



Huron-Superior Catholic
DISTRICT SCHOOL BOARD

2021 Calendar & Annual Report

Visit us online at
hscdsb.on.ca

Messages From the Director & Chair

Message from the Director

The 2020 Annual Report of the Huron-Superior Catholic District School Board will be unlike any other we have shared in the past and, God willing, any that we will share in the future. Who could have ever foreseen that 2020 would introduce us not only to significant labour disruption but also a global pandemic, the likes of which most of us have never imagined, let alone encountered?

Call it a coincidence, a blessing, a wise decision, the intervention of the Spirit, or a combination of all four, but our theme for the 2019-20 school year was Inspiring Hope. Equally appropriate, our theme for the 2020-21 school year is Nurturing Hope. It is within this context of hope and against the backdrop of unprecedented social upheaval that I proudly present our board's progress in meeting its five strategic directions:

- **Catholicity**
- **Supportive Environments and Well-being**
- **Relationships**
- **Student Achievement**
- **Governance**

The pages of this annual report reflect the good work done in each of these directions in 2020 and provide some insight as to where our focus will move in 2021, with the launch of our new Multi-Year Strategic Plan (MYSP) in early January.

As with previous annual reports, full acknowledgement goes to our many students, staff members, families, trustees, community partners, and members of the clergy and religious community for their support, dedication, time, effort, energy, resources, and talents. None of the board's goals could have been met without your assistance, cooperation, and collaboration.

As we bid adieu to our 2015 – 2020 MYSP, and get set to launch our new strategic plan, we sincerely thank all our stakeholders for your confidence in the Huron-Superior Catholic District School Board.

God bless,

Rose Burton Spohn, Director of Education

Message from the Chair

Unprecedented times call for unprecedented actions, which in turn lead to unprecedented results.

The Board of Trustees of the Huron-Superior Catholic District School Board acknowledges the upheaval that has been thrust upon you – our students, parents, and staff – and we thank you for adapting to these difficult changes. The theme this year is Nurturing Hope and as a board, we hope that we can instill a sense of normalcy and provide an environment of safety for all.

As mentioned in my message from last year, our board and administration embarked on developing a new Multi-Year Strategic Plan (MYSP) with input from our students, staff, parents, clergy, Indigenous communities, community partners, and trustees. We hope this plan reflects the thoughts and goals that were provided to us during the gathering of information. We look forward to your feedback when the MYSP is rolled out in January.

We remain thankful to everyone involved in Catholic education that we are allowed to govern in this faith-based environment.

Lindsay Liske, Chair



Rose Burton Spohn
Director of Education



Lindsay Liske
Chair

Administrative Team



Joe Chilelli
Superintendent
of Education



Danny Viotto
Superintendent
of Education



Christine Durocher
Superintendent
of Education



Chris Spina
Superintendent
of Business

Elementary Schools

Holy Cross - Sault Ste. Marie • 705-945-5532
Holy Family - Sault Ste. Marie • 705-945-5519
Holy Name of Jesus - Hornepayne • 807-868-2452
Our Lady of Fatima - Chapleau • 705-864-1081
Our Lady of Fatima - Elliot Lake • 705-848-2204
Our Lady of Lourdes French Immersion - Elliot Lake • 705-848-3421

Our Lady of Lourdes - Sault Ste. Marie • 705-945-5521
Sacred Heart - Espanola • 705-869-4070
St. Basil - Sault Ste. Marie • 705-945-5555
St. Basil's - White River • 807-822-2411
St. Francis French Immersion - Sault Ste. Marie • 705-945-5525
St. Joseph French Immersion - Wawa • 705-856-4521
St. Mary - Massey • 705-865-2772

St. Mary's - Blind River • 705-356-7621
St. Mary's French Immersion - Sault Ste. Marie • 705-945-5531
St. Paul - Sault Ste. Marie • 705-945-5533
Virtual Academy, Sault Ste. Marie • 705-945-5622

Secondary Schools

Holy Angels Learning Centre - Sault Ste. Marie • 705-945-5685
St. Mary's College - Sault Ste. Marie • 705-945-5540

Rebranding HSCDSB



Huron-Superior Catholic
DISTRICT SCHOOL BOARD

New Multi-Year Strategic Plan and Brand

The Huron-Superior Catholic District School Board is delighted to begin 2021 by launching both its new Multi-Year Strategic Plan (MYSP) and its new brand. The new brand reflects the board's commitment to the success and well-being of our students, development and knowledge of our Catholic faith, responsible and equitable stewardship of our resources, and ongoing engagement with our stakeholders. These same priorities are also highlighted in the board's new MYSP.

Please see the formula below to learn how our logo was constructed.

One thing you might immediately notice is the shift in our logo's colours. As an acknowledgement of our board's rich history and tradition, we purposely maintained blue as our predominant colour. This "board blue" is reflected both in the logo and in the lettering below it. However, the colours and design of the new logo also reflect the present and future. The board's use of white, black, yellow, and red – the colours of the medicine wheel – intentionally honours the important place that Indigenous students, families, communities, traditions, perspectives, and education have in our board. The splash of green in our logo reflects our board's focus on practices and decisions that build a sustainable future.

The Formula



Nurturing of
our Catholic Faith



Equitable Stewardship
of our Resources



Engagement with
Employees and Partners



Success and Well-Being
of our Students



Throughout 2021, please expect to see our board's buildings, websites, and documents undergo a transformation to align with our new branding and strategic plan.

January



01

Achievements in Catholicity

In the 2019-20 school year, the board focused on the theme of Igniting Hope. The board's trustees, employees, and students deepened their faith and learned about the sanctity of human life at all stages. In early 2020, the board successfully offered four additional qualifications courses in religious education, not only to its employees but also to those from three other Catholic boards.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
					1 Solemnity of Mary, Mother of God World Day of Peace New Year's Day	2 St. Basil the Great	
3 Epiphany of the Lord	4	5	6	7 St. André Bessette	8	9	
10 Baptism of the Lord	11	12	13	14	15	16	
17 Second Sunday in Ordinary Time World Religion Day	18	19	20	21	22	23	
24 Third Sunday in Ordinary Time	25 Conversation of St. Paul the Apostle	26 Sts. Timothy and Titus	27 Holocaust Remembrance Day Board Meeting	28 St. Thomas Aquinas	29	30	
31 Fourth Sunday in Ordinary Time			SEAC Meeting				

Virtue: Wholeness, Temperance and Self-Control

Society evolves not by shouting each other down, but by the unique capacity of unique individual human beings to comprehend each other. — Lewis Thomas

Repeat Events

- Prayer for Christian Unity

February

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

February



Next Steps in Catholicity

In the 2020-21 school year, the board will focus on Nurturing Hope, a theme Dr. Thomas Groome expounded upon in his keynote address during the board's inaugural virtual Faith Day. 2020 also saw the board creating and submitting the Religious Education in Catholic Schools, Specialist course to the Ontario College of Teachers. The plan is to offer this course in early 2021.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
	1	2 Presentation of the Lord World Day for Consecrated Life	3 St. Blaise	4	5 PA Day	6	
7 Fifth Sunday in Ordinary Time	8	9	10 St. Scholastica	11 Our Lady of Lourdes World Day of the Sick	12	13	
14 Sixth Sunday in Ordinary Time	15 Louis Riel Day/ Flag Day Family Day	16 Shrove Tuesday	17 Ash Wednesday Board Meeting	18	19	20 World Day of Social Justice	
21 First Sunday of Lent	22 Chair of St. Peter	23	24 SEAC Meeting	25	26	27	
28 Second Sunday of Lent							

Virtue: Love

An act of love that fails is just as much a part of the divine life as an act of love that succeeds, for love is measured by its own fullness, not by its reception. — Harold Loukes

Repeat Events

- World Interfaith Harmony

March

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

March



Achievements in Supportive Environments and Well-being

In 2020, the board completed its installation of voice over Internet protocol (VOIP) in all schools, except those scheduled for major renovations in the near future. Additionally, in 2020, the board completed a mental health audit and augmented its counselling services, particularly in schools in the north and east. Virtual counselling was also offered throughout the summer and spring school closure period.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
	1	2	3 World Wildlife Day	4	5 World Day of Prayer	6	
7 Third Sunday of Lent	8 International Women's Day	9	10	11	12	13	
14 Fourth Sunday of Lent DST Begins	15	16	17 St. Patrick	18	19 St. Joseph, Patron of Canada	20	
21 Fifth Sunday of Lent International Day for the Elimination of Racism	22 World Water Day	23	24 Board Meeting	25 The Annunciation of the Lord	26	27	
28 Palm Sunday	29	30	31 SEAC Meeting				

Virtue: Kindness, Discipleship and Solidarity

Continue to be who and how you are, to astonish a mean world with your acts of kindness.
— Maya Angelou

Repeat Events
● March Break

April						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	



April

04

Next Steps in Supportive Environments and Well-Being

Student and employee health and safety will continue to be an area of emphasis in 2021, especially as the board continues to collaborate with its three public health units and implement its many COVID-19 protocols. Appropriate supply and use of personal protective equipment (PPE), disinfectant, and hand sanitizer will continue to be emphasized, in an effort to mitigate the impact of the pandemic.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
				1 Holy Thursday of the Lord's Supper	2 Friday of the Passion of the Lord Autism Awareness Day Good Friday	3 Holy Saturday - The Resurrection of the Lord	
4 Easter Sunday	5 Easter Monday	6	7 World Health Day	8	9	10	
11 Second Sunday of Easter (Divine Mercy)	12 Ramadan Begins (Sundown)	13	14	15	16	17 St. Kateri Tekakwitha, Protectress of Canada	
18 Third Sunday of Easter	19	20	21 St. Anselm Board Meeting	22 Earth Day	23	24	
25 Fourth Sunday of Easter World Day of Prayer for Vocations	26	27	28 SEAC Meeting	29 St. Catherine of Siena	30 St. Marie de l'Incarnation PA Day		

Virtue: Respect, Stewardship and Reverence

When we reflect on the labour required for our life, reverence naturally wells up within us.

— Brian Swimme

May						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

May



Achievements in Relationships

In 2020, the board successfully negotiated a collective agreement with the Ontario Secondary School Teachers' Federation (OSSTF) and began implementing its newly ratified collective agreement with the Canadian Union of Public Employees (CUPE). These agreements govern the work of caretakers, carpenters, clerical workers, early childhood educators (ECEs), educational assistants (EAs), early years assistants, library maintenance workers, maintenance workers, noon-hour aides and dayworkers.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
						1 St. Joseph the Worker School Principals' Day	
2 Fifth Sunday of Easter Nurturing Hope	3 Preparing the Earth	4 Sowing Seeds of Gratitude	5 Cultivating Relationships	6 Harvesting New Fruit	7 Marvelling in Wonder	8	
9 Sixth Sunday of Easter Mother's Day	10	11	12 Canada Health Day	13 Our Lady of Fatima	14 St. Matthias	15	
16 The Ascension of the Lord	17	18	19 Board Meeting	20	21	22	
23 Pentecost Sunday	24 The Blessed Virgin Mary Victoria Day	25	26 St. Philip Neri	27	28	29	
30 The Most Holy Trinity	31 The Visitation of Blessed Virgin Mary		SEAC Meeting				

Virtue: Patience, Community and Compassion

Be completely humble and gentle; be patient, bearing with one another in love.
Keep the unity of the Spirit through the bond of peace. There is one body and one Spirit.
— Ephesians 4:2-4

Repeat Events

- Catholic Education Week

June						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

June



Achievements in Relationships

In response to the COVID-19 pandemic and the ministry's Learn at Home initiative, the board deployed food bags and approximately 1,600 Chromebooks to families in need. The board also refreshed the laptops of all elementary teachers; augmented the board's collection of student devices; and transitioned the board to Aspen, its new Student Information System (SIS).

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
		1 St. Justin	2	3	4	5 St. Boniface	
6 The Most Holy Body and Blood of Christ	7	8	9	10	11 Sacred Heart of Jesus World Day of Prayer for Priests PA Day	12 Immaculate Heart of Mary	
13 Eleventh Sunday of Ordinary Time	14	15 SEAC Meeting	16 Board Meeting	17	18	19	
20 Twelfth Sunday in Ordinary Time Father's Day World Refugee Day	21 National Indigenous Peoples Day	22	23	24 Birth of St. John the Baptist	25	26	
27 Thirteenth Sunday in Ordinary Time	28 St. Irenaeus	29 Sts. Peter and Paul Last Day of School	30				

Virtue: Justice

Do not be daunted by the enormity of the world's grief. Do justly, now. Love mercy, now. Walk humbly, now. You are not obligated to complete the work, but neither are you free to abandon it. — Interpretive Translation of Talmudic Texts

July						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31



July

Next Steps in Relationships

Throughout 2020-21, the board will continue its collective bargaining efforts with the Ontario English Catholic Teachers' Association (OECTA) and begin negotiating terms and conditions with the Catholic Principals' Council of Ontario (CPCO). Beginning January 2021, the board's logo, branding, and website will be updated with a new look, reflected in the formatting of this annual report.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
				1	2	3 St. Thomas	
				Canada Day			
4 Fourteenth Sunday in Ordinary Time	5	6	7	8	9	10	
11 Fifteenth Sunday in Ordinary Time	12	13	14	15 St. Bonaventure	16 Our Lady of Mount Carmel	17	
18 Sixteenth Sunday in Ordinary Time	19	20	21	22 St. Mary Magdalene, Disciple of the Lord	23	24	
25 Seventeenth Sunday in Ordinary Time	26 Sts. Anne and Joachim	27	28	29 St. Martha	30 International Friendship Day	31 St. Ignatius of Loyola	

Virtue: Respect for Persons

We all have extraordinary coded within us, waiting to be released. — Jean Houston

August						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August



Achievements in Student Achievement

2020 was a year of significant progress for the board's elementary and secondary programming. Native-as-a-Second-Language classes began in both Elliot Lake schools, virtual summer school was offered in both panels, and the board's first secondary English-as-a-Second-Language courses were offered via day and night school. In addition, the board partnered with Ontario Works to offer an innovative cooperative education program for adults.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
1 Eighteenth Sunday in Ordinary Time	2 Civic Holiday	3	4 St. John-Marie Vianney	5	6 Transfiguration of the Lord	7	
8 Nineteenth Sunday in Ordinary Time	9	10 St. Lawrence	11 St. Clare	12 World Youth Day	13	14 St. Maximilian Kolbe	
15 Assumption of Blessed Virgin Mary	16	17	18	19	20	21	
22 Twenty-First Sunday in Ordinary Time	23	24 St. Bartholomew	25	26	27 St. Monica	28 St. Augustine	
29 Twenty-Second Sunday in Ordinary Time	30	31					

Virtue: Honesty

Don't speak unless you can improve on the silence. — Spanish Proverb

September						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

September



Next Steps in Student Achievement

In the spring of 2020, the COVID-19 pandemic required that all elementary and secondary students learn from home. Later in 2020, the board established both an elementary and secondary virtual school to serve all families who chose remote learning for their children. Training of all teachers on effective remote learning strategies will remain a focus throughout 2021.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
			1 World Day of Prayer for the Care of Creation	2	3 St. Gregory the Great	4	
5 Twenty-Third Sunday in Ordinary Time	6 Labour Day	7	8 Birth of Mary, Mother of Jesus	9	10	11	
12 Twenty-Fourth Sunday in Ordinary Time	13 St. John Chrysostom	14 Exaltation of the Holy Cross	15 Our Lady of Sorrows	16	17	18	
19 Twenty-First Sunday in Ordinary Time	20	21 St. Matthew International Day of Peace	22	23 St. Padre Pio	24	25 Franco-Ontarian Day	
26 Twenty-Sixth Sunday in Ordinary Time Canadian Martyrs, Secondary Patrons of Canada	27 St. Vincent de Paul	28 St. Wenceslaus	29 Feast of the Archangels	30 St. Jerome Orange Shirt Day			

Virtue: Faith

Wanderer, there is no path, the path is made by walking. — Antonio Machado

October						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

October



10

Achievements in Governance

In 2020, the board not only sold its last unused property, but it also completed a number of important physical and / or accessibility upgrades at Holy Name of Jesus, Hornepayne; Our Lady of Lourdes, Elliot Lake; St. Basil's, White River; and St. Mary's, Blind River. In Sault Ste. Marie, schools that benefitted from such upgrades include St. Basil, St. Francis French Immersion, and St. Mary's French Immersion.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
					1 St. Thérèse of the Child Jesus	2 Guardian Angels	
3 Twenty-Seventh Sunday in Ordinary Time	4 St. Francis of Assisi	5 World Teachers' Day	6	7 Our Lady of the Rosary	8	9	
10 Twenty-Eighth Sunday in Ordinary Time World Mental Health Day	11 St. John XXIII Thanksgiving	12	13	14	15 St. Teresa of Avila	16 St. Marguerite d'Youville	
17 Twenty-Ninth Sunday in Ordinary Time	18 St. Luke	19	20	21	22 St. John Paul II	23	
24 Thirtieth Sunday in Ordinary Time Day of Prayer for Peace	25	26	27	28 Sts. Simon and Jude	29	30	
31 Thirty-First Sunday in Ordinary Time Halloween							

Virtue: Courage

Courage doesn't always roar. Sometimes courage is the quiet voice at the end of the day saying, "I will try again tomorrow." — Mary Anne Radmacher

November						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

November



Achievements in Governance

The trustees and senior team began the process of creating a new strategic plan by hosting focus group sessions with Indigenous partners and members of the religious / clergy. All students, parents, employees, and community members were also invited to provide their feedback about the board's future direction via online surveys.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
	1 All Saints Day	2 Commemoration of all the Faithful Departed (All Souls)	3	4 Charles Borromeo	5	6	
7 Thirty-Second Sunday in Ordinary Time National Inuit Day DST Ends	8 Indigenous Veterans Day	9	10 St. Leo the Great	11 St. Martin of Tours Remembrance Day	12 St. Josaphat	13 World Kindness Day	
14 Thirty-Third Sunday in Ordinary Time World Day of the Poor	15 St. Albert the Great	16	17 St. Elizabeth of Hungary	18	19	20	
21 Christ the King Sunday	22 St. Cecilia	23	24	25	26	27	
28 First Sunday of Advent	29	30 St. Andrew					

Virtue: Wisdom, Prudence and Discernment

Praying. It doesn't have to be the blue iris, it could be weeds in a vacant lot, or a few smallstones; just pay attention, then patch a few words together and don't try to make them elaborate, this isn't a contest but the doorway into thanks, and a silence in which another voice may speak. — Mary Oliver

December						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

December



12

Next Steps in Governance

2021 promises to be a significant year, as the new Sacred Heart in Espanola opens and the board's new Multi-Year Strategic Plan (MYSP) launches. Late in 2020 and into 2021, plans to update Our Lady of Fatima and Our Lady of Lourdes in Elliot Lake will be developed. The schools' multi-million dollar upgrades will occur over several years.

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Notes
			1	2	3 St. Francis Xavier	4	
5 Second Sunday of Advent	6	7 St. Ambrose	8 Immaculate Conception	9	10 Human Rights Day	11	
12 Third Sunday of Advent Our Lady of Guadalupe	13	14 St. John of the Cross	15	16	17	18	
19 Fourth Sunday of Advent	20	21	22	23	24	25	
26 St. Stephen Boxing Day	27 St. John the Evangelist	28 Holy Innocents	29	30	31 New Year's Eve	Christmas Day	

Virtue: Hope

Strive to be uncynical, to be a hope-giving force, to be a steward of substance.

— Maria Popova

January 2022

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Multi-Year Strategic Plan

Catholicity

We are called and committed to make our schools and worksites places where our Catholic faith is planted, nurtured, and shared, and where our students are supported in achieving Catholic Graduate Expectations.

If we implement the new Religious Education curriculum, encourage everyone to model their faith openly, and continue to support faith development activities, the by 2020, the Huron-Superior Catholic District School Board will be more connected as part of our communities.



Supportive Well-Being

We are called and committed to being people of hope and celebration, ensuring environments are positive and supportive in educating the whole child. We will work together to make our schools and worksites safe and welcoming places of equity, inclusion, and diversity.

If we make stronger connections to community agencies and demonstrate a welcoming attitude to all we serve, then by 2020, the Huron-Superior Catholic District School Board will significantly improve student and staff well-being.



Relationships

We are called and committed to strengthening relationships with parents; Catholic School Councils (CSCs); parishes; staff; employee groups; agencies; and First Nation, Metis, and Inuit communities to better serve our students.

If we consistently engage in respectful dialogue, work collaboratively with one another, and demonstrate mercy, then by 2020, the Huron-Superior Catholic District School Board will be known for its positive relationships, both internally and externally.



Student Achievement

We are called and committed to ensuring high levels of student achievement for all students, in alignment with Ministry Goals.

If we intentionally plan effective and differentiated instruction based on student needs and the curriculum, and become more precise in our assessment of student work, then by 2020, the Huron-Superior Catholic District School Board will improve student engagement and achievement.



Governance

We are called and committed to developing effective policy governance in alignment with our board's mission and strategic plan.

If we improve the monitoring, communication, and alignment of our board's fiscal, capital and procedural priorities, then by 2020, the Huron Superior Catholic District School Board will have a balanced budget, resources aligned to strategic and operating plans, and renewed facilities conducive to learning.



Equity & Inclusion

The Huron-Superior Catholic District School Board is committed to creating and supporting positive workplaces and learning environments, fostering and promoting Equity and Inclusive Education (EIE) principles, and celebrating diversity. We continue to provide rich professional development to employees, students and community members to help ensure respectful, positive, safe, equitable, and inclusive learning and working environments, free from discrimination and harassment.

School and Classroom Practices

Our Multi-Year Strategic Plan focuses in part on Supportive Environments and Well-Being. Through this strategic direction, we strive to strengthen partnerships with Indigenous community members and parents. We also work hard to increase the knowledge and understanding of all staff and students with regards to Indigenous perspectives, histories, current realities, and ways of knowing.

In 2019-20, an Indigenous Grad Coach supported our Indigenous students, by focusing on improving attendance, credit accumulation, and graduation rates. The Grad Coach worked out of the culture room at St. Mary's College, which was refreshed with new furniture and resources to better meet the needs of the students. Cultural spaces were also created in both Elliot Lake schools and in Chapleau, so that students could see their cultures are valued.

Additional Native-as-a-Second-Language opportunities were funded by the board in two schools in Elliot Lake and in the span of one year, grew into a robust program providing Indigenous language and cultural instruction to over 65 students in each school.

The board prayer was translated into French and Ojibwe. The Virtues of the Month included English, French, and Ojibwe Grandfather teachings. The Elders in the Classroom program continued in every school in our board. Through this program, students have the opportunity to interact with local Elders through the use of language, stories and cultural activities.

Data on student achievement are collected, analyzed and used to identify gaps in achievement, develop strategies to close those gaps, and improve overall student achievement. The Early Interventions Special Assignment Teacher position was created to assist with transitioning students into school and supporting reading and math skills in the primary grades.

Our students with special needs were supported in achieving the goals outlined in their Individual Education Plans (IEPs). Through the use of our tiered system of support, students were equitably supported by our learning resource teachers, educational assistants, and Special Education Department staff. Similarly, students' mental health was supported through our student and family counsellors and Mental Health Leader.

All schools' Code of Conduct addresses discrimination; the code is reviewed yearly and communicated to the school community. Complaints about incidents of discrimination, bullying and harassment are dealt with in a serious, fair, and timely manner.

Leadership, Governance, and Human Resources

The board believes that Equity and Inclusive Education (EIE) applies to all aspects of its school operations. System and school leaders work collaboratively to ensure that our policies, procedures and practices promote an environment that respects diversity and is free from discrimination. The board continues to develop partnerships in our communities and engage all of its stakeholders.

The board continues its work towards improving accessibility for all, in terms of access to information and our buildings. Our board's website is now fully accessible, and our Human Resources Department ensures that all job applicants are aware of their rights to access information in a format that meets their needs. In 2020, physical accessibility upgrades were completed at St. Francis French Immersion in Sault Ste. Marie and St. Mary's in Blind River.

EIE professional development opportunities are offered to teachers, principals, and supervisory officers through mentoring programs (e.g., NTIP). EIE leadership opportunities for students have been created and / or have continued. These include, but are not limited to, Indigenous Student Council, Junior and Senior Student Senate, and NET Retreat.

Data Collection, Integration, and Reporting

Our board continues to focus on providing inclusive curriculum and assessment procedures to ensure that all students are able to reach their full potential. Educators use culturally responsive teaching and inclusive curriculum materials in their learning activities so that all students have the opportunity to learn about authentic histories and cultures and see themselves positively reflected in the learning environment. Data on student achievement are collected, analyzed and used in school improvement planning to identify achievement gaps and develop strategies to close those gaps.

At both the board and school levels, identity-based student data are compared with data on achievement, attendance, graduation, credit accumulation, violent incidents, suspensions, and expulsions. This comparative data informs the board's decision-making about programming and resource allocation, so that barriers to student success are addressed and students who are disadvantaged and marginalized are supported.

EIE principles continue to be embedded into the board's cyclical policy and procedural guideline review process. This year, Policy 7010 – Equity and Inclusive Education and its associated procedural guidelines were reviewed and approved by the Board of Trustees, affirming our commitment to continuing the work to support and embrace diversity within our Catholic community.

To support an aligned and integrated approach to implementation, EIE principles are embedded in areas such as student achievement, curriculum and assessment, safe schools, healthy schools, special education, mental health, leadership development, hiring practices, Indigenous education, and French-language education initiatives.



Pathways Planning & Supports

The Huron-Superior Catholic District School Board is committed and called to promoting student pathways planning and supports for all students.

Planning for future education careers is based around the fundamental questions:

- Who am I?,
- What are my opportunities?,
- Who do I want to become?, and
- What is my plan for achieving my goals?

During the 2019-20 school year, every Grade 7 and 8 student participated in a range of activities that broadened their knowledge and understanding of the different career pathway opportunities available to them.

The Grade 8 students were involved in the Challenge Method. This multi-day exercise focused on identifying challenges, problems, or issues that students would be interested in solving. The challenges then offered a variety of career paths for our students.

The Challenge Method is a novel idea that frees student's traditional methods and allows them to find a career path based on real-world challenges, not job titles.

The Grade 8 female students from four of our elementary schools, took part in the "Tenaris Open Doors Tour" which included a tour of both Algoma Steel and Tenaris Tubes. The goal of these tours was to inspire and promote female interest in the career pathway of the manufacturing industry.



Huron-Superior Catholic
DISTRICT SCHOOL BOARD



Messages From Our Partners

The Principals and Vice-Principals of the Huron-Superior Catholic District School Board work collaboratively with our Senior Administration team to serve our collective staffs, families, and students. As members of the Catholic Principals Council of Ontario (CPCO), our school administrators are also active in their respective communities, leading social justice projects and serving on any number of committees, all for the betterment of our local populations.

As an administrative group, we consider ourselves quite fortunate to be able to work and lead within this faith-based Catholic education system, where we can encourage all students to reach their full potential in all aspects of their lives, to stand by their Catholic values, and to become contributing members of the school communities that they live in.

We currently find ourselves in stressful times associated with everything 'COVID,' and as such, we will continue to monitor the well-being of all of our students, adopting the best strategies available to focus on student, staff and family wellness. We are grateful that the board recognizes this need, and works with us in the pursuit of these collective goals.

Nurturing hope,

Chris Vuorensyrja, President,
CPCO Huron-Superior

On behalf of the Parent Involvement Committee (PIC), we would like to thank school council members, community leaders, school board staff and community partners for their active role as valued partners to enrich student learning. This collaborative relationship establishes a partnership in education that creates a connection to enhancing parent engagement. We value the strong commitment of our leaders, community partners, school board and committee members to maintain positive relationships.

We continue to encourage both school council members and community leaders to join our PIC in the coming year. We welcome participation from both new school council members and community partners to enhance student education and the community of faith.

Lastly, I thank school leaders, community partners, school board and school council members for their commitment and understanding of the importance of respecting the role of parents in education. Your dedication to this volunteer committee (PIC) plays an important role in improving both the academics and school community experiences provided to our students.

Respectfully,

Kelli Verdecchia
Parent Involvement Committee, Chair

As Catholic teachers, we are proud of the role we play in preparing students to be active members of a prosperous and caring society.

Throughout the challenges and hurdles the education system has endured over the last number of months, Catholic teachers remained dedicated to ensuring students were still receiving the best education possible. Throughout it all, teachers played, and continue to play, a vital role in supporting student mental health and well-being.

Although we are uncertain what this school year will bring, together with the support of the HSCDSB, we will continue to provide world-class education to the students in our care.

Darrell Czop, President,
Huron-Superior OECTA

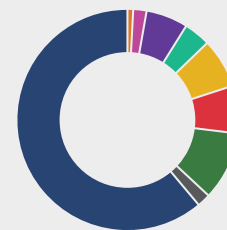
We are very proud of the role CUPE members play in the HSCDSB of providing the work that helps keep our schools clean, safe, supportive and welcoming. Over 500 members make up Local 4148 from:

- Clerical staff, who complete administrative operations daily.
- Custodial and maintenance staff, who keep our schools safe and clean.
- Special education assistants, who play a key role in supporting students with special needs.
- Early years assistants, who supervise students at lunch time.
- Early childhood educators, who teach and provide supports to our youngest learners.
- Library maintenance workers, who repair, order and organize the books our students read.

The members of CUPE LOCAL 4148 love our work and we're proud of the benefits it brings to the students, families and our community.

Brenda Rankin, President CUPE Local 4148

Operating Budget



- Other Non-Operating (1%)
- Continuing Ed (0%)
- Coordinators & Consultants (2%)
- Amortization (6%)
- Central Administration (4%)
- Transportation (7%)
- School Administration (7%)
- Pupil Accommodation (10%)
- School Generated Funds (2%)
- Instructional (61%)

Board of Trustees



John Caputo



Leslie Cassidy-Amadio



Tony D'Agostino



Lindsay Liske



Carol MacEachern



Debbie Mayer



Kathleen Rosilius



Joe Ruscio



Gary Trembinski



Sandra Turco



Anthony Delorenzi



Lucas Marano



Adam Morgenstern

Student Trustees



Huron-Superior Catholic
DISTRICT SCHOOL BOARD

90 Ontario Avenue, Sault Ste. Marie, ON P6B 6G7 | **Phone** 705.945.5400 • **Fax** 705.945.5575 • **Email** frontdesk@hscdsb.on.ca • hscdsb.on.ca

All photos of students and employees were taken prior to COVID-19