



ANNUAL REPORT
Meeting the Goals of our Strategic System Plan: 2013-14

January 2015

Annual Report

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Mission Statement

The mission of the Dufferin-Peel Catholic District School Board, in partnership with the family and church, is to provide, in a responsible manner, a Catholic education which develops spiritual, intellectual, aesthetic, emotional, social, and physical capabilities of each individual to live fully today and to meet the challenges of the future, thus enriching the community.

Director's Message

In 2009-10, Dufferin-Peel's board of trustees established a series of system goals that would frame the very essence of the work we would do as a board, as schools, as faculty and staff and as a Catholic educational community over the ensuing five years. Framed in five pillars, the Strategic System Plan reflected our promise to each and every student and family of rigorous academic standards, safe, clean, healthy, caring and inclusive schools, a vigorous and diverse curriculum and wide range of extra curriculars infused with Gospel values in the Catholic faith tradition.

All Dufferin-Peel employees are charged with the responsibility of doing their part to ensure that the work they do – whether in a classroom or school setting, or in a corporate or technical setting – is aligned with this plan.

Our Strategic System Plan, is supported by five distinct pillars – Catholicity, Learning Environment, Community Engagement, Parish/Home/School Partnership and Physical Environment.

This report provides a view of the progress that we, as a system, have made over the past year in aligning all we do with these five pillars. Further, it clearly demonstrates that we are meeting our goals in a manner that is both true to our faith tradition and fiscally responsible.

My thanks and appreciation goes out to our students and families for choosing a Catholic education in Dufferin-Peel. Whether you are Catholic or, in the case of many of our secondary students, from another faith tradition, we are confident that the Catholic education your child receives in a Dufferin-Peel Catholic school provides them with the solid foundation to succeed in the future as well rounded, critically thinking, and responsible citizens.

My sincere thanks and appreciation, as well, to the Board of Trustees for setting the vision and to all Dufferin-Peel faculty and staff for ensuring that, through your hard work, commitment and dedication, the vision is realized.

We have an amazing, dedicated community of staff, trustees, parents/guardians, students, priests ... all of whom support Catholic Education in Dufferin-Peel.

This is the final report related to our 2009-2014 Strategic System Plan. In May 2014, we conducted a comprehensive Strategic System Review, following which the Board of Trustees approved a new Strategic System Plan that will guide us for the next five years (2014-2019).



John B. Kostoff
Director of Education

Dufferin-Peel Quick Facts

History

The Dufferin-Peel Catholic District School Board is the successor to The Dufferin-Peel Roman Catholic Separate School Board, which was established in 1969 by the merger of eight small separate boards. The board's jurisdiction extends throughout the municipalities of Mississauga, Brampton, Bolton, Caledon, Orangeville and Dufferin County. Dufferin-Peel is one of the largest and most diverse school boards in Ontario.

Catholic Traditions

The Dufferin-Peel Catholic District School Board includes the teaching of religion, family life, the practice of prayer and worship, and the presence of Gospel values in the curriculum and daily life in the schools. Schools have strong links to parishes and assist parishes with sacramental preparation. Parish staff conduct liturgies and provide other services within the schools. The Catholic school system maintains strong links between the home, school and church, and parental participation in the education of students is highly encouraged. These links provide for a natural reinforcement and development of Christian values in the Catholic tradition.

Quick Facts

- ▶ 11 elected Trustees;
- ▶ 149 schools
 - 26 secondary, 123 elementary;
- ▶ 82,534 students (2014-15)
 - 49,881 elementary, 32,653 secondary;
- ▶ 47,000 Adult and Continuing Education learners;
- ▶ 11,000 + employees;
- ▶ \$855.5 million operating budget (2014-15);
- ▶ 19,684 students bused daily;
- ▶ 2,670 square miles in jurisdiction (Mississauga, Brampton, Caledon, Dufferin County);
- ▶ 42 parishes within Dufferin-Peel's jurisdiction;
- ▶ Full-day Kindergarten program offered at all 123 elementary schools;
- ▶ Extended French Programs offered at 17 schools;
- ▶ French Immersion offered at ten schools;
- ▶ International Baccalaureate Program offered at two secondary schools;
- ▶ Regional Arts Programs offered at three secondary schools;
- ▶ Regional All-Girls School – Holy Name of Mary Catholic Secondary School;
- ▶ Wide range of SHSM (Specialist High Skills Majors) programs offered in secondary schools;
12 programs at 25 schools
- ▶ Students meeting or exceeding provincial standards and averages in EQAO test scores;
- ▶ Regional Elementary Catholic Global Learning Centre – St. James.

Strategic Multi-Year Plan

The Ministry of Education requires that school boards report annually on how they are meeting the goals of their multi-year strategic plans. This is the second year that this reporting requirement is in place and it replaces requirements that boards produce a Director's Annual Report for Ministry reporting purposes.

Introduction

In 2008-09, the Board conducted an extensive consultation with the Dufferin-Peel community as part of its comprehensive Strategic System Review. In 2009, the board of trustees developed and approved a five-year Strategic System Plan for 2010-15 that was designed to help shape school, classroom and corporate decision making and direction over the next five years.

The Strategic System Plan contains five key pillars. These five pillars and the goals associated with each pillar are as follows:

1. **Catholicity** – We are called to affirm our Catholic Faith in word and action.
 - Model gospel values in the delivery of our Christ-centred program;
 - Celebrate and nourish the distinctive Catholic nature of our school.
2. **Learning Environment** - We champion the development of the whole child through a caring and inclusive environment.
 - Support an expanded role for diverse programs;
 - Support and provide opportunities for life-long learning;
 - Commit to continuous improvement in student achievement.
3. **Community Engagement** - We value involvement of community partnerships in the life of the school.
 - Ensure that Catholic School Councils reflect the diverse Catholic community;
 - Support and advocate that Catholic School Councils receive resources required to fulfill their role;
 - Build and sustain community partnerships;
 - Continue to use technology to enhance communication with our partners.
4. **Parish|Home|School** - We believe that a strong partnership between Parish, Home and School is based on mutual respect rooted in our Catholic Faith.
 - Affirm that the local parish is an essential part of the Catholic school community;
 - Promote active participation of home and parish as a fundamental component of student success.
5. **Physical Environment** - We are committed to a clean, healthy and safe school environment that enhances student learning.
 - Good stewardship of resources;
 - Be financially responsible;
 - Respond to the emerging needs and trends within our diverse community.

Pillar 1 – Catholicity: We are called to affirm our Catholic Faith in word and action.

- ▶ **Model gospel values in the delivery of our Christ-centred program;**
 - ▶ **Celebrate and nourish the distinctive Catholic nature of our school.**
-
- *Adopted a newly-revised catechetical program for Kindergarten to Grade 8.*
 - *Conducted our first graduate exit survey related to the Ontario Catholic School Graduate Expectations.*
 - *Opened the St. James Catholic Global Learning Centre in Port Credit, strengthening the Catholic educational presence in South Mississauga.*
 - *Celebrated a liturgy in each secondary school on the same day, as well as an inter-board liturgy during Catholic Education Week.*
 - *Created and distributed a poster series celebrating distinguished Dufferin-Peel graduates, including testimonials of the impact of their Dufferin-Peel Catholic education.*
 - *Celebrated Catholic Education Week with events and activities across the board and in every school.*
 - *Offered bi-monthly Diversity Workshop Series for staff focusing on topics of equity and inclusion.*
 - *Each Family of Schools across the board held elementary Diversity Conferences for students.*
 - *Held annual Black History Conference for secondary students as part of events and activities highlighting Black History Month in February.*
 - *Held annual Equity Conference in May, with multiple workshops for staff, on a variety of equity-related topics.*
 - *Undertook social justice-related missions to Haiti, Northwest Territories and Yukon.*
 - *Participated in the Right to Life March in Ottawa.*
 - *Continued expansion of our Virtues program.*
 - *Continued development of our Vocations program.*
 - *Students and staff supported ShareLife and United Way of Peel through fundraising campaigns to support local community service agencies.*
 - *Provided ongoing awareness and support of various local and global charitable causes.*

Assessment: Meeting objectives. We continue to ensure that Catholicity remains at the core of all that we do; that all faculty, staff, administration and trustees remain individually and collectively accountable for this critical pillar.

Pillar 2 - Learning Environment: We champion the development of the whole child through a caring and inclusive environment.

- ▶ **Support an expanded role for diverse programs;**
 - ▶ **Support and provide opportunities for life-long learning;**
 - ▶ **Commit to continuous improvement in student achievement.**
-
- *Approved the board's seventh consecutive balanced budget with reinvestments in technology, textbooks, professional development, transportation and maintenance upgrades.*
 - *Approved multi-year strategy regarding accumulated surplus.*
 - *Opened the St. James Catholic Global Learning Centre in Port Credit, strengthening the Catholic educational presence in South Mississauga.*
 - *Explored additional sites in Brampton to host elementary International Baccalaureate (IB) program.*
 - *Held our 19th annual Summer Institute for educators. Over 1,600 teachers and support staff attended the professional development sessions in August.*
 - *Issued the 2012-13 annual report on how the Dufferin-Peel Catholic District School Board is meeting the goals and objectives outlined in its Strategic System Plan.*
 - *Promoted Bullying Awareness and Prevention throughout the year, highlighted during Bullying Prevention and Awareness Week with school events and activities including the development of student-produced anti-bullying posters and a student-produced video. In addition, partnered with Peel Regional Police and the Peel DSB on "What if everyone did something?" student video and poster campaign. Also, provided Innovation Grants to schools encouraging locally developed related initiatives.*
 - *Produced a series of reports related to the Catholic Board Learning Plan covering subjects such as Technology and Innovation.*
 - *Enabled WiFi in all schools.*
 - *Piloted a safe schools bullying incident reporting process for students.*
 - *Expanded camera installation to all elementary schools.*
 - *Continue to attract and recruit new system leaders, internally, to principal, vice principal and supervisory officer positions.*
 - *Achieved continued positive results in EQAO and OSSLT assessments, meeting or exceeding provincial standards and averages indicating that strategies and system commitment to student well-being and achievement are working (see five year historic performance charts on following pages).*

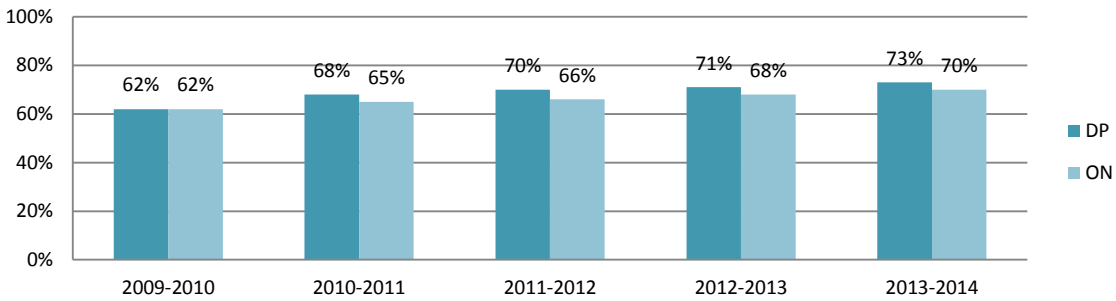
Assessment: Meeting objectives.

EQAO Results

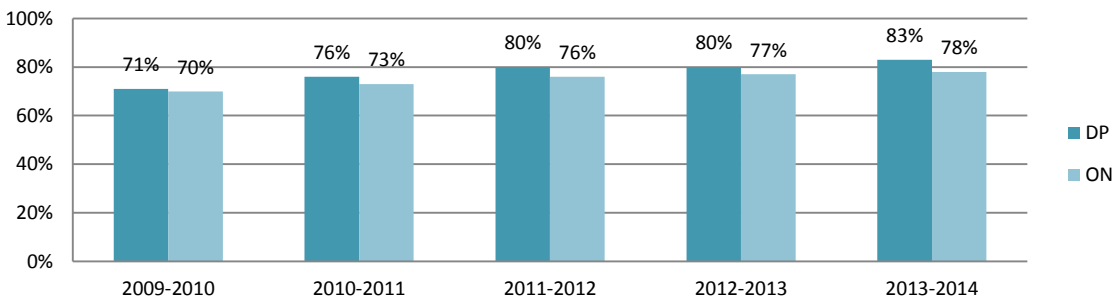
EQAO Five-Year Historic Performance Charts: Dufferin-Peel and Ontario

Primary Assessments

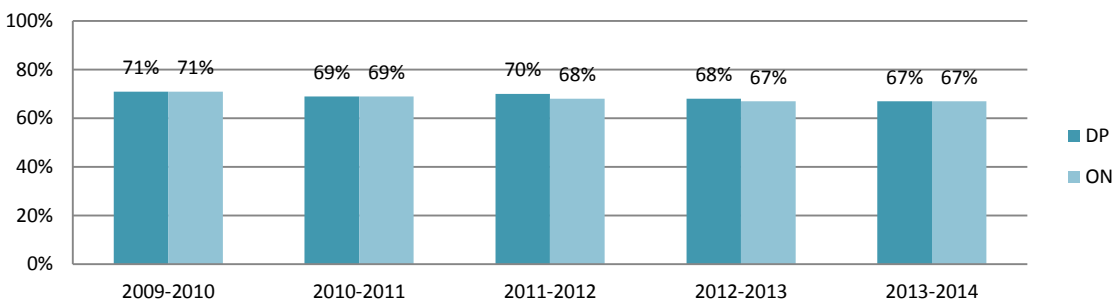
Five-Year Comparison of EQAO Primary Reading Results for Dufferin-Peel and the Province: All Students



Five-Year Comparison of EQAO Primary Writing Results for Dufferin-Peel and the Province: All Students

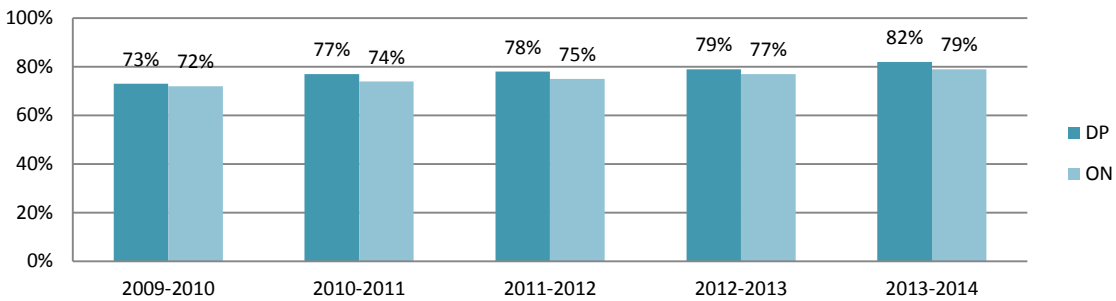


Five-Year Comparison of EQAO Primary Mathematics Results for Dufferin-Peel and the Province: All Students

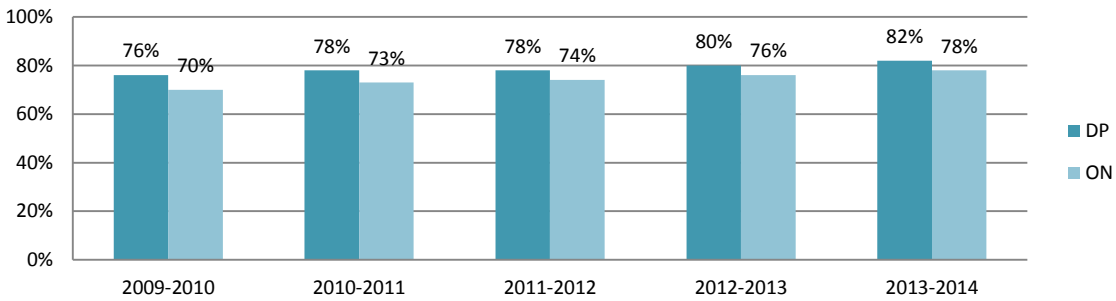


Junior Assessments

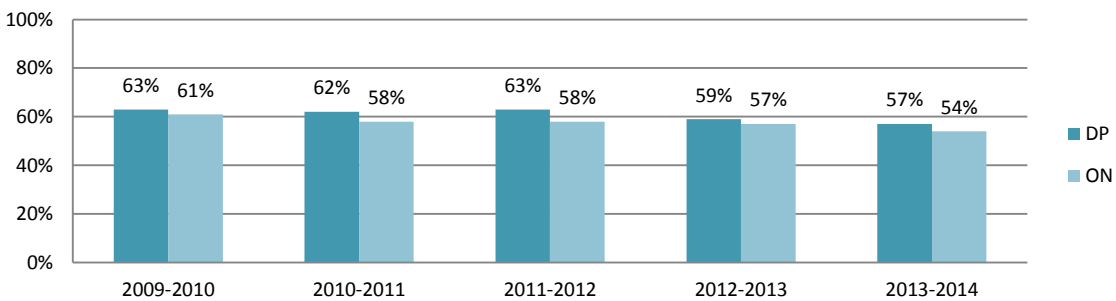
Five-Year Comparison of EQAO Junior Reading Results for Dufferin-Peel and the Province: All Students



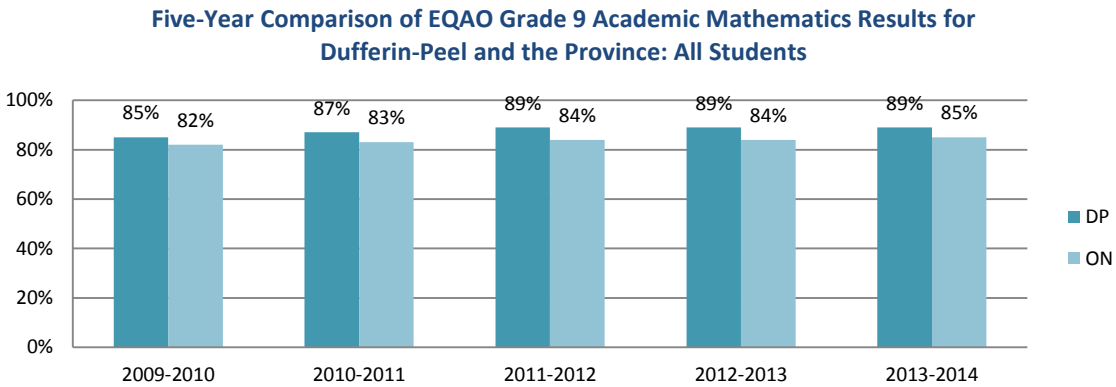
Five-Year Comparison of EQAO Junior Writing Results for Dufferin-Peel and the Province: All Students



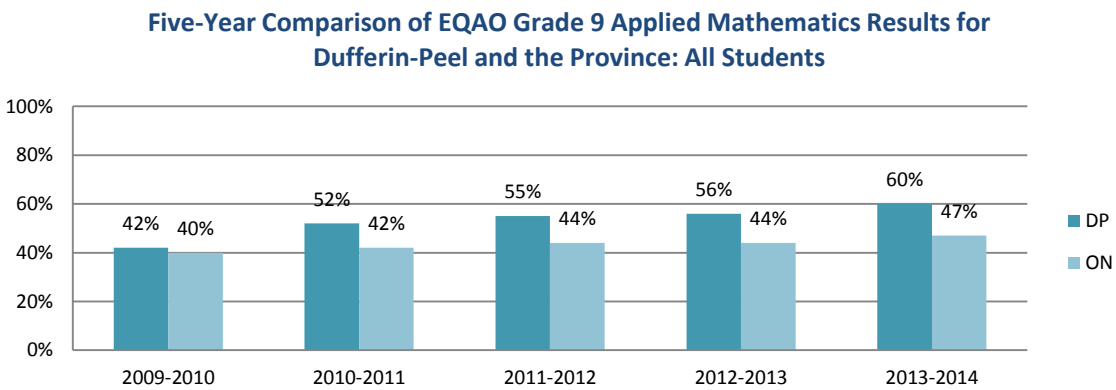
Five-Year Comparison of EQAO Junior Mathematics Results for Dufferin-Peel and the Province: All Students



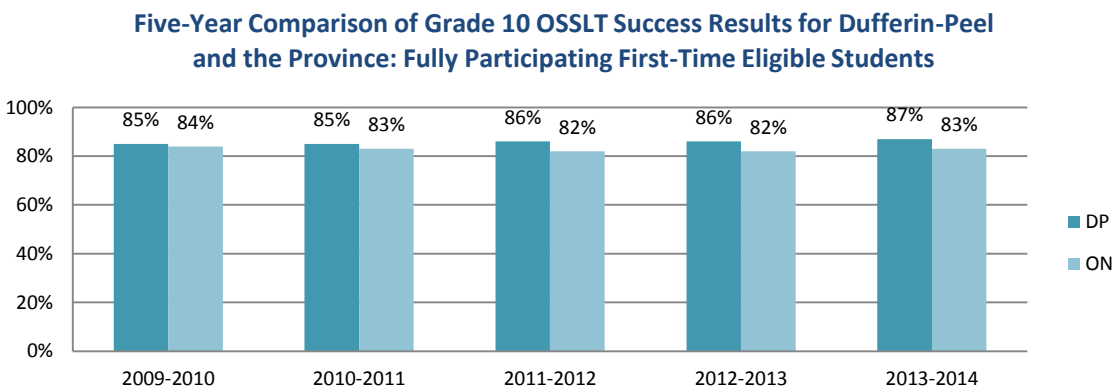
Grade 9 Academic Mathematics



Grade 9 Applied Mathematics



Ontario Secondary School Literacy Test (OSSLT)



Pillar 3 - Community Engagement: We value involvement of community partnerships in the life of the school.

- ▶ **Ensure that Catholic School Councils reflect the diverse Catholic community;**
 - ▶ **Support and advocate that Catholic School Councils receive resources required to fulfill their role;**
 - ▶ **Build and sustain community partnerships;**
 - ▶ **Continue to use technology to enhance communication with our partners.**
-
- *Provided ongoing parent engagement opportunities through Catholic School Councils, Special Education Advisory Committee, Parent Reaching Out (PRO) Grants, etc.*
 - *Invited and promoted community input through the 2013-14 public budget consultation process, which included online input and meeting delegation opportunities, Special Education Advisory Committee and local trustees.*
 - *Conducted Strategic System Review survey in May to help shape the board's new five-year Strategic System Plan.*
 - *Launched new board website and refreshed school websites.*
 - *Conducted comprehensive promotion and awareness campaign, Extraordinary lives start with a great Catholic education.*
 - *Issued Director's Annual Report.*
 - *Communicated regularly with parents/guardians through school newsletters and other communications.*
 - *Issued and distributed update on the Board's Strategic Plan.*
 - *Enhanced community communication through increased use of social media, eCommunity news and information subscription service, broadcast of upcoming board and school-based events and issues, and posting of news releases and media advisories.*
 - *Hosted OAPCE Annual conference in which Dufferin-Peel had the largest participation rate of any board.*

Assessment: Meeting objectives. We continue to strive for more opportunities for community engagement through increased use of technology to enhance two-way communication between schools/board, parents/guardians and other stakeholders.

Pillar 4 - Parish | Home | School: We believe that a strong partnership between Parish, Home and School is based on mutual respect rooted in our Catholic Faith.

- ▶ **Affirm that the local parish is an essential part of the Catholic school community;**
 - ▶ **Promote active participation of home and parish as a fundamental component of student success.**
-
- *Continued to experience success and growth as indicated by upwardly trending 2012-13 EQAO results across virtually all sectors.*
 - *Updated handbook for Parent Involvement committees.*
 - *Received strong support from Pastors through feedback from our Strategic System Review.*
 - *Updated and re-supplied parishes with our School/Parish Baptismal Kits*
 - *Co-promoted school and parish relationships as part of Catholic Education Week 2014.*
 - *Provided Innovation Grants for projects and initiatives that foster and promote parish-home-school relationships.*
 - *Distributed annual Board-Parish Connection newsletter to all parish clergy.*
 - *Held annual parish-school symposium and Zone Meeting.*
 - *Distributed Advent and Lenten Resource materials.*

Assessment: Meeting objectives with room for improvement. Challenges continue to exist where many students/families lack connection to their local parish. We continue to explore and develop strategies to help facilitate stronger, authentic relationships among these key partners in Catholic education.

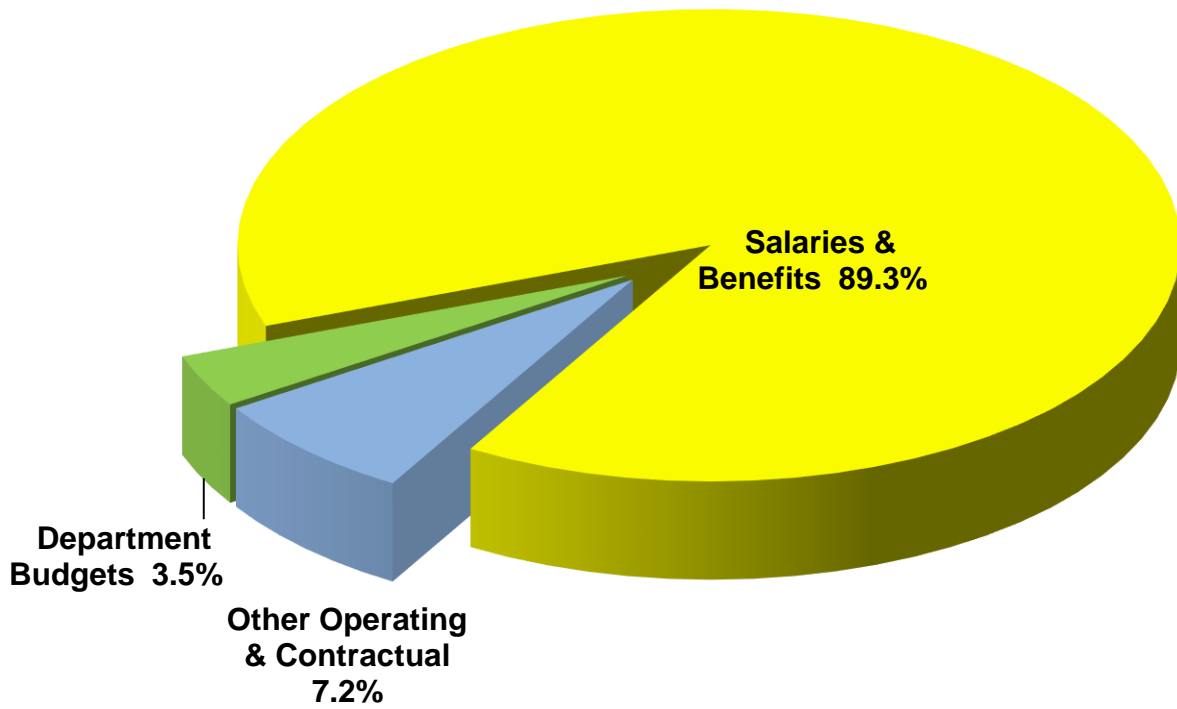
Pillar 5 - Physical Environment: We are committed to a clean, healthy and safe school environment that enhances student learning.

- ▶ **Good stewardship of resources;**
 - ▶ **Be financially responsible;**
 - ▶ **Respond to the emerging needs and trends within our diverse community.**
-
- *Approved the board's seventh consecutive balanced budget with re-investments, among other areas, in maintenance upgrades and Full-Day Kindergarten.*
 - *Opened St. Andre Bessette Catholic Elementary School and St. Jean-Marie Vianney Catholic Elementary School in Brampton;*
 - *Produced the Board's annual Energy Management Plan.*
 - *Produced the Board's annual Accessibility Plan.*
 - *Attained 100% EcoSchool certification.*
 - *Approved 2013-14 revised estimates for both the operating budget and the capital budget (see graphic on following page).*
 - *Initiated additions, renovations and improvements in preparation for the full implementation of the Full-Day Kindergarten program.*
 - *Implemented major changes to financial accountability procedures in collaboration with schools.*
 - *Secured approval from the Ministry of Education to invest in the board's capital priorities projects.*
 - *Held public information meeting and conducted a community interest survey regarding the feasibility of opening the St. James Global Catholic Learning Centre.*
 - *Prepared former St. James Elementary School facility for opening of new St. James Global Catholic Learning Centre in September 2013.*

Assessment: Meeting objectives. We continue to strive for responsible and innovative use of resources recognizing fiscal restraints, demand from parents/guardians and other stakeholders and our duty to remain faithful to the tenets of our faith.

2013-14 Operating Expenditures

\$839,357,426



Board of Trustees

2013-14

Anna da Silva, Trustee - Brampton Wards 1,3 & 4
Linda Zanella, Trustee - Brampton Wards 2, 5 & 6
Scott McLauchlan, Trustee - Brampton Wards 7-10
Frank Di Cosola, Trustee - Caledon/Dufferin
Mario Pascucci (Chair), Trustee - Mississauga Wards 1 & 3
Sharon Hobin (Vice-Chair), Trustee - Mississauga Wards 2 & 8
Anna Abbruscato, Trustee - Mississauga Ward 4
Thomas Thomas, Trustee - Mississauga Ward 5
Peter Ferreira, Trustee - Mississauga Wards 6 & 11
Bruno Iannicca, Trustee - Mississauga Ward 7
Esther O'Toole, Trustee - Mississauga Wards 9 & 10

Senior Management

John B. Kostoff - Director of Education
John Hrajnik - Associate Director, Corporate Services, Chief Financial Officer & Treasurer
Sheila McWatters - Associate Director, Instructional Services
Clara Pitoscia - Superintendent of Employee Relations
Julie Cherepacha - Superintendent of Financial Services
Nick Milanetti - Superintendent of Human Resources
Beth Bjarnason - Superintendent of Planning and Operations
Denise Oude-Reimerink - Superintendent of Program/Adult and Continuing Education
Deb Finnegan-Downey - Assistant Superintendent, Program
Shirley Kendrick - Superintendent of Special Education and Support Services
Eric Fisher- Assistant Superintendent of Special Education and Support Services
Marianne Mazzorato - Superintendent of Early Years, Community Relations and Partnerships

Family of Schools

Les Storey - Superintendent – Brampton East/Caledon/Dufferin/Malton
Susan Steer - Superintendent – Brampton West
Max Vecchiarino - Superintendent – Brampton North East
Charles Blanchard - Superintendent – Mississauga East
Tilia Cruz - Superintendent – Mississauga North
David Amaral - Superintendent – Mississauga South
Lucy Papaloni - Superintendent – Mississauga/Brampton Central