



2018 Director's Annual Report

We are pleased to share the 2018 Director's Annual Report, highlighting some of the key strategies we have implemented over the past calendar year. We are so proud of our students and school communities, and we are honoured to share our stories of success with our stakeholders and community partners. We extend our sincere gratitude to every member of the NCDSB team who helped us to achieve so many positive outcomes in Catholic education this past year. We have opened a new Catholic elementary school; we have updated our classrooms to ensure that our students are comfortable in their learning spaces and have access to state of the art technology and resources; we are investing in professional learning opportunities at all levels of our organization; and we remain committed to enhancing the faith journey of students and staff. We remain focused on increasing student achievement, ensuring equity, promoting well-being and enhancing public confidence in Catholic Education.

Through our shared actions and words, we are living out our mission and fulfilling our vision of being faithful and thoughtful learners, working together to transform the world.

Let us continue to learn together, to strive for excellence, and to always be in service to God and each other.

Richard Brassard
Chair of the Board



Tricia Stefanic Weltz
Director of Education

MISSION STATEMENT

**Learning together.
Striving for Excellence.
In service to God
and each other.**

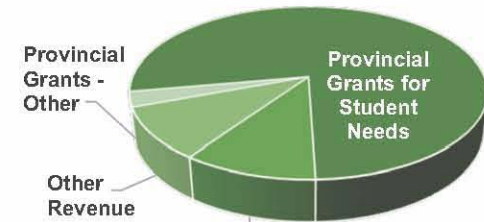
VISION STATEMENT

**Faithful and
thoughtful learners,
working together
to transform the world.**

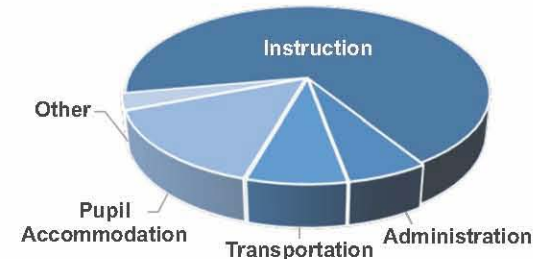
Our Achievement Story

Grade 3 Reading	13-14	14-15	15-16	16-17	17-18	Grade 6 Reading	13-14	14-15	15-16	16-17	17-18
Provincial Average	70%	N/A	72%	74%	75%	Provincial	79%	N/A	81%	81%	82%
NCDSB	54%	55%	56%	60%	67%	NCDSB	71%	66%	74%	68%	70%
Females	55%	57%	66%	64%	71%	Females	75%	68%	73%	68%	76%
Males	54%	54%	49%	56%	62%	Males	67%	64%	74%	67%	64%
Special Needs	49%	41%	44%	38%	44%	Special Needs	49%	39%	60%	46%	49%
Grade 3 Writing						Grade 6 Writing					
Provincial Average	78%	N/A	74%	73%	72%	Provincial	78%	N/A	80%	79%	80%
NCDSB	58%	53%	60%	55%	58%	NCDSB	67%	61%	68%	57%	60%
Females	63%	60%	67%	62%	68%	Females	84%	68%	78%	63%	70%
Males	55%	46%	55%	49%	46%	Males	52%	57%	61%	52%	51%
Special Needs	60%	37%	63%	56%	49%	Special Needs	38%	28%	51%	37%	38%
Grade 3 Math						Grade 6 Math					
Provincial Average	67%	N/A	63%	62%	61%	Provincial	54%	N/A	50%	50%	49%
NCDSB	56%	55%	50%	54%	51%	NCDSB	41%	42%	32%	28%	23%
Females	56%	52%	52%	51%	49%	Females	46%	40%	36%	25%	26%
Males	56%	58%	48%	57%	54%	Males	37%	44%	30%	30%	20%
Special Needs	42%	29%	40%	38%	27%	Special Needs	15%	16%	9%	9%	7%
Grade 9 Academic Math	13-14	14-15	15-16	16-17	17-18	Grade 10 OSSLT First Time Eligible	13-14	14-15	15-16	16-17	17-18
Provincial Average	85%	N/A	83%	83%	84%	Provincial	83%	82%	81%	81%	79%
NCDSB	68%	78%	80%	64%	69%	NCDSB	68%	79%	52%	65%	55%
Females	68%	83%	74%	73%	62%	Females	62%	75%	53%	75%	75%
Males	68%	70%	87%	52%	72%	Males	57%	71%	49%	53%	53%
Special Needs	50%	50%	100%	25%	N/A	Special Needs	46%	30%	37%	32%	4%
Grade 9 Applied Math	13-14	14-15	15-16	16-17	17-18	Highest, Lowest and Provincial Average based on Percentage of Students at Level 3 and above.					
Provincial Average	47%	N/A	45%	44%	45%						
NCDSB	33%	24%	24%	36%	37%						
Females	41%	16%	15%	33%	26%						
Males	25%	35%	32%	40%	45%						
Special Needs	21%	16%	17%	20%	38%						

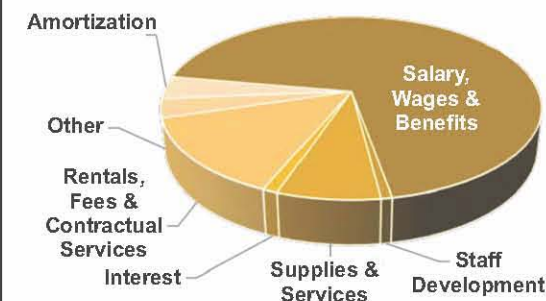
Our Financial Story



2017/2018 Revenue		
Provincial Grants for Student Needs	\$ 33,430,958	78%
Taxation	\$ 3,842,421	9%
Other Revenue	\$ 3,687,541	9%
Provincial Grants - Other	\$ 1,684,729	4%
Total	\$ 42,645,649	100%



2017/2018 Expenditures by Category		
Instruction	\$ 28,701,479	69%
Administration	\$ 2,777,756	7%
Transportation	\$ 3,215,494	8%
Pupil Accommodation	\$ 5,663,179	14%
Other	\$ 1,119,180	3%
Total	\$ 41,477,088	100%
Annual Surplus	\$ 1,168,561	



2017/2018 Expenditures by Object		
Salary, Wages & Benefits	\$ 28,817,839	69%
Staff Development	\$ 309,272	1%
Supplies & Services	\$ 3,331,898	8%
Interest	\$ 331,146	1%
Rentals, Fees & Contractual Services	\$ 5,294,410	13%
Other	\$ 1,616,605	4%
Amortization	\$ 1,775,918	4%
Total	\$ 41,477,088	100%



NCDSB Profile: Our Schools (2018)

NCDSB is made up of twelve elementary schools and one secondary school; including our Alternative & Continuing Catholic Education Support Services Centre (ACCESS Centre). The enrolment for elementary schools is 1828 students and 445 secondary school students. Our school board employs 163 (FTE) Teachers and 43 (FTE) Educational Assistants. We currently have twelve elementary school Principals, one secondary school Principal, and two Vice Principals. Geographically, our system is over 25,000 sq. kms in size spanning many communities in Northeastern Ontario with schools in Moosonee, Kapuskasing, Cochrane, Iroquois Falls, Timmins, Kirkland Lake, Englehart, New Liskeard and Cobalt.

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OUR STRATEGIC DIRECTIONS

The NCDSB proudly released the new Multi-Year Strategic Plan in 2018. This plan provides the direction and vision we need to move our system forward, over the next four years. Our Multi-Year Strategic Plan is based on the three key themes of Stewardship, Excellence, and Learning. Our plan will be used to guide our decision-making and help us to align our human and financial resources. The strategic directions within our Multi-Year Strategic Plan will inspire us to make positive change and improve outcomes for all.

We will dedicate our efforts and time toward responsible stewardship of our God-given gifts and resources.

- Significant advancements in ICT, improving the ways that NCDSB staff and stakeholders collaborate and communicate.
- Transition to automated internal processes and cloud-based technologies, reducing the use of paper as a district school board.
- Friends and Advocates of Catholic Education (FACE) committee engaged our local members of parliament in important conversations about sustaining Catholic Education in our province.
- Alignment of financial allocations to key strategic directions to respond to student and staff learning needs.

~ Stewardship ~



We will dedicate our efforts and time toward innovative and excellent programs, services, and opportunities that are responsive to our students and families.

- Implementation of Phase 1 of the transition to a new HR/Payroll system, which introduced an automated absence and leave request system for school-based employees.
- St. Joseph School celebrated the sacrament of Baptism with students and family members in a beautiful community service.
- The introduction of the Youth Wellness Hubs, in partnership with various community partners in the City of Timmins.
- The staff at St. Jerome School engaged in a year-long professional learning process called the Whole-School Approach. Student work served as the catalyst for deep dialogue about learning.

~ Excellence ~



We will dedicate our efforts and time toward nurturing a culture of learning by investing in ourselves and one another.

- The renewed strategy of Health & Safety bulletins and focused training segments, linked to the training matrix produced by OCSTA/OECTA Provincial Health and Safety Committee.
- Substantial investments in professional learning for all staff, focusing on research-based strategies to improve instruction and learning in mathematics.
- Executive Coaching Project for all members of the senior administration team, learning the key features of building and sustaining a coach-like culture.
- Participation in Indigenous Cultural Competency Training, in an effort to help NCDSB staff obtain the necessary skills, knowledge, attitudes and values to foster meaningful and informed relationships with the Indigenous community.
- Mental Health and Wellness for Leaders Day, provided our school and system leaders with the opportunity to address their own personal health and wellness.

~ Learning ~



Our Success Stories



Caring Covers

As part of the ICE Challenge, three O'Gorman High School students successfully created the concept of Caring Covers, a blanket designed for community distribution intended to provide wrap around support service information. Hailey Vaillancourt, Lauren Doyle, and Brianna Hway showed innovation and creativity in designing the blanket and working in partnership with many community service agencies to ensure those in need received a Caring Cover.

Equity and Inclusive Education

Work continues across the Northeastern Catholic District School Board to address key initiatives in line with Ontario's Education Equity Action Plan. We have made gains in the three key areas of School and Classroom Practices, Leadership, Governance and Human Resource Practices, and Data Collection, Integration and Reporting. Our shared work continues to identify, remove, and prevent systemic barriers.

- School leaders were trained in using the resource Equity Continuum: Action for Critical Transformation in Schools and Classrooms and then led staff learning at their local schools. Key areas have been identified by school for focus during the 2018-2019 school year, within school improvement plans.
- Deployment of a new communication system allowed for critical enhancements to schools that can help keep people safe and informed. Among many of its features, the system also improves door control and access management.
- The implementation of a new Multi-Year Strategic Plan that addresses goals and strategic actions relating to equity, inclusive education, and the recommendations of the Truth and Reconciliation Commission.
- Ongoing training and professional learning opportunities to all members of the board team.
- Review and refinements to policies and procedures to ensure that the principles of equity and inclusive education are upheld.

A Journey in Faith

We extended an invitation to our staff members to join our Journey in Faith program, in partnership with our local Diocese. The program was based on the Rite of Christian Initiation of Adults program (RCIA) and allowed participants the opportunity to learn and prayerfully reflect on living the Catholic faith and coming to see what their lives might look like as active members in the Catholic church.

Athletics

Our students continue to excel in all school sports and are learning important skills to work in teams, set personal goals, and working together to achieve success. We have many examples of success stories on the field, in the rinks, on the track, and courts. We are so proud of our student athletes and applaud their efforts to live healthy, active lives!

Evening of Applause

Hosted this year by the NCDSB, the community came together to recognize students for their leadership in human rights and anti-discriminatory activities. We are proud of three local students who earned recognition at this beautiful evening of celebration: Owen South (Pope Francis Elementary School), Abigail Watt (St. Joseph School) and Aidan Buhler (O'Gorman High School).



Pope Francis Elementary School

After 18 months of active construction and transition, the NCDSB community was thrilled to open the doors of Pope Francis Elementary School in September.



The 1st Annual Chris Collins Memorial Basketball Tournament

Hosted by ECCS, this tournament brings young student athletes together in a friendly competition, in honour of NCDSB principal and distinguished educator, Chris Collins.



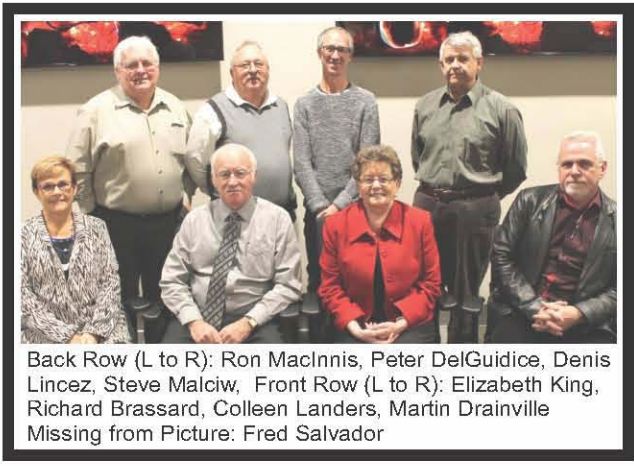
O'Gorman High School Basketball

O'Gorman High School Senior Girls Basketball Team captured their second consecutive gold medal at the OFSAA A Basketball Provincial Championship.



ACCESS Centre Adventure Curriculum

The Alternative & Continuing Catholic Education Support Services Program (ACCESS) offered a two credit package to students who are working towards the completion of their Ontario Secondary School Diploma. This exciting opportunity provided students with the chance to participate in different learning experiences such as tai chi sessions, yoga sessions, work out sessions at a local gym with a trainer, nutrition sessions with a chef, workshop sessions to develop a personal wellness plan and learn about strengths based living, cross country ski sessions, snowshoe sessions, garden box building workshop, local college and apprenticeship centre tours and Indigenous traditional healing workshop.



Back Row (L to R): Ron MacInnis, Peter DelGuidice, Denis Lincez, Steve Malciw, Front Row (L to R): Elizabeth King, Richard Brassard, Colleen Landers, Martin Drainville
Missing from Picture: Fred Salvador

Board of Trustees

- Richard Brassard (Chair) - Kirkland Lake/Englehart
- Colleen Landers (Vice-Chair) - Timmins/Moosonee
- Peter DelGuidice - Timmins/Moosonee
- Martin Drainville - New Liskeard/Haileybury/Cobalt
- Fred Salvador - Timmins/Moosonee
- Denis Lincez - Kapuskasing
- Elizabeth King - Cochrane/Matheson/Iroquois Falls
- Steve Malciw - Kirkland Lake/Englehart
- Ron MacInnis - Timmins/Moosonee

Senior Administration

- Tricia Stefanic Weltz - Director of Education
- Janice Viskovich - Executive Assistant to Director of Education
- Daphne Brumwell - Superintendent of Education
- Jennifer Dunkley - Superintendent of Education
- Keld Scott - Superintendent of Business
- Melanie Bidal-Mainville - Manager of Human Resources
- Jessica Carriere - Manager of Financial Services
- David Horton - Manager of Plant
- Glen Nakashoji - Manager of Information & Communication Technology



5 Guiding Values and Beliefs

Achievement

Faith

Inclusivity

Community

Respect