



Come Learn, Explore and Grow in Catholic Education



2020



Huron-Superior Catholic District School Board
ANNUAL REPORT

www.hscdsb.on.ca

Message from the DIRECTOR and CHAIR

**ROSE
BURTON SPOHN**



It gives us great pleasure to share this Annual Report of the Huron-Superior Catholic District School Board with you. Our board reflects annually on its achievements and next steps towards addressing its five strategic directions:

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

The pages of this annual report are filled with information and images that reflect the progress made in each of these directions throughout 2019 to improve our Catholic school system and some goals we have set for 2020. We can think of no better way of demonstrating the theme for the 2019-20 school year *Igniting Hope* than through this report; it is a true reflection of the respect we have of our past, the faith we have in our present, and the hope we have for our future.

None of the board's goals would have been met without the collaboration and efforts of many students, staff, families, clergy, trustees, and community partners. To these stakeholders we express our sincere gratitude for contributing their time,

energy, resources, and God-given talents to ensure our Catholic schools are safe, welcoming, equitable, and loving places to learn.

We once again thank you for your support of the Huron-Superior Catholic District School Board. As we near the expiry of our board's Multi-Year Strategic Plan, we eagerly anticipate interacting with as many stakeholders as possible to set new strategic directions; create new action plans; and ensure our board remains one in which all can learn, explore, and grow in Catholic education.

God bless,

Rose Burton Spohn
Director of Education

**LINDSAY
LISKE**



Over the past four years, our annual theme has evolved. First, we found ourselves *Walking Forward Together* and embarking on a journey with our Catholic school community partners. Next, we focused on *Renewing the Promise* and walked together, in faith and gratitude, guided by those who had gone before us, those who nurtured and sustained Catholic education. Last year, we emphasized *Living as Joyful Disciples* and journeyed in faith with our homes, schools, and Church, thankful to share our learning experiences. This year, we are *Igniting Hope*, recalling that Christ is the hope which inspires us all to share as members of the Catholic education community.

As a Board of Trustees, we are embarking on a journey to develop our next Multi-Year Strategic Plan. With this year's message of *Igniting Hope*, we are hoping through Christ that our Catholic school communities – home, school, and Church – will help guide our future for the next several years. We will be seeking input in early 2020 and we are very grateful that we have a Catholic community to provide us with

encouragement, vision, and direction throughout this daunting task.

We thank everyone involved in Catholic education for allowing us to govern in this faith-based environment and hope we can succeed as our forbearers did in nurturing and sustaining Catholic education.

Respectfully,

Lindsay Liske
Chair

ADMINISTRATIVE TEAM



Joe Chilelli
Superintendent of Education



Christine Durocher
Superintendent of Education



Danny Viotto
Superintendent of Education



Chris Spina
Superintendent of Business

SCHOOL LIST

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

SECONDARY SCHOOLS

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





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, then by 2020, the Huron-Superior Catholic District School Board will be more connected as part of our communities.

SUPPORTIVE ENVIRONMENTS AND 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, Métis, 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

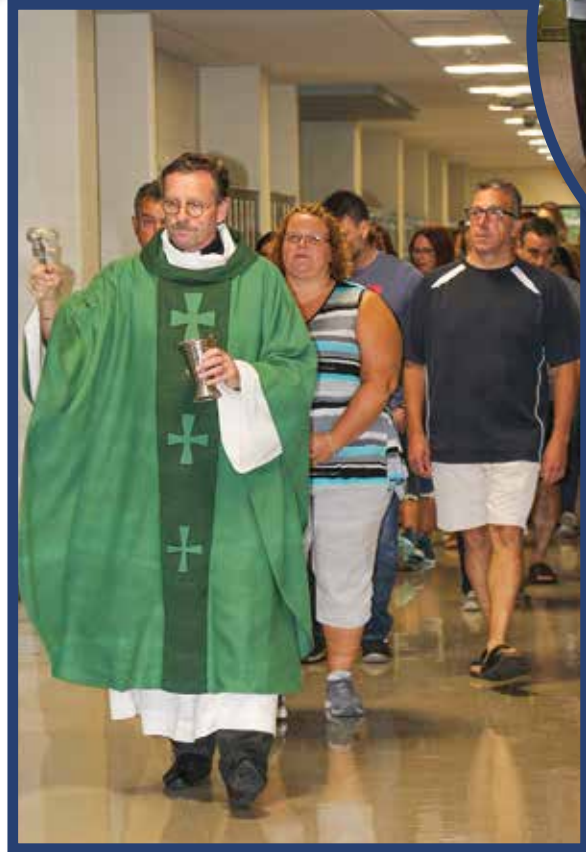


We are called and committed to developing effective policy governance in alignment with our board's mission and strategic plan.

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.



Come Learn, Explore and Grow in Catholic Education



Achievements in Catholicity

Focused on the theme of *Living as Joyful Disciples*, trustees and employees of the board continued to focus on student and adult faith development during the 2018-19 school year. In 2019, with the support of our clergy and religious, a retreat was offered to our trustees, monthly masses were celebrated in the board chapel, and approximately 25 teachers earned an additional qualification in religious education.



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Venez Apprenez, Explorez et Grandissez dans l'éducation catholique



Next Steps in Catholicity

In the 2019-20 school year, the board will emphasize the theme of **Igniting Hope**. Inspired by a Faith Day address by musician and composer Jesse Manibusan, the board will continue to make the integration of the Ontario Catholic School Graduate Expectations (OCSGEs) into daily lessons an area of focus. Outreach to those in need and respect for life at all stages will also be in the forefront in 2020.



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Achievements in Supportive Environments and Well-being

Generous funding permitted the board to hire three behaviour coaches, an Indigenous graduation coach, and additional student and family counsellors in 2018-19. Focused on equity, inclusion, well-being, and student achievement, these experts worked diligently to support many students with special concerns or needs. Significant upgrades to the accessibility of board buildings were also made in 2019.



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Next Steps in Supportive Environments and Well-being

In 2020, the board will complete its installation of voice over internet protocol phone systems in all schools to augment school safety. Additionally, in 2020, the board will continue to prioritize the health and safety of its students, employees, and visitors by providing ongoing training about such topics as lifting, cold weather, heat stress, working alone, inclement weather, harassment, and violence prevention.



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APRIL 2020

NOTES:

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
			1	2 Autism Awareness Day	3	4
5 Palm Sunday of the Passion of the Lord World Youth Day	6	7	8 Passover Begins	9 Holy Thursday of the Lord's Supper	10 GOOD FRIDAY	11 Holy Saturday – The Resurrection of the Lord
12 Easter Sunday	13 EASTER MONDAY	14	15 BOARD MEETING	16	17	18
19 Second Sunday of Easter (Divine Mercy)	20	21 Holocaust Remembrance Day	22 Earth Day	23	24 Ramadan Begins P.A. DAY	25 St. Mark, Evangelist
26 Third Sunday of Easter	27	28	29 St. Catherine of Siena SEAC MEETING	30 St. Marie de l'Incarnation		

MAY						
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10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

VIRTUE: RESPECT, STEWARDSHIP & REVERENCE

Today, more than ever before, life must be characterized by a sense of Universal responsibility, not only nation to nation and human to human, but also human to other forms of life.

— H.H. the 14th Dalai Lama





Venez Apprenez, Explorez et Grandissez dans l'éducation catholique



Achievements in Relationships

In 2019, the board's Native-as-a-Second-Language (NSL) and Elders in the Classroom programs expanded to include more schools and students. Focused on educating people about Indigenous languages, cultures, perspectives, traditions, histories, and legends, the elders are a critical link between our board and First Nation communities.



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Achievements in Relationships

2019 saw a dramatic improvement in student engagement in the board's elementary athletics program. Highly successful weekend tournaments and four-game friendly seasons for volleyball and basketball were established for both boys and girls. This format will continue in 2020.



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Next Steps in Relationships

In 2019-20, the board will focus its energies on negotiating collective agreements with all its employees represented by the Canadian Union of Public Employees (CUPE), the Ontario English Catholic Teachers' Association (OECTA), and the Ontario Secondary School Teachers' Federation (OSSTF). Later in 2020, the board will work on negotiating terms and conditions with its principals and vice-principals.



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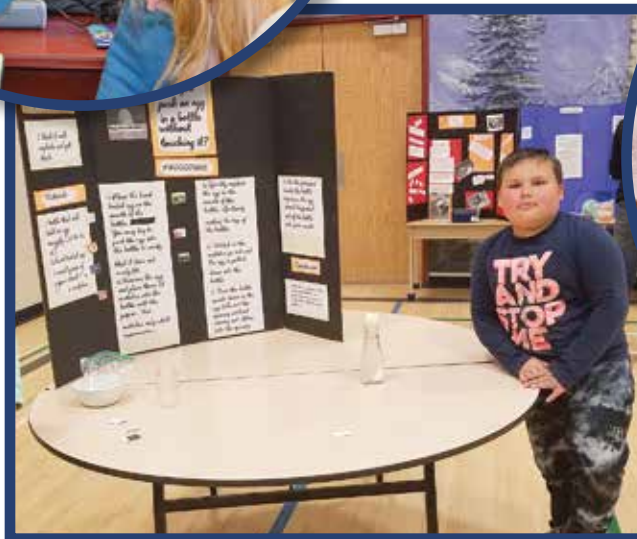
Achievements in Student Achievement

In 2019, the board's students demonstrated their learning in various ways. Students at St. Mary's College built a cabin for Ontario Parks, celebrated its annual Festival of the Arts, augmented their school chapel with unique student artwork, and wowed theatre goers with the musical *We Will Rock You*. Students at Sacred Heart in Espanola put on a stellar production of *Madagascar*.



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Achievements in Student Achievement

2019 saw HSCDSB's elementary students demonstrating their knowledge of science, technology, engineering, and math (STEM) at local science fairs, the Rotary Science Fair, Sault College Bridge Building Competition, and a provincial robotics championship. The board's elementary and secondary students also engaged in experiential learning about various career pathways and local employers.



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Next Steps in Student Achievement

In 2020, the board will continue to focus on enhancing students' literacy and numeracy skills. The board will assess the success of its board math and literacy plans, with a special focus on tracking the expansion of Empower Reading to all elementary schools. Increased educational opportunities for adult learners living in social housing will also remain a focus in 2020.



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Venez Apprenez, Explorez et Grandissez dans l'éducation catholique



Achievements in Governance

Two new trustees were welcomed to the board in 2018-19; senior administration provided an orientation session to all those elected to office. In mid-2019, the board welcomed seven new school administrators to its fold and announced a balanced budget. Furthermore, it completed major capital upgrades in Blind River, Chapleau, and Sault Ste. Marie.



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Next Steps in Governance

The board looks forward to celebrating the long-awaited grand opening of the new Sacred Heart Elementary School in Espanola in the fall of 2020. It also eagerly anticipates engaging in much internal and external consultation, as its current Multi-Year Strategic Plan (MYSP) expires at the end of the 2019-20 school year.



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Equity and Inclusion 2018-19

The principles of equity and inclusive education (EIE) permeate the practices of the Huron-Superior Catholic District School Board. 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

Culturally responsive teaching and inclusive curriculum strategies and materials are embedded into instruction and all school improvement plans. For example, as evidenced in learning walks and school visits, students see themselves positively reflected in the learning environment and a culture of high expectations, collaboration, and differentiation permeates.

Through our Multi-Year Strategic Plan, Supportive Environments and Well-Being, we strive to strengthen partnerships with Indigenous community members and parents, and increase the knowledge and understanding of all staff and students with regards to Indigenous perspectives, histories, current realities and ways of knowing.

Climate surveys are conducted once every two years to assess the state of schools' climate, to inform future changes, and plan improvements. These surveys include questions on sexual harassment, bullying, and harassment related to sexual orientation, gender identity and gender expression.

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 fairly and in a timely manner.

Data Collection, Integration, and Reporting

Our board is making progress on ensuring inclusive assessment procedures are embedded into learning activities and improvement plans. Educators use a variety of assessment strategies and evaluation tools, and they provide feedback regularly to students, parents and families on students' progress. Data on student achievement is collected, analyzed and used to identify achievement gaps and to develop strategies to close those gaps and improve overall student achievement.

Various sources of data (e.g., achievement, attendance, graduation rates, credit accumulation rates, demographics, climate survey data) are gathered annually and the data portal is used to track and identify students at risk. Strategies and activities are in place to support students who are vulnerable, disadvantaged and marginalized and data is used regularly to make informed decisions about equitable resource allocation and program priorities.

The board uses the cyclical policy review process to embed the principles of equity and inclusive education in all board policies. One policy recently reviewed was the Principal and Vice-Principal Performance Appraisal (PPA), which now reflects new requirements to embed EIE principles in performance and annual growth plans.

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 and hiring practices, Indigenous education, and French-language education initiatives.



Leadership, Governance, and Human Resources

System and school leaders actively work to promote a culture of openness and receptivity to diverse opinions and perspectives, know and understand the diversity within the school and board communities, support staff in reaching out to develop partnerships, and prevent discriminatory biases and systemic barriers.

Leadership training and professional development in EIE is evident in teacher, principal, and supervisory officer mentoring programs (e.g., NTIP). Students also participate in EIE leadership opportunities (e.g., Indigenous Student Council, Student Senate, NET Retreat) to acquire the skills and serve as mentors and role models with their peers.





Board Improvement Plan & Pathways Planning

The Huron-Superior Catholic District School Board is called and committed to promoting student achievement at all grade levels. Our Board Improvement Plan, focusing on mathematics comprehension, and our Pathways Planning and Supports programs, address the pillars of our Multi-Year Strategic Plan. This plan which encourages us to strive to plan effective and differentiated learning opportunities based on student needs while keeping the Ontario curriculum at the forefront.

Board Improvement Plan

The Huron-Superior Catholic District School Board has a comprehensive Board Math Plan, Kindergarten to Grade 12, which strives to build a common understanding and implementation of balanced mathematics instruction by focusing on concepts and knowledge of content, using problem solving, and implementing productive classroom discourse to narrow the gap in student achievement in mathematics.

Every elementary classroom implements 60 minutes of mathematics daily, including teaching 10 minutes of mental math strategies. School teams work collaboratively, focusing on provincial mathematics curriculum, with a particular focus on Number Sense and Numeration, using board documents, and newly released Focus on the Fundamentals documents.

There are job-embedded learning opportunities for educators, principals and system leaders. Educators, administrators and curriculum support staff work collaboratively using the Progression of Strands and teacher-developed pre and post assessments for monitoring and improving student learning in math.



Pathways Planning and Supports

The Huron-Superior Catholic District School Board is called and committed 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 2018/2019 year, Grade 7 and 8 students 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 aims at identifying challenges, problems, or issues that students would be interested in solving their career. The Challenge Method is a novel idea that frees students' traditional methods and allows them to find a career path based on real-world challenges, not job titles.

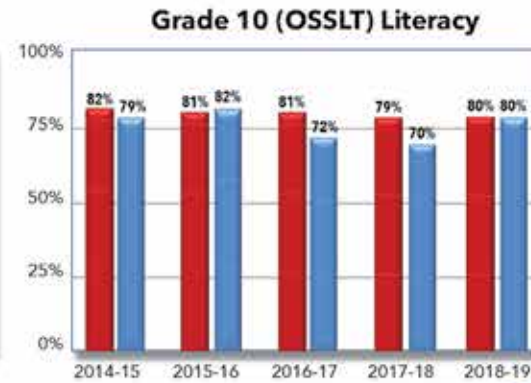
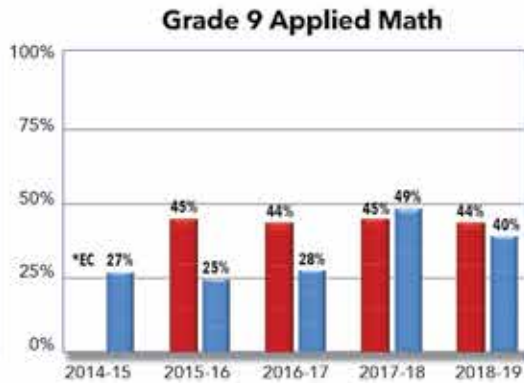
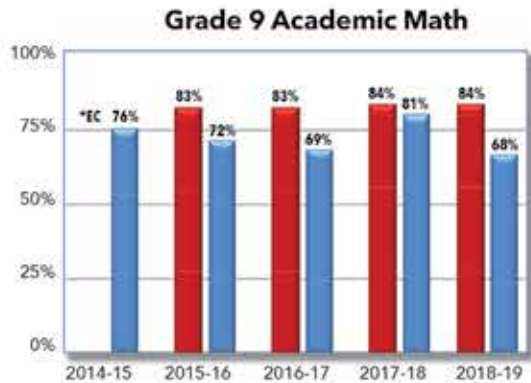
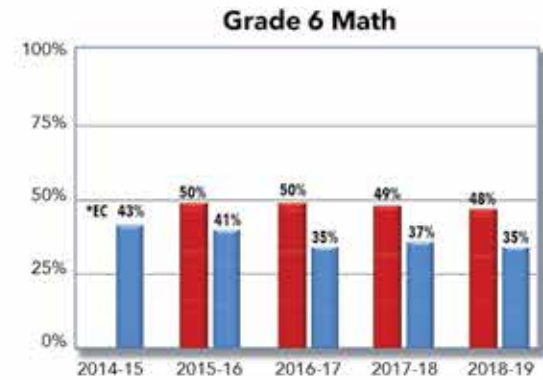
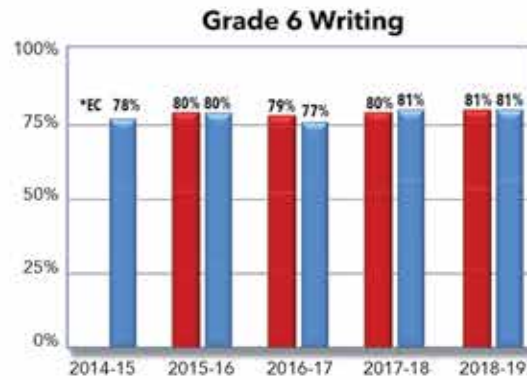
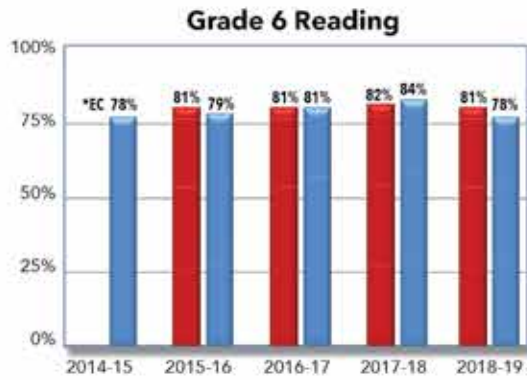
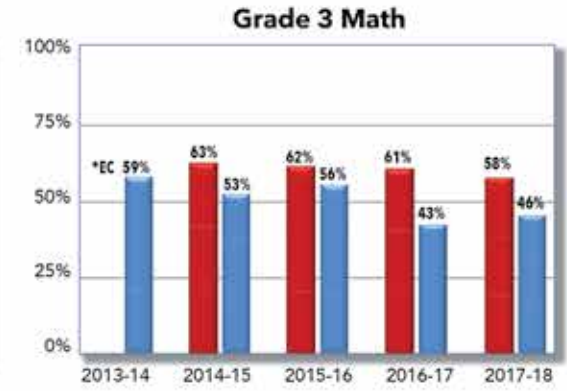
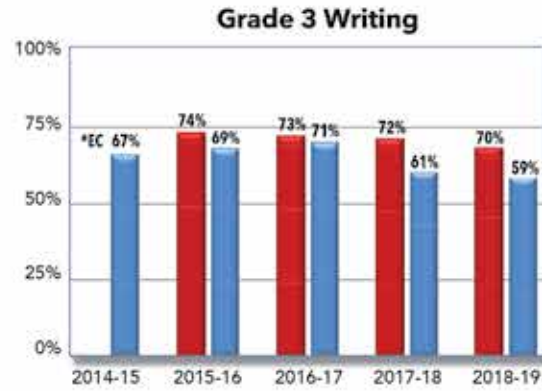
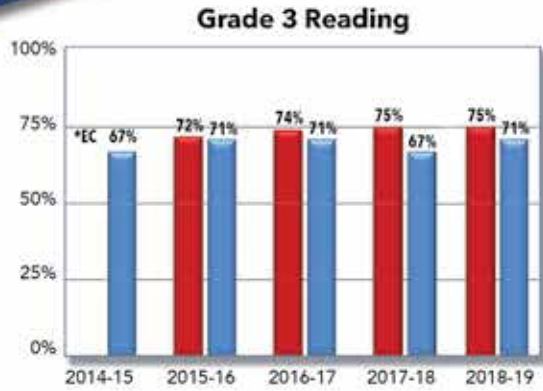


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PERCENTAGE OF STUDENTS AT OR ABOVE PROVINCIAL STANDARDS

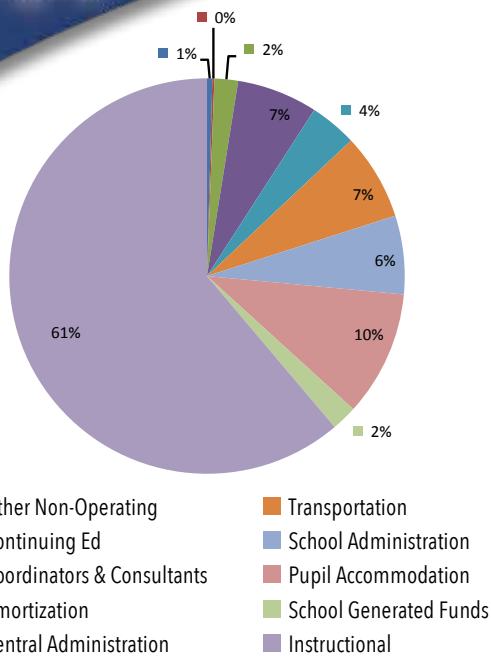


■ PROVINCIAL AVERAGE ■ BOARD RESULT

* Due to exceptional circumstances in 2015, EQAO is unable to report provincial results



Operating Budget



STUDENT TRUSTEES



Anthony DeLorenzi
2018-2020



Lucas Marano
2019-2020

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

Message from Our Partners

The Huron-Superior Catholic Principals' Council (HS-CPCO) respects and appreciates the positive interactions it has with all employees of HSCDSB in achieving our common mission.

Our goal is to make the well-being of all of our students a priority and to implement the best current strategies to nurture our students to achieve their full potential. The board recognizes this and works with us in the pursuit of these goals.

Along with the board, we work with families, teachers, support staff, and outside agencies to improve the success for students of all abilities. These partnerships impact the emotional and social well-being of the young people who enter our schools.

Catholic educators are truly blessed to have been called to this vocation. With the help of parish teams and parents, we guide our students along their spiritual journey. We are always mindful of the Ontario Catholic School Graduate Expectations. We share in the hope that faith will serve our students well throughout their lives.

The HS-CPCO's guiding principle is to provide all students, regardless of ability, with the opportunities to develop the skills to become healthy, strong, empathetic, and productive members of society and that they live and demonstrate their Catholic faith.

We are truly blessed to be Igniting Hope.

"Rejoice in hope, be patient in suffering, persevere in prayer" (Romans 12:12.)

Wayne Greco
President, Huron Superior CPCO

We are very proud of the role CUPE members play in the HSCDSB of providing the services that makes learning and teaching possible.

- 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 play a vital role in the education of a child and we are honoured to represent them.

Brenda Rankin
President, CUPE Local 4148

One of the most valuable resources we can provide for our students are teachers in the classroom. The Huron-Superior Ontario English Catholic Teachers Association recognizes and celebrates the many accomplishments of our teachers.

Together with the HSCDSB, we continue to foster a collaborative and respectful relationship, which will serve us well as we engage in negotiations at both the provincial and local levels. Ultimately, our working conditions are student learning conditions.

These efforts ensure that our students and our members teach and learn in welcoming, safe and inclusive schools. Together, we continue our dedication and commitment to our students who will become the Catholic leaders of tomorrow.

Darrell Czop
President, Huron-Superior OECTA

On behalf of the Parent Involvement Committee (PIC), we would like to thank all those who contribute to enriching our board and school communities. We appreciate the time and effort of each of our committee members, school board members and community partners and leaders.

As always, we encourage school council members and community leaders to continue to become a part of our PIC. We anticipate working with new school council members and community partners in the coming year to continue to enhance our students' academic experiences and faith formation.

To our school council members, school board staff and community partners, I thank you for your time and commitment to serving on the PIC. Your passion and dedication most certainly improves our children's education and experience in our school communities.

Kathleen Zambusi
Chair, Parent Involvement Committee



Huron-Superior Catholic
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Huron-Superior Catholic District School Board

Our Mission Statement

Rooted in Jesus Christ, we are a Catholic learning community called and committed to develop the full potential of each child and to nurture a personal relationship with Jesus that will inspire Catholic leadership.



Dedicated to excellence in education and the desire to live the values of Jesus, we strive to:

- † affirm the sacredness of life and respect for all creation
- † reverence the dignity of each person as a Child of God
- † provide an enduring education that reflects the essence of our Catholic traditions
- † proclaim Christ's message throughout the curriculum
- † celebrate God's love in prayer, at Eucharist and in all sacramental moments of life
- † create sacred learning environments
- † cultivate enriching opportunities that will deepen faith

Guided by the Spirit on our journey, together with family and Church, we mutually invite, encourage and support one another in our efforts to transform the world.



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