



**Dufferin-Peel Catholic District School Board
Annual Report: Strategic System Plan: 2012-13**

December 2013

Annual Report: Strategic System Plan: 2012-13

Table of Contents

Mission Statement	.....	3
Director’s Message	.....	4
Dufferin-Peel Quick Facts	.....	5
Strategic Multi-Year Plan	.....	6
Strategic Pillar 1	.....	7
Strategic Pillar 2	.....	8
Strategic Pillar 3	.....	10
Strategic Pillar 4	.....	11
Strategic Pillar 5	.....	12
Board of Trustees	.....	14
Senior Management	.....	14

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. May God continue to bless us as learners and teachers and in all we do.



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;
- ▶ 83,578 students
 - 50,101 elementary, 33,477 secondary;
- ▶ 47,000 Adult and Continuing Education learners;
- ▶ 10,000 employees;
- ▶ \$921.6 million budget;
- ▶ 19,428 students bused daily;
- ▶ 2,670 square miles in jurisdiction (Mississauga, Brampton, Caledon, Dufferin County);
- ▶ 40 parishes within Dufferin-Peel's jurisdiction;
- ▶ 413,000 Roman Catholic electors;
- ▶ Full Day Kindergarten offered at 81 schools (2013-14); expanding to all 123 schools in 2014-15;
- ▶ Extended French Programs offered at 17 schools;
- ▶ French Immersion offered at eight 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 20 schools
- ▶ Students meeting or exceeding provincial expectations in EQAO test scores in most areas;
- ▶ 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.
-
- Celebrated the canonization of St. Kateri Tekakwitha; renamed the former Loyola Catholic Secondary School site as St. Kateri Tekakwitha Catholic Learning Centre, and held a ceremonial opening at the multipurpose facility that included participation and blessing by a local aboriginal elder.
 - Approved the creation of the St. James Catholic Global Learning Centre in Port Credit, strengthening the Catholic educational presence in South Mississauga.
 - Endorsed Peel Region’s Diversity and Inclusion Charter, which reflects many of the core inclusivity values of the Dufferin-Peel Catholic District School Board.
 - Dufferin-Peel Religious Education and Faith Formation staff played a major role in developing the “Make the Call” Vocations Program.
 - Dufferin-Peel students and staff celebrated the Year of Faith with various events and celebrations including the release of a series of student-designed posters to all schools and board facilities.
 - Created and distributed the latest in the ongoing series of Celebrating Our Canadian History Posters, highlighting contributions of Aboriginal Canadians and Canadians of African heritage.
 - Created a two-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 two board-wide conferences for secondary students: the annual Black History Conference and the annual PossAbilities Conference focusing on ability.
 - Held annual Equity Conference in May, with multiple workshops for staff, on a variety of equity-related topics.
 - Staff responded promptly to the call to support Alberta Flood Relief efforts in late June.
 - 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 creation of the St. James Catholic Global Learning Centre in Port Credit, strengthening the Catholic educational presence in South Mississauga.
 - Released report and plan, *Forming our Catholic Vision for Learning in the 21 st Century*, which will guide us as we prepare our students to develop appropriate 21st century skills, competencies and dispositions with a Catholic perspective.
 - Held our 18th annual *Summer Institute* for educators. Over 1,600 teachers and support staff attended the professional development sessions held at Cardinal Ambrozic C.S.S. in August.
 - Issued the 2011-12 annual report on how the Dufferin-Peel Catholic District School Board is meeting the goals and objectives outlined in its Strategic System Plan.
 - Negotiated agreement with the Portuguese Consulate regarding International Languages program that provides learning resources for students studying Portuguese.
 - 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. 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.
 - Approved new or revised board policies on Progressive Discipline, Access to School Premises, Drug Education, Opening/Closing Exercises and School Graduations, Students with Anaphylactic Allergy.
 - Created leading edge guidelines on Sportsmanship and Ethical Conduct, Concussions and Contact Sports.
 - Since May 2007, installed 1,242 SMART Boards and 378 SMART Response Systems, close to half of which were installed within the past two school years
 - Deployed over 2,100 desktop and laptop computers.
 - Continue to attract and recruit new system leaders, internally, to principal, vice principal and supervisory officer positions.
 - Achieved positive results in EQAO and OSSLT assessments, indicating that strategies and system commitment to student well-being and achievement are working (see graphic on following page)

Assessment: Meeting objectives.

2012-13 EQAO Results

Assessment	DPCDSB 2011-12	DPCDSB 2012-13	One-Year Comparison	Province 2012-13	DPCDSB 2012-13	Province/ DPCDSB Comparison
Primary Reading	70%	71%	+1%	68%	71%	+3%
Primary Writing	80%	80%	0%	77%	80%	+3%
Primary Mathematics	70%	68%	-2%	67%	68%	+1%
Junior Reading	78%	79%	+1%	77%	79%	+2%
Junior Writing	78%	80%	+2%	76%	80%	+4%
Junior Mathematics	63%	59%	-4%	57%	59%	+2%
Grade 9 Academic Math	89%	89%	0%	84%	89%	+5%
Grade 9 Applied Math	55%	56%	+1%	44%	56%	+12%

Ontario Secondary School Literacy Test (OSSLT)

Year	DPCDSB	Province
2012-13	86%	82%
2011-12	86%	82%

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 2013-14 public budget consultation process, which included online input and meeting delegation opportunities, Special Education Advisory Committee and through local trustees.
 - Endorsed Peel Region's Diversity and Inclusion Charter.
 - Issued and posted Chair's Quarterly Reports and other updates.
 - Committed funds for the development of, and initiated, a new board website and marketing strategy.
 - Issued Director's Annual Report.
 - Communicated with parents/guardians through school newsletters and other communications.
 - Issued and distributed update on the Board's Strategic Plan.
 - Issued community newsletter on board activities and accomplishments over the past year.
 - Appointed local trustee to the Caledon Arts Advisory Committee and to represent the board on Caledon community involvement in the 2015 Pan Parapan American Games.
 - 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 media releases and advisories.

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 2011-2012 EQAO results across virtually all sectors.
 - Created a handbook for Parent Involvement committees.
 - Co-promoted school and parish relationships as part of Catholic Education Week 2013.
 - Shared student-designed Year of Faith posters with parishes.
 - Celebrated “Day of Amazing Grace” with a board-wide student liturgy with Cardinal Thomas Collins.
 - 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.

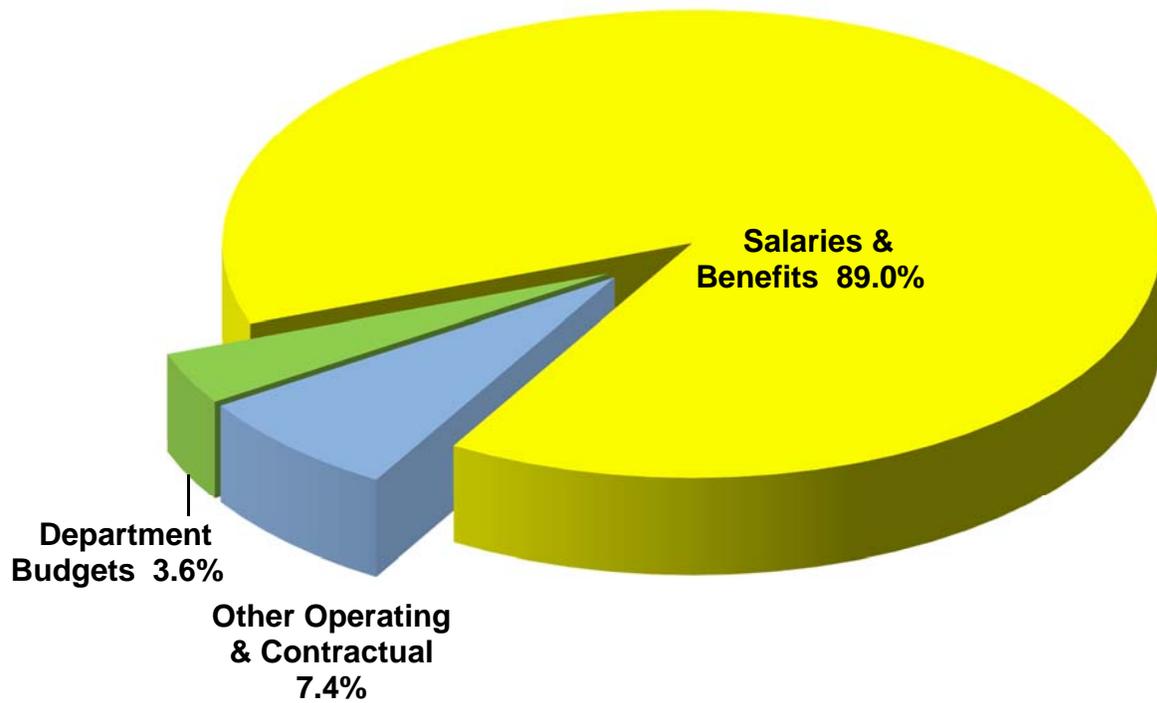
Pillar 5 - Physical Environment: We are committed to a clean, healthy and safe school environment that enhances student learning.

- ▶ **Good stewardship of resources;**
 - ▶ **Be financially responsible;**
 - ▶ **Respond to the emerging needs and trends within our diverse community.**
-
- Commenced construction on Brampton schools, St. Andre Bessette Catholic Elementary School and St. Jean-Marie Vianney Catholic Elementary School;
 - Passed resolution regarding the Emerald Ash Borer ash tree pest.
 - Received the Board's annual Energy Management Plan.
 - Produced the Board's annual Accessibility Plan.
 - Approved a multi-year strategy regarding accumulated surplus.
 - Approved 2012-2013 revised estimates for both the operating budget and the capital budget (see graphic on following page).
 - Approved Purchase and Sale Agreements for future elementary school sites in Mississauga and Brampton (Credit Valley #3 and Mount Pleasant #1)
 - Installed Evacuation Chairs at all two-story schools in accordance with Fire Marshall's requirements.
 - Initiated additions, renovations and improvements at 27 schools in preparation for the implementation of Year 4 of the Full-Day Kindergarten program.
 - Implemented a Power Management program that turns off computers at night when not being used.
 - 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.

2012-13 Operating Expenditures

\$840,644,332



- 1 Salaries & Benefits 89.0%
- 2 Other Operating & Contractual 7.4%
- 3 Departmental Budgets 3.6%

Board of Trustees

Anna da Silva, Trustee - Brampton Wards 1,3 & 4
Linda Zanella, Trustee - Brampton Wards 2, 5 & 6
Scott McLaughlan, 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
Sheila McWatters - Associate Director, Instructional Services
Clara Pitoscia - Superintendent of Employee Relations
Gail Robinson - Superintendent of Financial Services and Treasurer
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
Joseph Geiser - Superintendent of Strategic Planning, Policy and Special Projects
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