	0	0	33%	0	75%
ELL	N/D	N/D	N/D	N/D	N/D



Grade 9 Applied Math	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
Highest	58%	64%	53%	67%	63%
Provincial Average	35%	35%	34%	38%	40%
Lowest	18%	7%	15%	23%	25%
NCDSB	18%	7%	15%	24%	25%
Boys	15%	6%	21%	35%	12%
Girls	21%	8%	9%	13%	32%
Special Needs	0	0	0	38%	21%
ELL	N/D	N/D	N/D	N/D	N/D

GRADE 10

First Time Eligible	2005/2006	2006/2007	2007/2008	2008/2009	2009/2010
Highest	92%	91%	92%	92%	92%
Provincial Average	84%	84%	84%	85%	84%
Lowest	74%	73%	75%	72%	69%
Board	74%	79%	81%	75%	77%
Boys	63%	67%	74%	62%	68%
Girls	71%	82%	80%	77%	73%
Special Needs	N/D	0	44%	31%	37%
ELL	100%	N/D	N/D	N/D	N/D

INFORMATION TECHNOLOGY & INFORMATION SERVICES

Information Technology at the Northeastern Catholic District School Board

Technology underpinning education, student learning and the administration functions is more than computers, servers, applications and high speed connections. How we provision and continue to support the network and systems is becoming much more than just a routine operation.



IT Team: (L to R): Glen Nakashoji, IT Manager; Shelley McGee, Office Clerk; Marc Lavoie, IT Technician

Over the last couple of years as the Manager of Information Technology, I have seen many new developments in technology that focus on faster, more efficient and more portable devices. The days of the desktop computer and possibly even the laptop are numbered. Portable devices such as the tablet, IPOD, Smart Table and even the new IPAD from

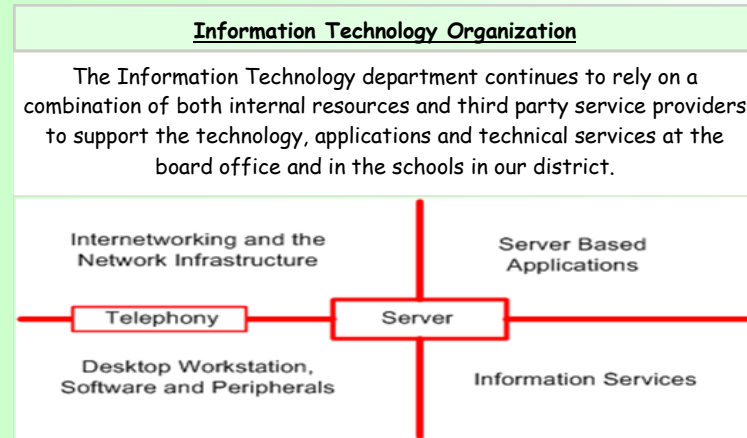
Apple Technologies are in demand and seem to be emerging as the next best thing in not only technology but in the blending of new learning strategies using technology. It's not really the device but the new applications that run on them.

The requirement and demand to advance with these new technologies and the ongoing use of what we've already provisioned is a growing concern that must be dealt with strategically.

I.T. continues to support current curriculum based programs that rely on the existing technology but new Student Success Strategies, new devices and an overwhelming number of applications on the market need to be considered as we develop a technology plan for the future.

The Information Technology and Program team at the Northeastern Catholic District School Board continues to work with the academic stakeholders to ensure that we continue to support the technology that is critical to teaching and learning strategies in the classroom, at the school and in the decisions presented and supported by our Administration to the Board of Trustees.

One of the major undertakings this past year by Glen Nakashoji, Manager of Information Technology, focused on Information Services, the current Data Holdings and student achievement reporting.



The Information Technology department continues to rely on a combination of both internal resources and third party service providers to support the technology, applications and technical services at the board office and in the schools in our district.

As administrators, we also need to ask the question: is technology making a difference in student achievement? The answer may be obvious to some; but validating whether technology is helping or hindering our efforts in the classroom and discovering what is most effective is our primary goal.

Over the last year, administration has started to review and assess the correlation of how our existing technology is being used to support some of the curriculum based initiatives and although we have not come to any definitive conclusions we are faced with an overwhelming set of technology and application options that cannot necessarily be sustained, both financially and in practice. The internet and web based services remain the most popular and by far have been the most consistently used resource for education, research and communication. A very close second is specific software applications like Kurzweil and Dragon. Naturally Speaking and other assistive technology programs are, without a doubt, very important to the teaching plans and student learning.

A lot of insight and knowledge has been gained through the Managing of Information for Student Achievement (MISA) Program over the last four years in the Province of Ontario. Much has been learned from the resulting data and analysis that has positively influenced student achievement; in many cases leveraging some form of technology.

Fast Facts NCDSB

As of October 30th, 2010 NCDSB enrolment is as follows:

<u>ELEMENTARY SCHOOLS:</u>	<u>SECONDARY SCHOOLS:</u>
FTE: 1855	FTE: 474
Head Count: 2,022	Head Count: 487
Female: 934	Female: 261
Male: 1,088	Male: 226
Self-identified Students: 258	
Number of ESL Student: 9	

FULL DAY EARLY LEARNING (PHASE 1)

ST. PAUL SCHOOL has **39** students enrolled in Full-day Kindergarten

Grade Accumulation Rates

The percentage of students who achieved 16 or more credits as of June 30th, 2010 of their second year in high school.

School Year	Grade 10 16 of 16 Credits
2004/2005	67%
2005/2006	65%
2006/2007	70%
2007/2008	69%
2008/2009	78.99%
2009/2010	68%

The board geography spans from Moosonee to Cobalt, Ontario, serving 14 school communities. The NCDSB is comprised of 13 elementary schools located throughout Northeastern Ontario and one secondary school, located in Timmins, Ontario

Primary Class Size

Percentage of primary classes at 20 students or fewer:

91.8%



Dan Loreto Special Assignment Teacher
—Special Education

Special Education Programs

The NCDSB is proud to offer specialized programs to students with special needs. Along with the success we met with our Provincial Schools partnership, we introduced different program opportunities at the elementary and secondary levels. With the introduction of essential skills programming in Iroquois Falls, Kirkland Lake and Timmins, small groups of students are benefitting from hands-on life learning activities that will equip them with the skills and work habits necessary to be positive and active members of our global community.



For further information about NCDSB, please visit: www.ncdsb.on.ca

HUMAN RESOURCES

Successful Transition

2010 marks the first full year of amalgamation with Bishop Belleau School in Moosonee. We have forged new working relationships through the role that we play on the Bishop Belleau School committees. While we are still on a learning curve in regards to the unique provisions of the collective agreements at BBS, we are committed to ensuring a successful transition in the long term.

PDT Provisions

During the course of the year, the HR Department focused on the ongoing implementation of PDT provisions, including the enhancement of benefits for many of our employee groups and enhanced dialogue with various Board-union committees. Declining enrolment within the Board led to some difficult decisions around staffing, including the need to declare redundancies both at the elementary and secondary panels.



Office Clerk
Receptionist

Wellness Committee

A formal Wellness Committee was also launched this year with representation from all employee groups. During these initial stages, the committee has been providing feedback with respect to the implementation of a disability support program to assist employees with a safe and timely transition from illness or injury in their return to work.

Joint Health & Safety Committee

The Joint Health and Safety Committee focused on a thorough review of the structure of the committee, under the guidance of the Ministry of Labour. The Board's multi-site agreement, which allows us to operate with one committee over our vast geography, has undergone many changes. The new model will provide for an expanded membership (from 11 to 19 members) and additional certified representatives in each of our regions. The Board is awaiting final approval of the new agreement for implementation in early 2011.



Mélanie Bidal-Mainville
Human Resources Generalist

Diane Cameron
Administrative Assistant HR

The introduction of Bill 168 on Workplace Violence and Harassment led to a thorough review of policies, programs and training in this area. The Joint Health and Safety Committee played a pivotal role in the development and implementation of this initiative. Earlier this year, risk assessment surveys were circulated to all employees to identify areas that may pose related hazards. New and amended policies were also introduced to ensure compliance with the new legislation. There is a particular focus on the risk of domestic violence spilling over into the workplace, thus exposing workers to injury. These measures will help us identify threats of violence while outlining a clear process for dealing with complaints through a structured investigation. Training has now been provided to employees to ensure awareness about the rights and responsibilities of all parties involved.

FINANCIAL SERVICES

Our balanced 2009-2010 budget of \$38,076,952 is focused on supporting student learning and achievement in a declining enrolment environment.

The board received \$37,870,502 in revenues, which is primarily from provincial grants and local taxation. Operating expenditures totaled \$36,267,983 and capital expenditures were \$1,808,969. The budget deficit was covered from reserves.



L. to R. **Mary Lou Pollon**, Manager Financial Services;
Diane Morrell, Administrative Assistant Finance

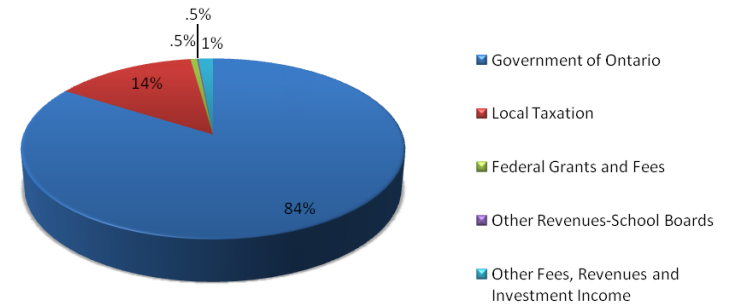


Pictured: **Darlene Truchon**, Payroll Clerk
Missing: **Carole Huggins**, Accts Payable Clerk

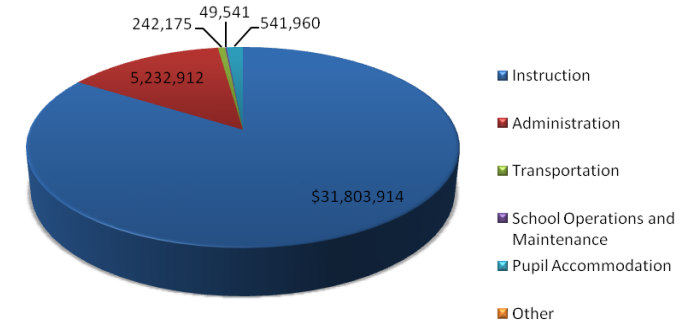
Capital expenditures included upgrading and purchasing new computers, Smartboards, as well as, furniture and equipment. School renewal funding was used to upgrade school facilities.

The Board's budget saw an increase due to amalgamation with Moosonee Roman Catholic Separate School Board.

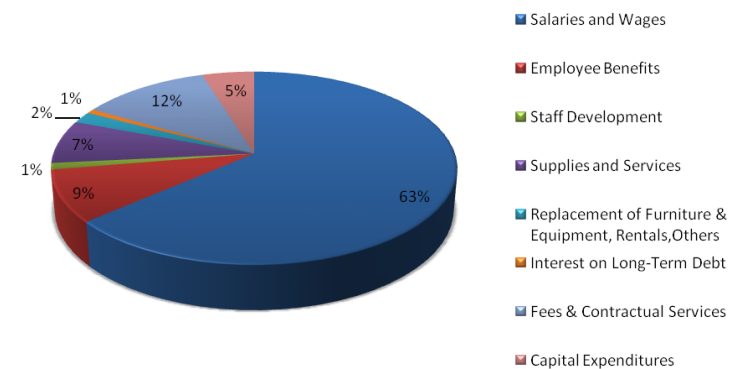
Revenues



Operating Expenditure By Major Function



Operating Expenditure By Major Object



PLANT... Caring for our Schools

Capital Projects

2010 was a very busy year and included some very important capital projects from the NCDSB Plant division. The on-going maintenance of our schools enables all students to learn and grow in a safe and comfortable learning environment.

English Catholic Central School expansion, included a new Industrial Arts and Family Studies wing, at a cost of \$750,000.00

St. Paul School's roof was completely replaced and re-insulated out of the School Renewal budget.

Community Use of Schools

It is the policy of the Northeastern Catholic District School Board to make Board-owned facilities available for community use providing that the normal education program of the school can be maintained.

School gymnasiums, classrooms and meeting rooms, and common areas can be booked by organizations or members of the public for use. In 2010, our schools have been utilized for community athletic organizations, tournaments, birthday parties, baby showers, organizations weekly / monthly meetings, etc.

Lead Testing:

The annual lead testing was completed at all schools and no exceedances were reported for the 4th year in a row.

Community Use of Schools:

Total Permits Issued: 153
Total Hours Used: * 4,825.25
Total Participants: * 26,138
 *MET implemented new EFIS Reporting Definitions for 2009-2010 school year for CUS Hours & Participants

NEWS RELEASE

English Catholic Central School's New Industrial Arts & Family Studies Wing Grand Opening

New Liskeard, September 15, 2010:

The Northeastern Catholic District School Board, in conjunction with English Catholic Central School in New Liskeard, officially opened the new Industrial Arts and Family Studies Wing for the 2010 school year on Wednesday, September 15th.

The construction project at English Catholic Central School cost \$750,000.00 and began in April of 2010. The new Industrial Arts and Family Studies facilities are equipped with state-of-the-art woodworking, kitchen and sewing equipment. This new wing will enhance the educational experience for all E.C.C.S. students in New Liskeard; furthermore, students from St. Patrick Catholic School in Cobalt will also benefit from utilizing these new facilities.

Rick Brassard, Board Chair, welcomed E.C.C.S. grade 7 and 8 students and special guests to the official grand opening. He then proceeded to participate in the cutting of the first piece of wood in the Industrial Arts room, and in cutting the first cake baked in the new Family Studies room. "We are so proud of this new expansion and we look forward to all of the new learning opportunities from which our students will benefit. This expansion compliments the exceptional education the students at English Catholic Central School and St. Patrick School receive and allows for additional skills that will enrich our students' lives."



Randy Beauchamp, Grade 8 E.C.C.S. student, officially cuts the first piece of wood in the new Industrial Arts room as Rick Brassard, Board Chair (far left) Marc Deshaies, Senior Architect with PBK Architects, Fr. John Lemire and Lori Hurtubise, E.C.C.S. Principal (far right) look on.

Energy Retrofits

Ministry of Education funding of \$618,470.00 for energy retrofit projects has been completed, this portion of funding consisted mostly of lighting retrofits at St. Patrick School (Cobalt), English Catholic Central School, O'Gorman Intermediate Catholic School, O'Gorman High School and St. Paul School.

In addition, MET funding (\$843,688.00) has been confirmed and all of these projects are in progress. The major components of this portion of funding are:

- * *Boiler replacement at St. Paul school*
- * *Variable Frequency Drives and HE motors at O'Gorman High School*
- * *New DDC Automation Systems at O'Gorman Intermediate Catholic School, St. Paul School and O'Gorman High School*



L to R:
Bob Landry, Manager
 Plant Services
Nicole Pontello,
 Office Clerk Plant
 Services

Renewable Energy Funding for Schools

The Ministry of Education has provided funds through the Renewable Energy Funding for Schools initiative in the amount of \$212,351.00 to partner with NCDSB and install a solar photovoltaic (PV) system and a Sustainability Information System (SIS) at O'Gorman High School. SIS will allow OHS students to access real time monitoring of the building's energy use as well as that of the solar PV system.

Making **sustainable**
more **attainable.**

Northeastern Catholic District School Board Energy and Facility Renewal Program Overview

The Board and Honeywell are working together to improve their facilities and enhance the learning environment while reducing greenhouse gas emissions. The improvements will result in energy and operational savings that are fully guaranteed by Honeywell throughout the program.

Benefits:

- Funds facility upgrades with guaranteed cost savings - \$68,969 in annual utility and operational savings
- Greenhouse gas emission reduction of 229 metric tons per year - equivalent to removing 36 medium size cars from local roads
- Combats rising energy costs
- Increases comfort for students and staff
- Demonstrates the Board's commitment to sustainability

Energy Conservation Measures:

- Lighting system upgrades that will reduce energy consumption while providing better illumination
- Vending machine controllers to conserve energy
- Heating plant modification to improve efficiency
- Building automation system expansion and optimization to allow better control of heating, cooling and ventilation systems
- Weather-sealing of buildings to reduce heating and cooling loss

Renewable Energy System:

- 11.04 kW roof-mounted solar PV system expected to generate 12,479 kWh of green power annually



Honeywell

PASTORAL CARE

Prayerful volunteer projects in the name of Christ with local soup kitchens, the international fair trade festival 10,000 Villages, and Development and Peace fund-raisers for Haiti are some of the projects that Pastoral Care has been a part of with students and staff in 2010. After a year away from the TOOLS trip (accompanying and serving Toronto's homeless population over four days), it was a joyful and hope-filled group of eleven OHS students and an OHS teacher that ventured south this November on the popular service trip. Through these various forms of service, the continual call to us is to learn to see the face of Christ in all whom we encounter.

Restorative Justice

This fall Pastoral Care was involved in a Board initiative to see Restorative Justice practices take root in our schools. Restorative justice, beginning with mature forms of communication that are meant to include all members of a class or group of students and staff, supports the hope and practice of our Church to see healthy, inclusive communities living in the name of Christ. This is a continual call not only for our classrooms, but for all our communities in the Board, including our schools and the Board office.

School visits, liturgical celebrations, storytelling, and retreat experiences for students from grades 3 to 12 have continued to take place across our region. The addition of the school community in Moosonee, Bishop Belleau School, has brought exciting new possibilities for students at OHS. In March, 2010, a group of students and their teacher ventured North by train in order to perform children's theatre for students and staff of Bishop Belleau. We stayed in the basement of the nearby parish church and during this visit were able to travel to Moose Factory where we learned more of the local community through a tour with the Cree Cultural Centre.

Celebrating First Nations

Something that is growing slowly but surely are new efforts to incorporate First Nation's culture into school liturgy. For example, in 2010 Aboriginal drumming to open and close liturgical celebrations has been practiced, as has the practice of smudging during the Penitential Rite at the beginning of mass. This brings renewed participation and energy to school celebrations.

Hitchhiker's Guide

An important link between students and the Church was established this past spring with a new youth camp entitled, 'The Hitchhiker's Guide to the Catholic Universe'. This camp, of which NCDSB

has played a key role, was begun and led by parishioners in the Diocese of Timmins. The camp-retreat was a great success, with over 40 young people participating over the weekend of May 14-16. This gathering was a time to learn more of how faith has played a role in people's lives, to share in discussions about faith and the teachings of the Catholic Church, and finally, to celebrate the wonders of life through song, prayer, and liturgy. Another 'Hitchhiker's' camp is planned for May, 2011.



The peace of Christ to all in 2011!

Michael Buhler,
NCDSB
Pastoral Care
Worker

Our collective thanks to the Parishes across the Dioceses of Timmins, Hearst, and Moosonee who support our schools in such meaningful ways. The Parishes offer us immeasurably rich resources primarily in people, such as clergy, pastoral associates, and parishioners. Through their patient and kind guidance of our school communities across the Board, we are able to continue experiencing the story and presence of Jesus Christ in our daily lives.



OUR SCHOOL COMMUNITIES



Aileen Wright English Catholic School

Our year had a firm focus on student and teacher learning where ambitious targets were set for our entire Catholic School Community. Our emphasis is building productive relationships recognizing the link between teacher, parent and student and promoting consistent home-school communication actively pursuing parental involvement. There is a competitive and interactive core french program starting in Junior Kindergarten and an appreciation for daily physical education classes. We offer an active Music Program incorporating a School Choir and School Band. Sacramental Preparation in consultation with the Parish Priest is a focus with an Altar Server Program for Sunday Masses. We participate in Legion Contests, Terry Fox Walk, Jump Rope for Heart, MS Read-a-Thon, Food Drives, and various Social Justice Initiatives. We continue to model our faith through our instruction, words, and most importantly our actions. United, We are the Light of the World!!!

Fr. John Lemire, Rick Brassard,
Chair of the Board,
Martin Drainville,
Vice-Chair of the Board,
Lori Hurtubise, ECCS Principal,
Glenn Sheculski, Director of
Education,
James Michaud, Superintendent
of Student Success,
Don Landry, CGV Site Foreman
and **Bob Landry**, Manager of Plant
were present on Tuesday, April
20, 2010 at 11:00am for a
ground-breaking ceremony.



English Catholic Central School

One of the greatest highlights this year at English Catholic Central School was the addition of an Industrial Arts and Family Studies wing. Construction began in April of 2010 and the new addition was completed in time for September start up. Students in grades 7 and 8 from ECCS and St. Patrick's School in Cobalt now have the opportunity to experience these enhanced learning opportunities and explore career paths they may have previously not considered.

E.C.C.S. continues to foster a positive school culture by recognizing student contributions to their school community during Spirit Assemblies at the end of each month. Students are recognized for their athletic, spiritual and academic achievements. A special thank you to our Student Council for organizing our Spirit Day events as well as our assemblies!

E.C.C.S. continues to explore our Catholic faith by participating regularly in Virtue of the Month activities. In December 2010, Mrs. Aitchison's Grade 8 class completed a project where they researched and recorded the acts of charity committed by the staff and students at English Catholic Central School. This included monetary contributions to worthwhile causes such as Christmas Wish, Development and Peace, World Vision, Haiti Relief, Save the Children, Our Mother of Perpetual Help Parish Food Hampers and the Biker's Reunion. The bulletin board also included numerous photos of students committing acts of kindness through participating in Reading Buddies, Math Buddies, Intramural Refereeing, Recycling Club, and volunteering at the Healthy Hut.

OUR SCHOOL COMMUNITIES



Bishop Belleau School

Our Bishop Belleau School community celebrated with parents and guardians a school Pot Luck meal during Christmas 2009. Staff cooked up 5 turkeys, 50 pounds of potatoes, and a mound of vegetables while community members contributed desserts and even more food. Tummies were full and spirits made brighter during the season in which we celebrated the meaning of Christmas and the gift of togetherness as a community of believers and friends. Food highlighted another of our annual practices. BBS students and staff make an annual food drive for the less fortunate in our small community by challenging one another to make Christmas a time of giving. Food collected is donated to the Native Friendship Centre which oversees the packaging and delivery of food throughout the community. Our entire community was delighted to take in the powerful First Nation's production of "Spirit Horse". Students experienced a close connection with the performers as well as the story line which drove home the message of anti-racism, family connections, and overcoming obstacles. Finally, the Grade 2 / 3 students also remember fondly our Aboriginal Day where they got to make crafts and do some beading. They also enjoyed our Winter Play Day where all the classes played games together.



St. Patrick Catholic School—Cobalt

St. Patrick School in Cobalt achieved the highest results in the reporting English schools in the Northeast on the Primary EQAO assessment administered in June. St. Patrick surpassed the other schools in all three areas of Reading, Writing and Mathematics. All of the staff and students worked hard to improve student learning throughout the year and the EQAO results proved that these efforts had a great impact on student achievement.

St. Patrick School is continuing to work together with the Timiskaming Health Unit to create a healthier school through the Nutrition for Schools program. As part of the program the students are taught about nutrition and healthy snacks as well as how to have a healthy lifestyle. All students now have at least one healthy snack in their lunch and are making healthier choices in their lunches. The school, for its part, in addition to promoting nutrition, is only providing healthy foods on hot lunch days. These foods are being prepared at the school and include meals such as soup, stew, shepherd's pie and casseroles. The participation in hot lunches has never been higher.

Once again, during Catholic Education Week, the staff and students created the Writers' on the Wall production at the Classic Theatre. Through dance, song, poetry and story telling, students entertained the audience to the theme, "Listen to Your Heart" which examined love for God, for self and for others.



St. Paul School

St. Paul School continues to shine in 2010. One of our school highlights was our annual Open House in September. Over 20 community partners joined us again this year to celebrate and to bring information to our parent community. This year was our most well attended event ever as we also had games, popcorn, cotton candy and more.

Our Virtues assemblies are also proving to be a great community building experience for our students and staff. Each class is responsible for a monthly assembly and for decorating the bulletin board in our front hallway that celebrates the Virtue of the month. Students from each classroom who best exhibit the monthly virtue are also recognized in front of the school and their accomplishments are celebrated.

We are off to a great start this year and we are continuing to build community as we strive to ensure that all children reach their full potential.

OUR SCHOOL COMMUNITIES



St. Patrick School—Kapuskasling

2010 was a very special year for the staff and students of St. Patrick School in Kapuskasing. This school year marked our 50th anniversary. We celebrated this milestone with an open house, planting an anniversary garden, having a special breakfast for staff and students and hosting a special 50th anniversary mass. It was a wonderful celebration of our strong history of faith, academics, athletics and community service.

Three St. Pat's students also gained national and international attention during 2010. Jared Reckzine was selected to represent all of Ontario as a McDonald's Kid Champion Ambassador at the Vancouver 2010 Olympics. Megan Boudreau was featured on the CBC show "Dragon's Den" with a board game that she created with another student through a program called "Kids Invent Toys". Finally, Jane Keating was selected as one of sixty students to sit on the Minister of Education Student Advisory Committee. These students were not only good ambassadors of our school and community of Kapuskasing, they certainly represented our school board, region and province in a way that we should all be proud of.

At St. Pat's school, we are educating hearts and minds.



*May 2010 St. Patrick School in Kapuskasing
Celebrated 50 Years of Educational Excellence*



Holy Family School

Holy Family School strives to help children grow academically, socially and spiritually. In this regard, we are always looking for ways to improve achievement through increased involvement with our Parish, by participating in various professional development initiatives and by making our school a safe and happy place to learn and grow. This year we have had many fun and fulfilling events which include our monthly Virtue liturgies and assistance with Sacramental preparation at Holy Trinity Parish. Our increased community and charity involvement includes our support of the "Save a Family Plan", the local food bank, Terry Fox run, the Englehart & District Hospital, and our participation in the Unveiling of Christmas parade. Also, we are happy to be part of the "Make the Healthy Choice the Easy Choice" nutrition campaign in conjunction with the Timiskaming Health Unit as well as the Collaborative Inquiry and Learning in Mathematics project. At Holy Family, YOU are the Light of the World!



St. Jerome School

The year 2010 has been an exciting one for St. Jerome school. We ended the 2009-2010 school year by welcoming *Junglesport* back in June for a week full of fun and adventure. This event was made possible through our fundraising efforts and especially the support of dedicated staff and parents. We were proud to welcome 43 new Junior Kindergarten students and their families to our school community in September. As well, the addition of an essential skills classroom has enhanced the programming for some of our special needs students. EQAO results indicate that we made great gains in Reading and show continued success in Writing and Mathematics. As a Catholic community we continue to grow in our faith journey through the study of monthly virtues and participation in a number of liturgical events.

OUR SCHOOL COMMUNITIES



O'Gorman Intermediate Catholic School

O'Gorman Intermediate Catholic School is very excited and proud to have introduced three unique opportunities for our students. Along with many other positive initiatives, we have established an all male class and are partnering with Nipissing University as part of a research project. Under the guidance of Dr. David Booth, this research project is the first of its kind in Canada. The male learners each have an Ipad to help further develop their interest and abilities in reading. We are confident that these devices will change the way boys learn and engage in literacy development. We have also introduced Ipad Touches to our grade 8 French Immersion and English programs, and are using this technology to develop oral language skills and enhance student engagement. Finally, we continue to work with students who have learning disabilities in our Empower Classroom and provide them with all the necessary technology, supports, and services needed to ensure that they meet success before entering high school and beyond. The staff at OICS continue to integrate technology in meaningful ways to ensure that our students are afforded every opportunity to be engaged in their learning and better prepared for their future.



O'Gorman High School

O'Gorman High School is a community of Faith, built on respect and a place of teaching and learning. We work very hard with our O'Gorman community to instill these aspects into their everyday thinking and actions, and of course, the values of Faith, Hope, and Charity are infused into all of our activities. We see this within our building and in our community outreach activities.

On the academic side, we strive for success. Our staff has demonstrated that they are committed to our students' success through their work in the classroom. As a community, we continually look forward by reflecting on what we have done, fine-tuning as required, and moving with the times. We continue to add new programs (Specialist High Skills Major in Construction and Justice, Community Safety and Emergency Services; Advance Placement in Art) that are viable for our community, and up-grade our facility, giving our students more opportunity to use new technologies (mobile labs that are used in and out of the classroom).

Our school is also a place of activity. Through the efforts and volunteerism of staff, O'Gorman High offers a rich and varied pool of different after school extra-curricular activities for our students (i.e. Sears Drama Festival, this year's play - Beauty and the Beast, school sport teams, and O'Gorman Student Organization). We encourage our students to become involved in our extra-curricular school life as these activities provide both balance and personal growth.

O'Gorman High School is your path to your FUTURE!



Sacred Heart School—Timmins

The students of Sacred Heart School “walked the talk” of our faith by helping those in need by collecting over 1375 non-perishable food items at Thanksgiving, raising over \$400 in our “pennies for pencils” campaign to assist students in Ethiopia and raised \$2165 to support hurricane relief in Haiti through our “hold the Olympic torch” picture campaign. Our school community celebrated our family atmosphere with our “Spring Fling” as the school was turned into a carnival with child-centered games and activities.

OUR SCHOOL COMMUNITIES



Sacred Heart Catholic School—Kirkland Lake

Through the collaborative efforts of the staff at Sacred Heart Catholic School, we were extremely pleased with the improvement of our Junior EQAO Provincial Assessment results. Our students achieved an 18% higher score in Mathematics and increased 11% in Reading. A team of four teachers were involved with an Inquiry Project geared towards the enhancement of differentiated instruction which they shared with their colleagues and staff throughout the Board to improve teaching practices. As a Catholic school, the students and staff support the community by participating in local and national fund raising events such as the Walk for a Drug Free Community, Relay for Life, Hero Run, the Salvation Army Food Bank, the Terry Fox Walk, etc.



St. Anne English Catholic School

St. Anne School is a small, family focused learning environment; where our Catholic Values shine through. Here are some examples of the many great news stories from St. Anne school.

Multicultural Night

On October 13th, St. Anne's hosted over 130 people at our Multicultural Open House. Visitors were transported to many countries including France, Belgium, Ukraine, Poland, China, Greece, India and Russia. From perogies to Greek salad, from the Eiffel Tower to the Taj Mahal, parents and students tasted culinary delights and took in the sights of the world without ever leaving the comfort of their school.

Veteran's Week

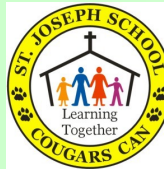
St. Anne students participated in the Postcards for Peace activity organized by Veteran's Affairs Canada. Students

expressed their personal thanks on provided postcards to those who have served and those who are serving in the cause of peace and freedom. The postcards were sent to the Canadian Forces members in Afghanistan and to war veterans in London, ON.

St. Anne's was extremely well represented in the Royal Canadian Legion sponsored Remembrance Day Contest. The school had winners in every category and in many categories won first, second and third place. Congratulations to the students for their hard work and to their teachers for cultivating the students' literary and artistic talents.

Green Apple School Program Grant

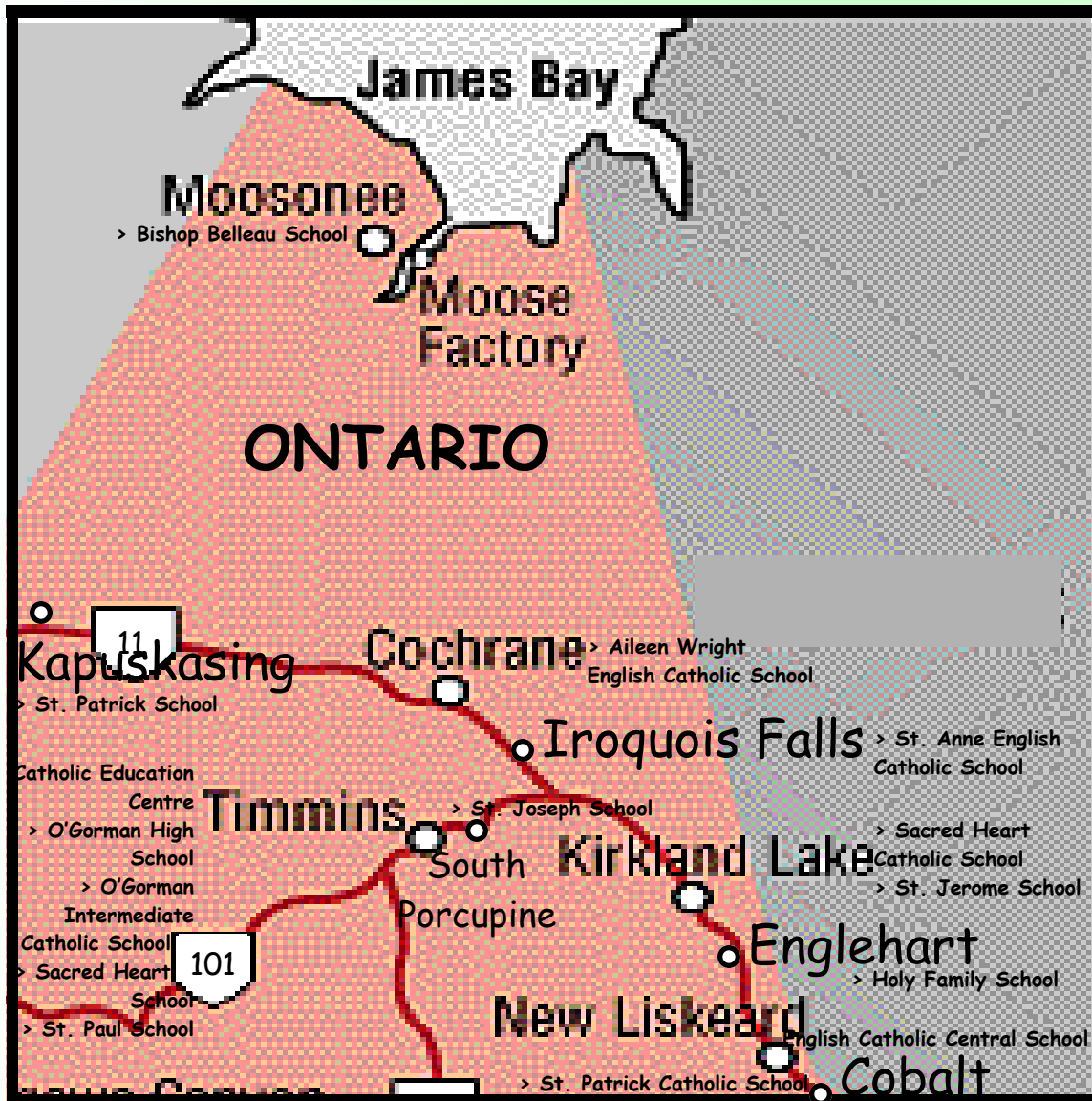
St. Anne's has been awarded a Green Apple School Program Grant in the amount of \$1000.00. Earlier this fall, a green idea was submitted for approval. It was entitled, "Trees, Bushes and Shrubs - OH MY!" The project will entail planting trees and shrubs in and around the St. Anne playground. The planting will take place in conjunction with our annual family BBQ to be held in the spring. St. Anne's - making our community greener one tree at a time.



St. Joseph School

St. Joseph School was honoured to have been chosen as a recipient of the Dr. Bette M. Stephenson Recognition of Achievement for 2010, sponsored by EQAO. This recognition program acknowledges 20 school communities throughout Ontario that have distinguished themselves through their leadership, data-driven strategies and whole-school approaches to help every child succeed. The staff of St. Joseph School has worked hard to create a school environment where every child is valued and provided with the tools needed for success.

MAP OF OUR SCHOOL COMMUNITIES



- ◆ AILEEN WRIGHT ENGLISH CATHOLIC SCHOOL (Cochrane)
- ◆ BISHOP BELLEAU SCHOOL (Moosonee)
- ◆ ENGLISH CATHOLIC CENTRAL SCHOOL (New Liskeard)
- ◆ HOLY FAMILY SCHOOL (Englehart)
- ◆ O'GORMAN HIGH SCHOOL (Timmins)
- ◆ O'GORMAN INTERMEDIATE CATHOLIC SCHOOL (Timmins)
- ◆ SACRED HEART CATHOLIC SCHOOL (Kirkland Lake)
- ◆ SACRED HEART SCHOOL (Timmins)
- ◆ ST. ANNE ENGLISH CATHOLIC SCHOOL (Iroquois Falls)
- ◆ ST. JEROME SCHOOL (Kirkland Lake)
- ◆ ST. JOSEPH SCHOOL (South Porcupine)
- ◆ ST. PATRICK CATHOLIC SCHOOL (Cobalt)
- ◆ ST. PATRICK SCHOOL (Kapuskasing)
- ◆ ST. PAUL SCHOOL (Timmins)

*“Inspired by the mystery of Christ,
we will guide our students on a journey
of discovery that celebrates life.”*



FAITH IN EDUCATION!

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School Board**

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