

# Bruce-Grey Catholic District School Board

*Let's Pray ~ Let's Inspire ~ Let's Learn ~ Let's Shine*

## Director's Annual Report 2015/2016



*Let's Pray ~ Let's Inspire ~ Let's Learn ~ Let's Shine*

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## Director's Message

I am pleased to have the opportunity to present the Director's Annual Report for the Bruce-Grey Catholic District School Board 2016. It has been a year filled with growth, achievement, and service by students and staff as we continue to *"let our light shine before others, that they see our good works"* (Matthew 5:16)

This past year we have developed and released a new multiyear strategic plan, re-kindling our commitment and call to action under the following commitments: Let's Pray, Let's Inspire, Let's Learn and Let's Shine! Our plan has been shaped by the voices of our community, staff, parishes, and students. Input and insight was gathered through focus groups, committee work, and our first ever online public consultation, "Strat Chat". The online consultation resulted in hundreds of participants and thousands of page views following our progress.

Many thanks to those who took the time and opportunity to share your thoughts, your ideas have mattered. For a full version the BGCDSB multiyear strategic plan including commitments, goals, and strategies please visit our website at <http://www.bgcdsb.org/>

This year we also completed the addition of a multi-disciplinary Innovation Lab at Sacred Heart High School, as well as the addition of two state-of-the-art primary classrooms and innovation space at Sacred Heart Catholic Elementary School in Mildmay. Both these projects support the growing need to build on our strong literacy and numeracy results by enhancing learning experiences for students through innovation, project based learning and play.

As we journey through this work of promoting student achievement, well-being, equity, and public trust, we do so in the spirit of hope and our call to service. This report is an opportunity to share the good work of our talented staff and students, and their commitment to leadership. We do not do this alone and share our gratitude to parents who entrust their children to us and our community partners and parishes who support Catholic education. At its core, Catholic Education is a journey of the soul in becoming "Light for the World". Together we continue to provide vibrant Catholic Education that "nurtures each student mind, body, and spirit". We do this in faith and commitment to our mission "Let Your Light Shine". Thank you for taking the time to review our work, and your feedback is always welcome.



*God Bless*  


Jamie McKinnon  
Director of Education

*Committed to a vibrant Catholic education, we ensure quality learning experiences through community partnerships that nurture each student in body, mind and spirit and embrace the teachings of Christ, giving witness to Gospel values.*

### Senior Administration

**Jamie McKinnon**  
Director of Education

**Francine Pilon**  
Superintendent of Education

**Mike Bethune**  
Superintendent of Education

**Alecia Lantz**  
Superintendent of Business

**Suzanne White**  
Superintendent of Human Resources

## Let's Pray

To undertake initiatives that sustain and grow the life and strength of Catholic education.

## Faith Formation

Thursday September 3, 2015 was our board wide Faith Formation Day at Sacred Heart High School Walkerton. The theme for the day was *You Are Called* - In calling you God says to you: "You are important to me, I love you, I am counting on you." (Pope Francis)



The morning began with Mass celebrated by Fr. Franjo and priests of the Deanery, followed by keynote addresses by Fr. Kuzma and Fr. Toby Collins. Lunch time featured a Healthy Living Fair, and an opportunity to purchase books and religious items from Broughtons, as well as unique items from Faces of Fair Trade vendors. Staff participated in a very active twitter feed throughout the day.

## Mercy that Welcomes

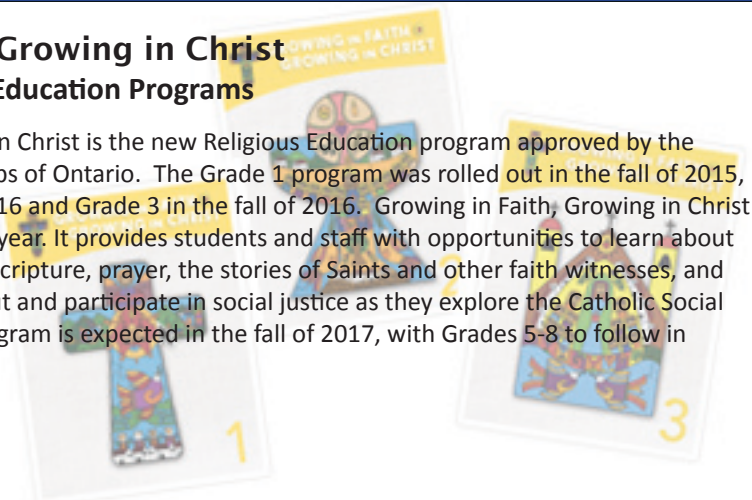
### An Evening with Bishop Crosby to Support Syrian Refugee Efforts in Grey & Bruce

The Knights of Columbus Hall was sold out on Thursday, April 19th 2016 for a fun evening dedicated to supporting the local groups in our area who are sponsoring new Canadians. The evening included a live and silent auction, student entertainment and a delicious roast beef dinner served by the K of C Ladies Auxilliary. Bishop Douglas Crosby brought greetings from the Diocese and the keynote speaker was Andy Foster, who is currently running the ESL program happening in Owen Sound. Decorating the hall were 20 doors designed by students in Kindergarten to Grade 12 from all of our schools, representing God's mercy during this Jubilee Year of Mercy.



## Growing in Faith, Growing in Christ Elementary Religious Education Programs

Growing in Faith, Growing in Christ is the new Religious Education program approved by the Assembly of Catholic Bishops of Ontario. The Grade 1 program was rolled out in the fall of 2015, Grade 2 in the winter of 2016 and Grade 3 in the fall of 2016. Growing in Faith, Growing in Christ is centred on the Liturgical year. It provides students and staff with opportunities to learn about the Catholic faith through Scripture, prayer, the stories of Saints and other faith witnesses, and opportunities to think about and participate in social justice as they explore the Catholic Social Teachings. The Grade 4 program is expected in the fall of 2017, with Grades 5-8 to follow in subsequent years.



Let's Pray ~ Let's Inspire ~ Let's Learn ~ Let's Shine

## Let's Pray

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### Christian Meditation

Christian Meditation continued to grow in Bruce-Grey during the 2015-2016 school year. Christian Meditation is one form of prayer rich in tradition of the Catholic church opening ourselves to the presence of the spirit of Jesus active in our hearts, our lives, and all creation.

Here are some comments from some Grade 2 students about their experience of Christian Meditation:

*"I feel welcomed in the classroom. I'm really calm after meditation."*

~ Caeden

*"It feels peaceful."*

~ Parker



*"When I start meditation I feel all wound up from recess. During meditation I feel relaxed. After meditation I feel calm. It calms your brain so you can think better."*

~ Luke

*"When I get mad at school or at home, I do meditation and it clears my mind and makes me feel better."*

~ Lexie



## Let's Pray

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SHHS Liturgical Dancers continued to amaze and inspire at performances throughout the year.



A very successful Bishop's Dinner in May allowed for a large donation to the ESL Program for New Canadians in Owen Sound.



Special Mass celebrated with community at St. Peter & St. Paul's School Durham



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*Let's Inspire*

To provide a progressive and inclusive organizational culture of excellence rooted in gospel values.

## Our Human Resources

In 2015-16, job opportunities continued to grow in the Board for teachers – especially for those qualified in French. During this period, fourteen permanent teachers were hired. As well, a significant number of Long Term Occasional teachers were hired throughout the year. The Board continues to hire occasional teachers on a regular basis.

### NTIP

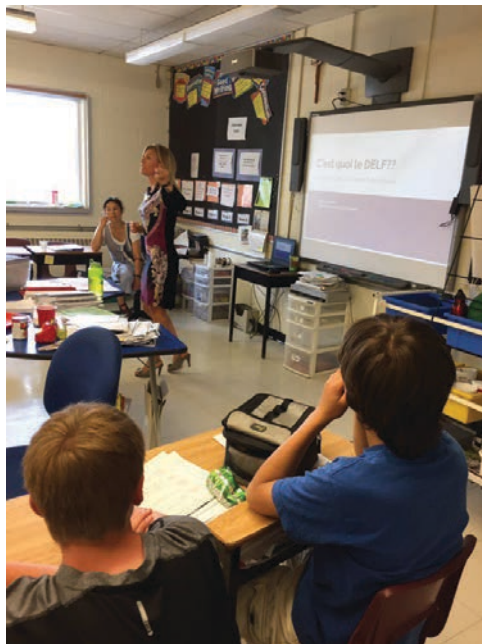
All new teachers are supported through the New Teacher Induction Program (NTIP). Sessions included: 2-day orientation; Planning/Assessment; Individual Education Plans; Assessment Driving Instruction; Effective Report Card Writing; Looking at student work through the lens of Conversation, Observation and Products; and Technology. The NTIP Steering Committee surveys new teachers to determine their learning needs. Sessions are differentiated for elementary and secondary staff.



NTIP sessions held at the Catholic Education Centre

### Mentoring

Mentoring is a key component in the success of new teachers. The mentor acts as a role model, facilitator, coach and advisor, sharing his or her experience and knowledge with the new teacher. Mentoring provides a wide range of benefits, not only to new teachers, but also to the more experienced teachers who mentor them.



### Providing the Tools to Do the Job

The Board has invested a great deal in technology to support both teachers and students. Each classroom is equipped with a Smart Board and sound system. Classes have access to chrome books and students have google accounts which makes it easy to share information not only with students but parents as well.



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### Providing Support

Schools have been assigned instructional coaches at both the elementary and secondary level. These individuals coach and mentor teachers - modelling and advising on high yield teaching strategies to assist with student learning. The Board also employs Consultants in the areas of Religion, Technology, Math and Instructional Leadership to assist in the development and delivery of evidence-based instructional practices supporting increased student success. Principals continue to be the instructional leaders of the school.



Innovation Night to introduce teachers to 'Design Thinking'



Teachers participate in Math PD

### Employee and Family Assistance Program (EFAP)

With Canadians spending more waking hours at work than anywhere else, the workplace plays a significant role in a person's life. The Board continues to offer an Employee and Family Assistance Program (EFAP). The Board has also partnered with partners for Mental Health. This organization seeks to transform the way Canadians think about, act towards and support mental health and people living with mental illness. Poor mental health and mental illness is costly for individuals, employers and the economy. Stigma remains a major barrier to people accessing help and support. However, taking concrete actions to promote and protect employee mental health has positive benefits.

Hello Baby - gathering for new Mom's and the newest members of the BGCSDB family.



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*Let's Inspire*

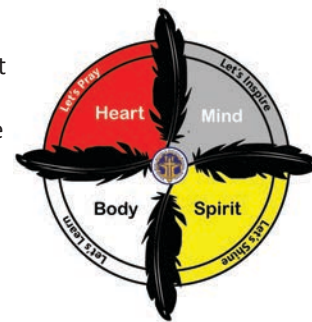
To provide a progressive and inclusive organizational culture of excellence rooted in gospel values.

*By listening to your story, my story can change.  
By listening to your story, I can change.  
~ Anonymous*



## First Nation, Metis and Inuit Education in Bruce Grey

The Bruce Grey District Catholic School Board is blessed to have many Indigenous students and families within our school communities. At the core of our work, is the belief that all students can be successful and that it is essential to provide an educational environment that honours the culture, language and world view of the Aboriginal student. Together, we work to affirm pride in cultural identity; supporting the whole student, spiritually, emotionally, mentally and physically, while setting high expectations in order to reach their full potential.



Within our schools we have students who reside on one of the two local First Nation Communities of Saugeen and Nawash, First Nation students who dwell in urban communities, a large number of students with Metis ancestry, as well as those with Inuit heritage

**220**

STUDENTS, STAFF, AND COMMUNITY MEMBERS INVOLVED IN HISTORY AND HERITAGE DAY AND WITH MINI POWWOW HELD AT ST. JOSEPH'S SCHOOL.

**249**

students have Self-Identified

**53**

Students taking Native Language classes

**21**

students participated in "Little Eagles" program at St. Basil's.



**7**

Grandfather Teachings that connect to Catholic Values

**23**

self identified students involved in learning about Inuit culture at Notre Dame

**3**

awareness campaigns, for Residential Schools, Murdered and Missing Women and Rock Your Mocs.



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## Let's Inspire

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**25** staff participated in and Equity workshop, "Building Relationships: Aboriginal Awareness" Day at Silver Lake

**8** students and staff involved in a youth leadership camp

**1.5**

Days of BGCDSB specific professional development sessions with respect to FNMI history, culture and heritage

**5**

key members of St. Marys football team who are Self-Identified

**13**

schools moving forward with embedding Indigenous history, culture and awareness into ongoing practice

**13** schools received information regarding Dowley Day and Louis Riel

**8**

High School Staff attended Truth and Reconciliation Conference

*I come to you humbly, not to tell you what to do on your journey, but to share with you what I have learned on mine.*

*~ Wab Kinew*



Archery lessons during National Aboriginal Week in June

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## Hour of Code

The Hour of Code is a one-hour introduction to computer science, designed to demystify code and show that anybody can learn the basics. Staff and a total of 834 students as young as kindergarten and as mature as grade twelve participated in the hour of code from December 6-11, 2015 in Bruce-Grey Catholic.

Emery Fortney, grade four student from Sacred Heart Mildmay was quoted as saying, "This was the best hour of my life! I love the Hour of Code!" Emery and Marissa Dietz (at right) were just two students who were able to participate in the Hour of Code board wide celebration held at two locations: Sacred Heart High School, Walkerton and St. Mary's High School, Owen Sound.

At the board wide celebration students from all thirteen schools joined together to complete a variety of plugged (with computers, iPads, and robots) and "unplugged" (no technology needed) coding activities. The day was complete with a pizza lunch, ice cream treats, and learning more about code. As a final wrap up to the full day of learning, the two groups virtually hung out using Google Hangouts to video chat between St. Mary's High School and Sacred Heart High School to share their learning, excitement, and next steps.

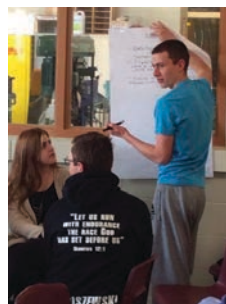
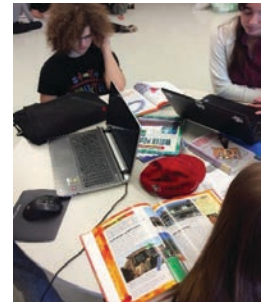


## Innovation Lab

The new Innovation Lab at Sacred Heart High School is up and running in full swing!

The highlight of the year was the introduction to project based learning with the collaborative efforts of five teachers: Paul Charette, Paulette Lippert, Dave Johnson, Amanda Liefel, and Mike McCormick all of different teaching disciplines (Physics, Religion, Civics, Art and Manufacturing).

The teachers were supported by Instructional Coach - Christy Hopcraft, Technology Enabled Learning and Teaching Contact - Denise Buttenaar, and administrators Glenn Miller and Laurie Fischer.



The Interdisciplinary Project, "UN Global Goals" taught one hundred thirty secondary students that project based learning was not only doable, but that by gathering together to investigate and respond to authentic, engaging and complex tasks, they are able to develop and demonstrate their Catholic Graduate Expectations, but also solve real life problems!

The interdisciplinary projects allowed students to blend and immerse a variety of 21st century skills into their projects and to learn with and alongside others in a new and innovative manner.



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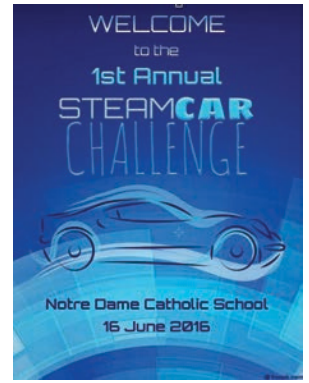
## STEAM Car Challenge (Science, Technology, Engineering, Art, Mathematics)

The STEAM Car Challenge, held at Notre Dame Catholic School on June 16th, 2016 was another awesome display of how 21st century skills and innovation are alive and well in Bruce-Grey Catholic.

Teams consisting of 6 students and an adult "coach" from each elementary school in the system attended a full day session where they were tasked with building a battery operated car from the contents of a kit provided by the Society of Automotive Engineers.

The teams of students presented to a panel of judges, including Instructional Coach - Kristen Fitzsimmons, MPP - Bill Walker, Community Relations, Communications & Outreach Coordinator - Doreen Schultz, and Assistive Technology Trainer - Cam Montreuil. Teams showcased their design, innovation, and problem solving skills to the panel of judges.

All teams thoroughly enjoyed the day and the event is one that we are hoping will become an annual affair. Judges were thoroughly impressed with the knowledge, energy, collaboration and perseverance that teams demonstrated.



Pictured below is the first place winning team from the STEAM Car Challenge: Alex Ernewein, Alina Schnurr, Kyle Rumpf, Jake Muir, Tori Leblanc, Sonya Spitzig, Coach: Karen Herchmer of the "Chepstow Chargers" from Mary Immaculate School, Chepstow.



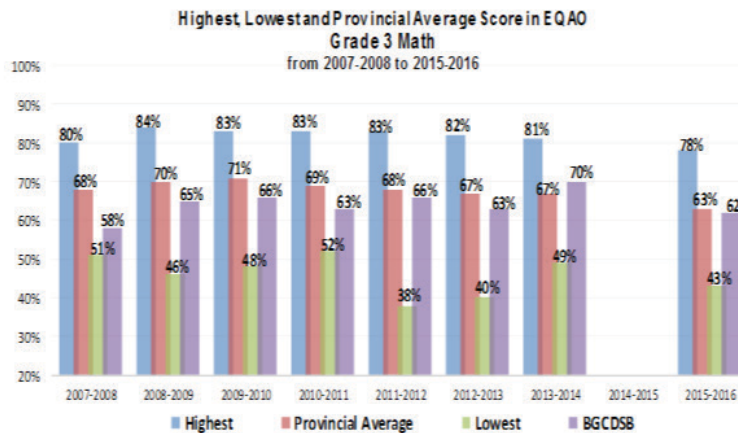
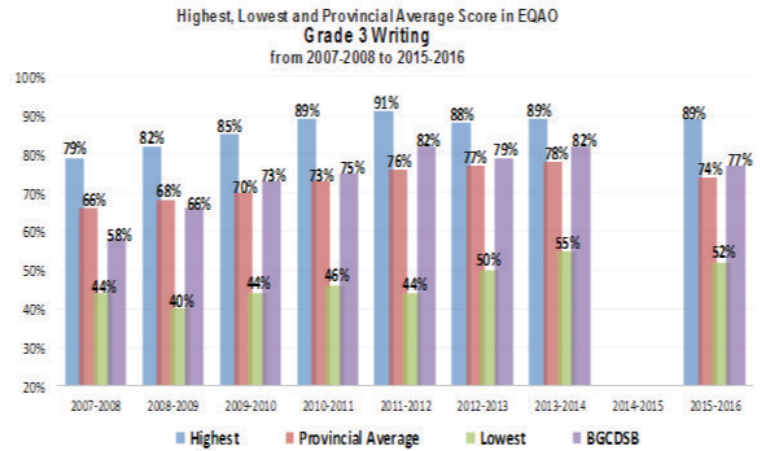
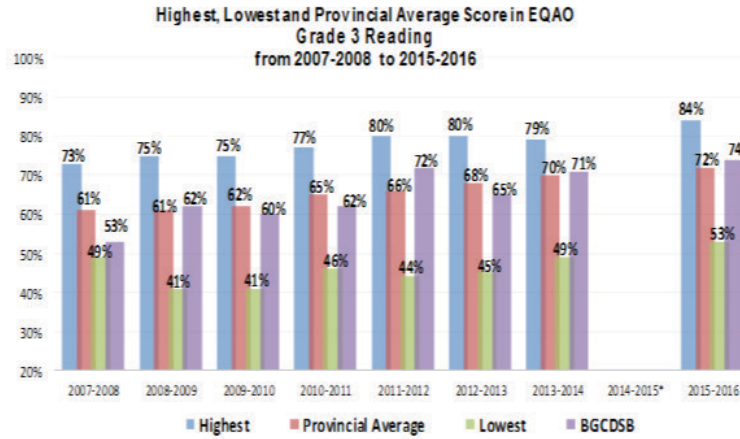
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# Let's Learn

To provide effective and innovative learning environments that promote student achievement and well-being today and tomorrow.

## Education Quality and Accountability Office (EQAO)

Highest, Lowest and Provincial Average English-Language Board Level Results based on percentage of students at Levels 3 and above, 2007-2008 to 2015-2016

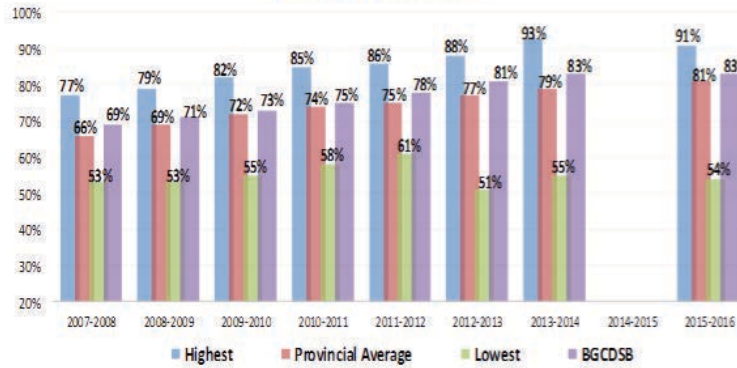


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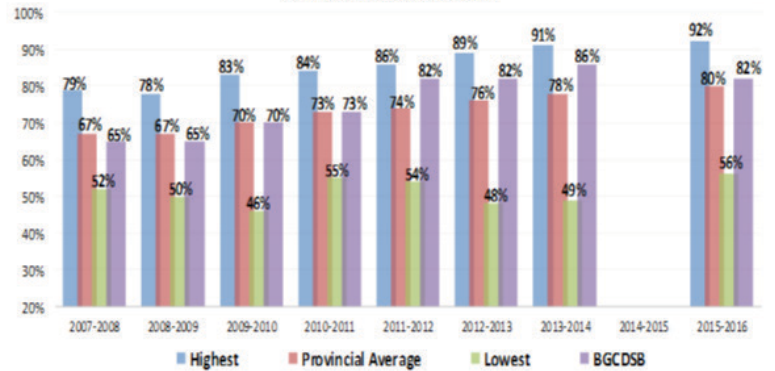
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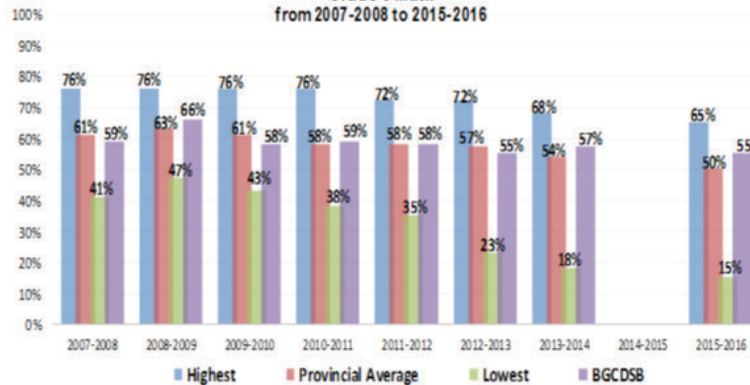
Highest, Lowest and Provincial Average Score in EQAO Grade 6 Reading from 2007-2008 to 2015-2016



Highest, Lowest and Provincial Average Score in EQAO Grade 6 Writing from 2007-2008 to 2015-2016



Highest, Lowest and Provincial Average Score in EQAO Grade 6 Math from 2007-2008 to 2015-2016

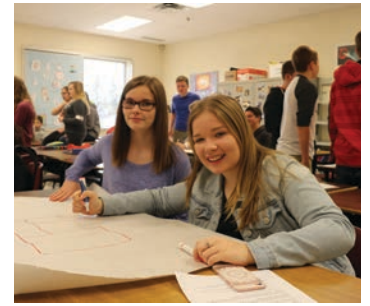
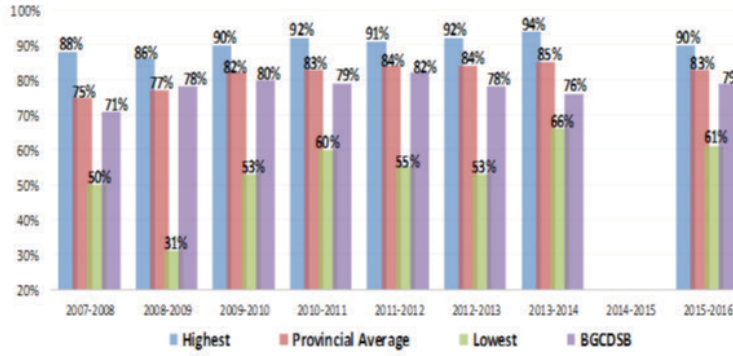


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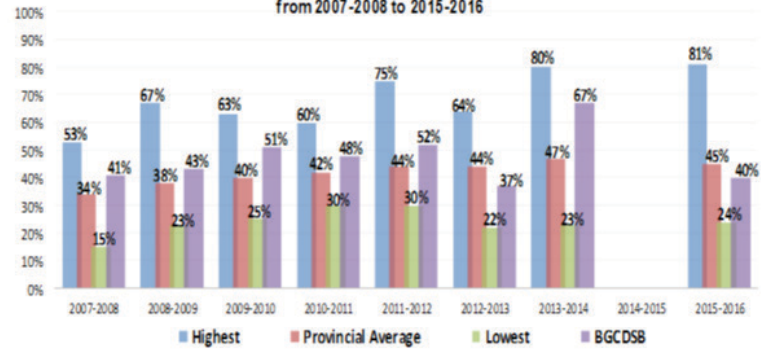
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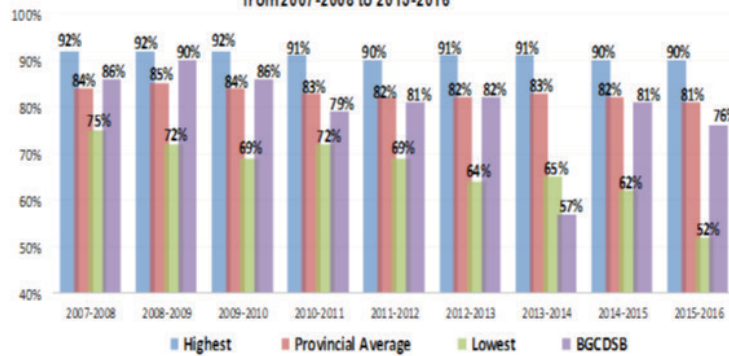
Highest, Lowest and Provincial Average Score in EQAO Grade 9 Academic Math from 2007-2008 to 2015-2016



Highest, Lowest and Provincial Average Score in EQAO Grade 9 Applied Math from 2007-2008 to 2015-2016



Highest, Lowest and Provincial Average Score in EQAO Grade 10 OSSLT from 2007-2008 to 2015-2016



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## Let's Learn

To provide effective and innovative learning environments that promote student achievement and well-being today and tomorrow.

Gr.11/12 FI students at SHHS have been involved in an Action Oriented Task to update the FSL section of BGCDSB's website. Stay tuned for the upcoming release of the new FSL section. It will include examples of what French instruction looks and sounds like today, strategies being used, curriculum, more information about the DELF and many more exciting French supports.

## French as a Second Language (FSL)

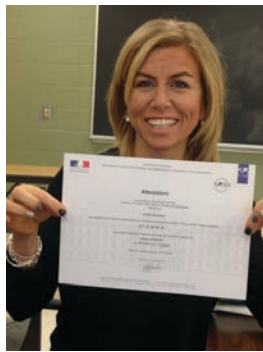
French as a Second Language is alive and growing here at BGCDSB! In 2015/16, as we continued to work through our 2nd year of a 3 year Framework Plan, students and staff alike had the opportunity to continue their learning in French as a second language.

The 3 goals of the province in the Framework are:

- 1) Increase student confidence, proficiency and achievement in FSL.
- 2) Increase the percentage of students studying FSL until graduation.
- 3) Increase student, educator, parent, and community engagement in FSL.

One tool to support these goals is the CEFR (Common European Framework of Reference). The CEFR is a tool that supports language learning and is used throughout the world. Through learning French in a CEFR inspired approach, students become confidently bilingual and develop competencies orally, in writing and in reading in French.

Three years ago the province began a pilot to implement the DELF (Diplôme d'études en langue française), a world renowned program, as a means of recognizing student's achievement levels in French. BGCDSB joined the pilot project last year and offered the DELF test for the first time to our Grade 12 Immersion and Core students.



Samantha Pitre:  
Formatrice

In order to facilitate the delivery of this standardized test, our board needed "Correcteurs" to mark the tests. Correcteur training is an intense learning opportunity for FSL educators that consists of 4 days of learning and must be delivered by a Formateur. Samantha Pitre, Instructional Leadership Consultants, completed qualifications to become a Formatrice which then put BGCDSB in a position to offer our own Correcteur training. We advertised and drew participants from Toronto, Hamilton, Guelph, Bluewater District School Board and included 6 of our own teachers to become Correcteurs.



Sylvia Dunn, Kristen Fitzsimmons,  
Christy Hopcraft, Eric Frampton,  
Brittany Pilon, Katelyn Jackson:  
Correcteur/Correctrices

We were then able to offer the DELF to our own Grade 12 students. 21 BGCDSB students wrote the DELF. They were supported as to which level to choose and received their DELF from France according to that level. This is a world recognized certificate to communicate the student's level of proficiency in French that will help them for many employment and educational opportunities in their future. We will encourage all students to take the DELF in their grade 12 year and continue to work towards many more students continuing their French studies (both Core and Immersion) until Grade 12, as we continue to grow in our knowledge of teaching the Ontario Curriculum through the inspiration of the CEFR.



St. Mary's Candidates



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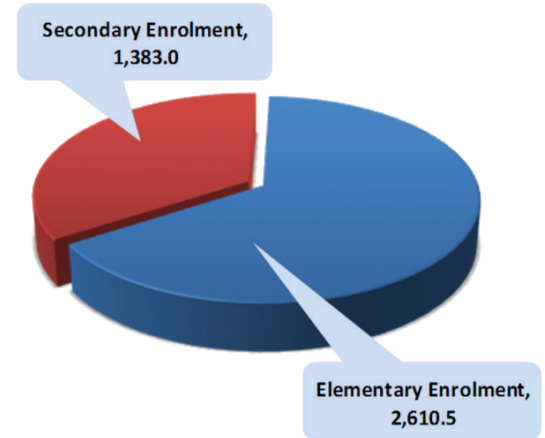
# Let's Shine

To provide transparent initiatives and accountable practices that improve the quality of Board communications, engage stakeholders and share the good work of our people.

## Our Financial Story

### Average Daily Enrolment

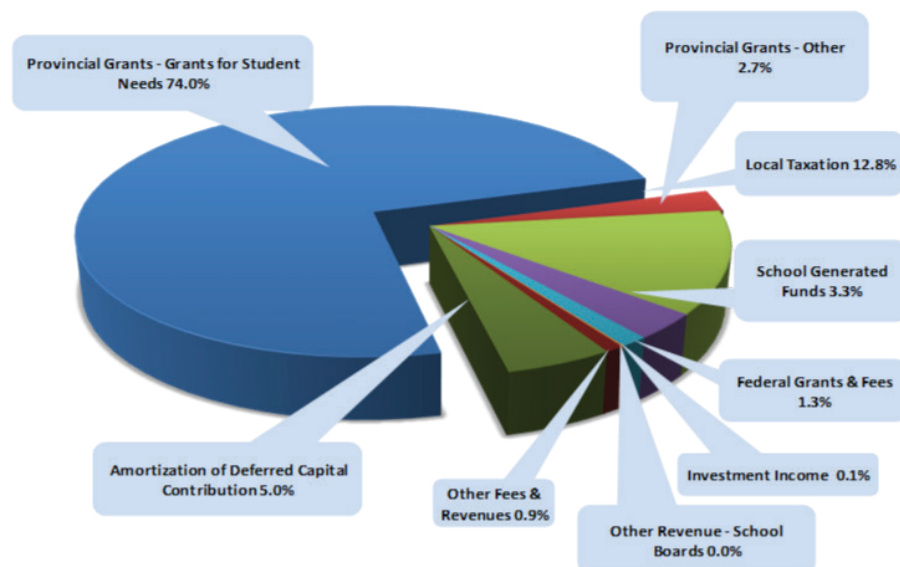
Enrolment	Budget	Actual	Variance
<b>Elementary Enrolment</b>			
JK/SK	532.0	550.0	18.0
Grade 1-3	814.0	828.5	14.5
Grade 4-8	1,187.0	1,200.5	13.5
Other Pupils	34.0	31.5	(2.5)
<b>Total Elementary</b>	<b>2,567.0</b>	<b>2,610.5</b>	<b>43.5</b>
<b>Secondary Enrolment</b>			
Grade 9-12	1,337.3	1,336.8	(0.5)
High Credit	12.8	15.7	3.0
Other Pupils	32.0	30.5	(1.5)
<b>Total Secondary</b>	<b>1,382.0</b>	<b>1,383.0</b>	<b>1.0</b>



### Revenues

Revenues	Budget	Actual	Variance	%
Provincial Grants - Grants for Student Needs	\$39,779,262	\$40,178,298	\$399,036	1.00%
Provincial Grants - Other	\$1,194,681	\$1,439,751	\$245,070	20.51%
Local taxation	\$7,016,148	\$6,947,035	-\$69,113	-0.99%
School Generated Funds	\$1,658,900	\$1,772,055	\$113,155	6.82%
Federal Grants & Fees	\$757,498	\$707,926	-\$49,572	-6.54%
Investment Income	\$60,000	\$50,960	-\$9,040	-15.07%
Other Revenue - School Boards	\$-	\$-	\$-	0.00%
Other Fees & Revenues	\$113,300	\$480,398	\$367,098	324.01%
Amortization of Deferred Capital Contribution	\$2,460,904	\$2,721,869	\$260,965	10.60%
<b>Total Revenue</b>	<b>\$53,040,693</b>	<b>\$54,298,292</b>	<b>\$1,257,599</b>	<b>2.37%</b>

Revenues	%	Actual
Provincial Grants - Grants for Student Needs	74.0%	40,178,298
Provincial Grants - Other	2.7%	1,439,751
Local taxation	12.8%	6,947,035
School Generated Funds	3.3%	1,772,055
Federal Grants & Fees	1.3%	707,926
Investment Income	0.1%	50,960
Other Revenue - School Boards	0.0%	-
Other Fees & Revenues	0.9%	480,398
Amortization of Deferred Capital Contribution	5.0%	2,721,869
<b>Total Revenue</b>	<b>100%</b>	<b>54,298,292</b>



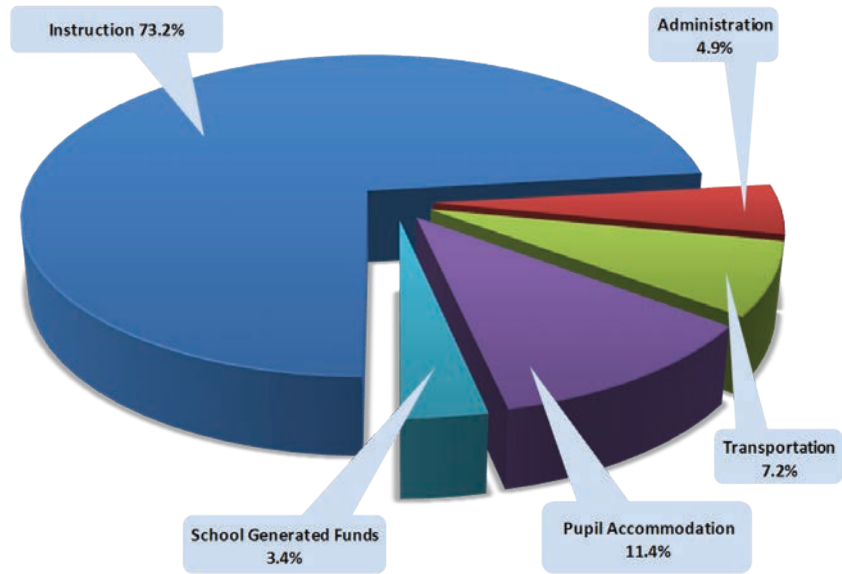
Let's Pray ~ Let's Inspire ~ Let's Learn ~ Let's Shine

# Let's Shine

## Our Financial Story

### Expenses by Category

To provide transparent initiatives and accountable practices that improve the quality of Board communications, engage stakeholders and share the good work of our people.



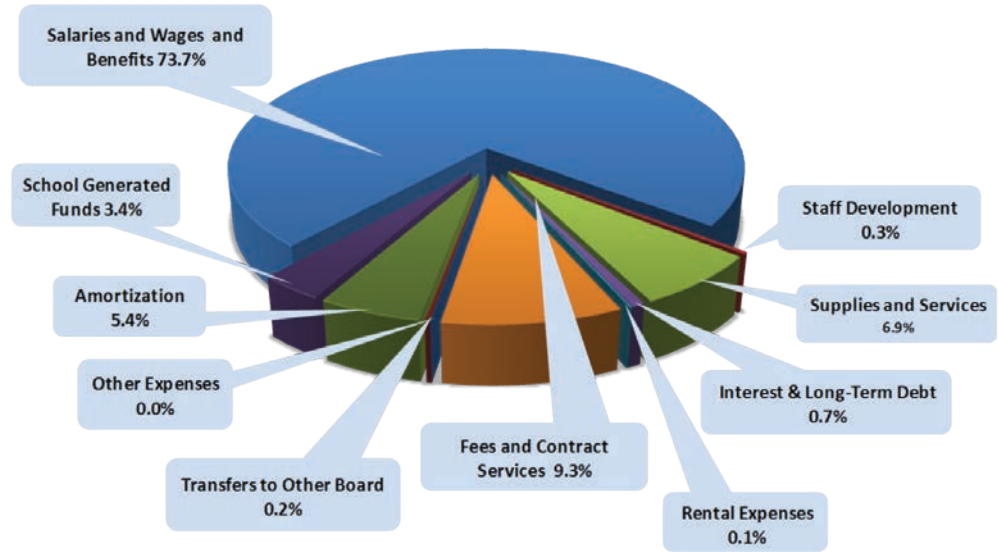
Expenses by Category	Budget	Actual	Variance	%
Instruction	38,888,390	38,968,746	80,356	0.21%
Administration	2,751,495	2,593,554	(157,941)	-5.74%
Transportation	3,857,723	3,818,380	(39,343)	-1.02%
Pupil Accommodation	6,018,185	6,078,295	60,110	1.00%
School Generated Funds	1,658,900	1,805,251	146,351	8.82%
<b>Total Expenditures</b>	<b>53,174,693</b>	<b>53,264,226</b>	<b>89,533</b>	<b>0.17%</b>
Annual Surplus	(134,000)	1,034,066	1,168,066	-871.69%

Expenses by Category	Budget	Actual
Instruction	73.2%	38,968,746
Administration	4.9%	2,593,554
Transportation	7.2%	3,818,380
Pupil Accommodation	11.4%	6,078,295
School Generated Funds	3.4%	1,805,251
<b>Total Expenditures</b>	<b>100%</b>	<b>53,264,226</b>
Annual Surplus	1.9%	1,034,066

# Let's Shine

To provide transparent initiatives and accountable practices that improve the quality of Board communications, engage stakeholders and share the good work of our people.

## Expenses by Object

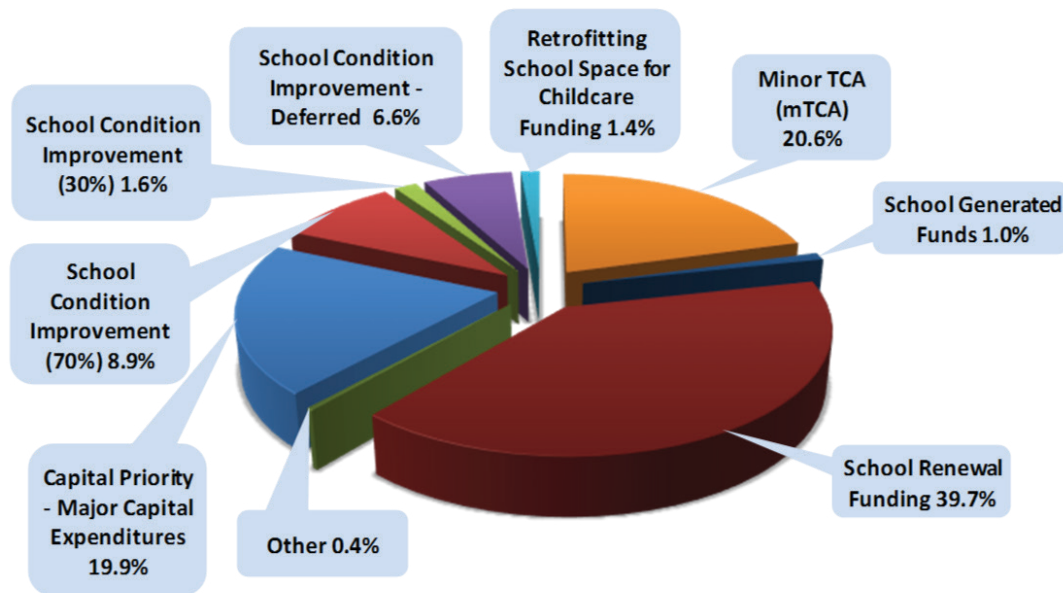


Expenses by Object	Budget	Actual	Variance	%
Salaries and Wages and Benefits	39,282,350	39,258,688	(23,662)	-0.06%
Staff Development	496,658	138,803	(357,855)	-72.05%
Supplies and Services	3,125,887	3,678,385	552,498	17.67%
Interest & Long-Term Debt	367,973	367,973	-	0.00%
Rental Expenses	64,140	52,922	(11,218)	-17.49%
Fees and Contract Services	5,564,981	4,962,288	(602,693)	-10.83%
Other Expenses	18,900	15,155	(3,745)	-19.81%
Transfers to Other Board	-	129,219	129,219	0.00%
Amortization	2,594,904	2,855,541	260,637	10.04%
School Generated Funds	1,658,900	1,805,252	146,352	8.82%
<b>Total Expenses</b>	<b>53,174,693</b>	<b>53,264,226</b>	<b>89,533</b>	<b>0.17%</b>

Expenses by Object		
Salaries and Wages and Benefits	73.7%	39,258,688
Staff Development	0.3%	138,803
Supplies and Services	6.9%	3,678,385
Interest & Long-Term Debt	0.7%	367,973
Rental Expenses	0.1%	52,922
Fees and Contract Services	9.3%	4,962,288
Other Expenses	0.0%	15,155
Transfers to Other Board	0.2%	129,219
Amortization	5.4%	2,855,541
School Generated Funds	3.4%	1,805,252
<b>Total Expenses</b>	<b>100.0%</b>	<b>53,264,226</b>

## Capital Expenditures

Capital Expenditures		
Capital Priority - Major Capital Expenditures	19.9%	1,019,354
School Condition Improvement (70%)	8.9%	455,825
School Condition Improvement (30%)	1.6%	83,839
School Condition Improvement - Deferred	6.6%	336,115
Retrofitting School Space for Childcare Funding	1.4%	70,093
Minor TCA (mTCA)	20.6%	1,054,962
School Generated Funds	1.0%	49,509
School Renewal Funding	39.7%	2,033,741
Other	0.4%	18,588
Total Expenses	100.0%	5,122,026
Total Expenses	100.0%	53,264,226



### Commentary for the Overall Financial Picture:

The Board finished the 2015-2016 fiscal year with a 1.9% or \$1,034,066 surplus. Operating expenditures were \$53.3 million, 73.7% of which was spent directly in the classroom. Capital Expenditures for the fiscal year were \$5.12 million. The Board educated 3994 (ADE) students.

### Meet our Trustees

**South Bruce**  
**Beverley Eckensweiler** (Chairperson)  
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**Owen Sound, Meaford & The Blue Mountains**  
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**Saugeen Shores, Arran-Elderslie, Chatsworth, Georgian Bluffs, Northern Bruce Peninsula, South Bruce Peninsula**  
**Jules Vanhaelemeesch** (Retired)

**Student Trustees**  
**St. Mary's High School Owen Sound**  
 Molly Hilts

**Sacred Heart High School Walkerton**  
 Sofia Tiu



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