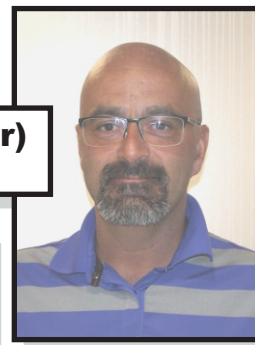


Board of Trustees



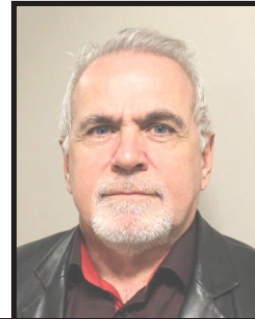
Colleen Landers (Chair)
Timmins/Moosonee



Fred Salvador Jr. (Vice-Chair)
Timmins/Moosonee



Glenn Sheculski
Timmins/Moosonee



Martin Drainville
New Liskeard/
Haileybury/Cobalt



Denis Lincez
Kapuskasing



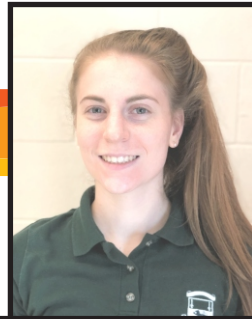
Elizabeth King
Cochrane/Matheson/
Iroquois-Falls



Steve Malciw
Kirkland Lake/
Englehart



Ron MacInnis
Timmins/Moosonee



Mallory Turcotte
Student Trustee

NCDSB Leadership Team

Tricia Stefanic Weltz - Director of Education

Janice Viskovich - Executive Assistant to Director of Education

Glen Nakashoji - Manager of Information & Communication Technology

Melanie Bidal-Mainville - Manager of Human Resources

Jessica Carriere - Manager of Financial Services

David Horton - Manager of Plant

Daphne Brumwell - Superintendent of Education

Jennifer Dunkley - Superintendent of Education

Keld Scott - Superintendent of Business



Northeastern Catholic District School Board

2019 Director's Annual Report

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.**



It is an honour to share the 2019 Director's Annual Report with the NCDSB community and all of our stakeholders. As we take the time to reflect on the past year, it is amazing to consider the growth that we have achieved as a Catholic school system. Together, we have implemented various strategies and focused on organization changes that are improving outcomes for all. Our three pillars of stewardship, excellence and learning remain foundational to our actions and decision making process. We have taken important steps towards the achievement of our strategic directions. We continue to dedicate our efforts and time towards responsible stewardship of our God-given gifts and resources, building and sustaining innovative and excellent programs, services, and opportunities that are responsive to our students and families, and we are working diligently to nurture a culture of learning by investing in ourselves and one another. Our progress has been steady, and we believe that with continued effort, collaboration, and perseverance, we will achieve our vision of being faithful and thoughtful learners, working together to transform the world.

As we move forward, let us remain steadfast in our commitment to learn together, to strive for excellence, and to always be in service to God and each other.

Tricia Stefanic Weltz
Director of Education

Jennifer Dunkley



Superintendent of Education

Keld Scott



Superintendent of Business

Daphne Brumwell



Superintendent of Education

A FOCUS ON MATHEMATICS TEACHING AND LEARNING

Using the Whole School Approach, school teams had the opportunity to determine an area of need, collect baseline data, and then guide their own professional learning to address the identified need. Next steps for students were crafted and the effectiveness of these next steps were evaluated through midpoint and end-point data. The data showed that most students had developed strategies and deepened understanding of concepts, which resulted in increased mathematical proficiency.

The Lawson Continuum of Addition and Subtraction was used as a framework to identify and guide student achievement and learning. Self-selected Math Leads from around the board participated in learning which included videoing student interviews, analyzing student thinking with grade partners, and planning for next steps. As well as improved levels of student achievement, the Math Leads reported increased levels of confidence and mathematical understanding of the development of addition and subtraction, and felt better poised to support their colleagues in their home schools.

PATHWAYS PLANNING & SUPPORTS

Career Exploration Event for Girls: A number of female students had the opportunity to attend this event held at Northern College. It was a fantastic opportunity to learn about careers in the skilled trades and technologies through the stories and experiences of female trades/tech professionals.

Take Our Kids to Work Event: All Grade 9 students spend the day in the workplace of a parent, relative or family friend experiencing and learning about the world of work as they begin to explore possible career paths. The program supports career development by helping students connect school, the world of work, and their own futures.

Entrepreneurship Presentation: Business Enterprise and Northern college teamed up to deliver a presentation to the Career Studies classes on careers in Business with a focus on entrepreneurship.

Youth in Mining Forum: Students were invited to attend round table (carrousel) presentations and networking by mining industry representatives at the McIntyre during 'The Big Event' Mining Expo. The industry representatives informed teachers and students on the employment opportunities in mining and on the skills required to pursue a career in mining.

Graduation Retreat: The theme of the graduation retreat in 2019 was Past, Present & Future. This is an event that allows graduating students time to reflect on their high school experiences including the accomplishments they have achieved and the challenges that they have overcome. It also allows students the time to reflect on their future and encourages them to embrace it with courage, faith and hope. A guest speaker was invited to share his/her own pathway journey and to discuss the role that faith has played on this journey.

SHSM & OYAP Presentation: The SHSM & OYAP lead presents information about these 2 programs to all grade 10 & 11 students. The benefits of participating in one or both of these programs are shared and students receive more information about course selections and opportunities. SHSM students are also invited to give testimonials.

Information Sessions for Students and Families: Over the course of the school year, students engaged in multiple events to learn more about post-secondary opportunities in university, college, apprenticeship, and workplace pathways.

Our Achievement Story

Grade 3 Reading	14-15	15-16	16-17	17-18	18-19	Grade 6 Reading	14-15	15-16	16-17	17-18	18-19
Provincial Average	N/A	72%	74%	75%	74%	Provincial	N/A	81%	81%	82%	81%
NCDSB	55%	56%	60%	67%	60%	NCDSB	66%	74%	68%	70%	71%
Females	57%	66%	64%	71%	62%	Females	68%	73%	68%	76%	79%
Males	54%	49%	56%	62%	57%	Males	64%	74%	67%	64%	64%
Special Needs	41%	44%	38%	44%	42%	Special Needs	39%	60%	46%	49%	43%
Grade 3 Writing						Grade 6 Writing					
Provincial Average	N/A	74%	73%	72%	69%	Provincial	N/A	80%	79%	80%	82%
NCDSB	53%	60%	55%	58%	53%	NCDSB	61%	68%	57%	60%	71%
Females	60%	67%	62%	68%	59%	Females	68%	78%	63%	70%	85%
Males	46%	55%	49%	46%	45%	Males	57%	61%	52%	51%	60%
Special Needs	37%	63%	56%	49%	42%	Special Needs	28%	51%	37%	38%	49%
Grade 3 Math						Grade 6 Math					
Provincial Average	N/A	63%	62%	61%	58%	Provincial	N/A	50%	50%	49%	48%
NCDSB	55%	50%	54%	51%	42%	NCDSB	42%	32%	28%	23%	26%
Females	52%	52%	51%	49%	42%	Females	40%	36%	25%	26%	19%
Males	58%	48%	57%	54%	42%	Males	44%	30%	30%	20%	31%
Special Needs	29%	40%	38%	27%	22%	Special Needs	16%	9%	9%	7%	8%
Grade 9 Academic Math	14-15	15-16	16-17	17-18	18-19	Grade 10 OSSLT First Time Eligible	14-15	15-16	16-17	17-18	18-19
Provincial Average	N/A	83%	83%	84%	84%	Provincial	82%	81%	81%	79%	80%
NCDSB	78%	80%	64%	69%	74%	NCDSB	79%	52%	65%	55%	69%
Females	83%	74%	73%	62%	80%	Females	75%	53%	75%	75%	67%
Males	70%	87%	52%	72%	65%	Males	71%	49%	53%	53%	71%
Special Needs	50%	100%	25%	n/a	67%	Special Needs	30%	37%	32%	4%	30%
Grade 9 Applied Math	14-15	15-16	16-17	17-18	18-19	Highest, Lowest and Provincial Average based on Percentage of Students at Level 3 and above.					
Provincial Average	N/A	45%	44%	45%	44%						
NCDSB	24%	24%	36%	37%	26%						
Females	16%	15%	33%	26%	10%						
Males	35%	32%	40%	45%	37%						
Special Needs	16%	17%	20%	38%	23%						

The Northeastern Catholic District School Board (NCDSB) provides quality Catholic education to over 2,100 students across beautiful northeastern Ontario. With the Board Office situated in Timmins, each of the school communities across our district provides for many outdoor opportunities, beautiful scenery, and a family-based way of life. The NCDSB is a learning organization, that promotes the principles of collaboration and working together to improve outcomes for all.

We are proud to have 12 elementary schools within the communities of Moosonee, Kapuskasing, Cochrane, Iroquois Falls, Timmins, Kirkland Lake, Englehart, New Liskeard, and Cobalt and 1 secondary school in Timmins. As well the ACCESS center, which is also located in Timmins, provides alternative and continuing education programs and services.

Our team is comprised of dynamic educators and support staff in our schools, who remain committed to the values of Catholic education. We are fortunate to have an incredible group of 13 dedicated principals and 2 vice-principals who serve as instructional leaders in our schools. Our leads in Indigenous Education, Mental Health, and Early Years provide exemplary supports to our school communities and they help us to improve outcomes for our students.

The Board Office staff is an integral part of our system's success, as our departments and Supervisory Officers address every aspect of system planning and operations. Our team is small, but very skilled at meeting the demands placed upon us and ensuring that our students have every opportunity to succeed.

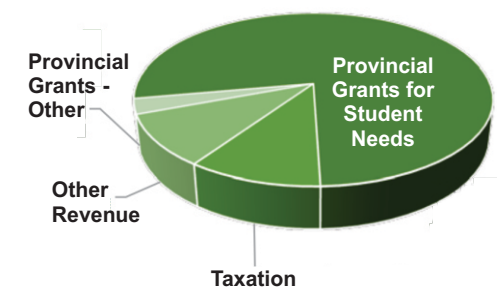
383 Birch Street North • Timmins, Ontario • P4N 6E8 • www.ncdsb.on.ca
Telephone: 705-268-7443 • Toll Free: 1-877-422-9322 • Fax: 705-267-3590

5 Guiding Values and Beliefs

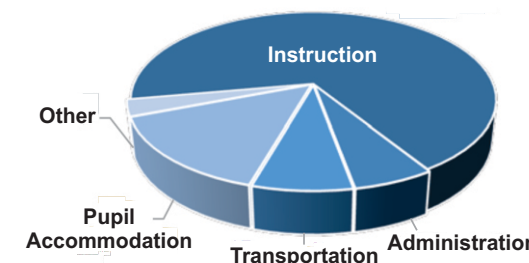
Achievement
Faith
Inclusivity
Community
Respect



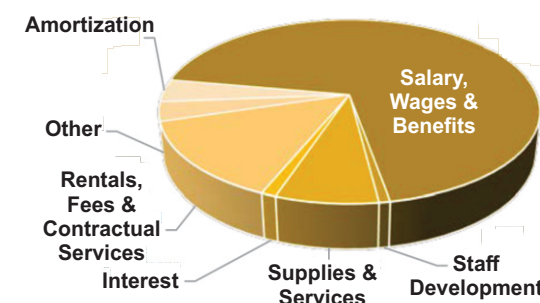
Our Financial Story



2018/2019 Revenue		
Provincial Grants for Student Needs	\$ 34,187,329	78%
Taxation	\$ 4,080,920	9%
Other Revenue	\$ 3,745,263	8%
Provincial Grants - Other	\$ 2,164,051	5%
Total	\$ 44,177,563	100%

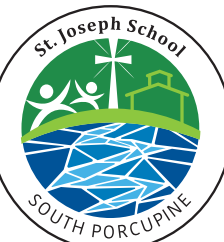
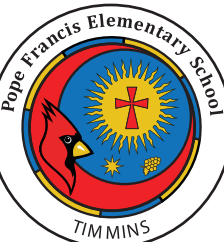
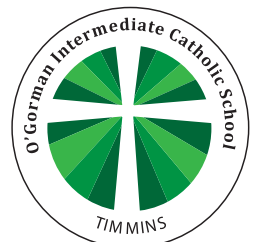
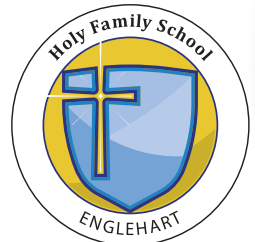


2018/2019 Expenditures by Category		
Instruction	\$ 29,566,167	67%
Administration	\$ 2,984,633	7%
Transportation	\$ 3,440,787	8%
Pupil Accommodation	\$ 6,335,057	15%
Other	\$ 1,108,845	3%
Total	\$ 43,435,489	100%
Annual Surplus	\$ 742,074	



2018/2019 Expenditures by Object		
Salary, Wages & Benefits	\$ 29,991,062	69%
Staff Development	\$ 315,530	1%
Supplies & Services	\$ 3,429,400	8%
Interest	\$ 147,491	0%
Rentals, Fees & Contractual Services	\$ 6,020,002	14%
Other	\$ 1,342,240	3%
Amortization	\$ 2,189,764	5%
Total	\$ 43,435,489	100%

Schools and Classrooms that Support All Students



We expanded our use of the SmartFind Express automated dispatch system in 2019 to non-teaching staff, creating efficiencies in absence reporting and filling of vacancies.

Further to feedback received from OECTA and Occasional Teachers, the job overlap feature is also being tested to maximize the use of certified OTs in classrooms.

Our school and system leaders actively engage in ongoing learning and professional discussion about effective measurement strategies to gauge progress towards the board's goals for equity, inclusion, and achievement.

We continue to emphasize equity amongst schools when planning for existing and new staffing opportunities with a goal of ensuring equitable service for each region of our board.

We continue to make significant investments to improve internet connectivity and access for all students, as part of our commitment to build equitable school and classroom environments where all students have the opportunity to succeed.

The NCDSB is supporting the achievement and well-being of Indigenous learners through sustainable partnerships with our First Nation communities, Tribal Councils and community partners across the district. The NCDSB has been committed to providing cultural competency training to staff at all levels of the organization as a commitment to the Truth and Reconciliation calls to action.

We have established a focus on classroom redesign, and are providing flexible seating opportunities for students in all classrooms K-12

Our school communities are honouring, celebrating and building understanding of significant days and events such as Orange Shirt day, Treaty Week and National Indigenous Peoples Day.

The NCDSB has continued to support these efforts by providing culturally relevant resources, materials and books that are used in classrooms across the district. Our Indigenous Education team continues to provide authentic experiential learning opportunities both inside and outside of the classroom for both Indigenous and non-Indigenous students and staff that celebrate the Indigenous culture while building understanding and awareness.

In collaboration with our Joint Health & Safety Committee, we have continued to pursue the training objectives outlined in the OH&S Matrix.

In addition to our standard resources, modules and communication strategies, we also focused on Electrical Safety, Healthy Workplaces and Repetitive Strain Injury Awareness over the past 12 months.

LED lighting replacement projects in all schools in an effort to conserve energy consumption and reduce our carbon footprint.

Catholic Education Makes the Difference.