



BRANT HALDIMAND NORFOLK
Catholic District School Board

2021-22

Director's Annual Report



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Message from Director Mike McDonald

It is with great pleasure that I share this annual report which outlines the successes and accomplishments of the Brant Haldimand Norfolk Catholic District School Board in the monumental and challenging 2021-22 school year.

I am grateful to be part of this resilient Catholic community where dedicated staff, guided by their faith, engage our students, in their faith formation and academic achievement during the continuation of a global pandemic.

Good work continues as we enter move towards the final year of our district Strategic Plan. We are on track to meet our goals and I thank our staff and students for their hard work.

Special thanks to our community members and to all stakeholders for their support. Together, we support and ensure that every child reaches their full learning potential in a safe, Catholic learning environment.

God bless,

Mike McDonald
Director of Education | BHNCDSB



Our Vision

Our faith-based communities inspire life-long learning and service to others.

Our Motto

Excellence in Learning ~ Living in Christ

Our Core Values

CELEBRATING OUR CATHOLIC IDENTITY

We celebrate our faith, giving witness to God's hope of promoting the dignity of every person, by:

- developing a distinctive Catholic worldview
- nurturing a personal relationship with Jesus
- advocating for equity, inclusion, and justice

INSPIRING A LOVE OF LEARNING

We inspire everyone to reach their God-given potential in a changing world, by:

- developing learners as local and global citizens
- fostering collaborative learning environments in which all voices are valued
- recognizing the possibility within all learners and responding with personalization and precision

CULTIVATING A CONNECTED COMMUNITY

We cultivate relationships for the benefit of all members in the community, by:

- engaging active partnerships with all families, parishes, and communities
- recognizing the importance of our integrated experience in the promotion of prioritizing wellbeing
- working in partnership with others to build strong, resilient communities

NURTURING PROFESSIONAL LEARNING

We nurture staff to realize their potential as life-long learners, by:

- enriching vocation through ongoing faith formation
- building a collaborative culture
- recognizing leadership qualities within ourselves and each other

FOSTERING INNOVATION AND CONTINUOUS IMPROVEMENT

We foster innovation and drive continuous improvement for a thriving future, by:

- pursuing innovative and high-quality practices
- encouraging reflective and responsive practice
- focusing on sustainable resources

Our 2021-22 Spiritual Theme

Rebuild, Restore, Renew Together



Strategic Plan Pillar Report Card:

Belonging for All

STUDENTS

Provide faith formation and leadership opportunities. Capture and respond to student voice.

Speaker series began in March for staff. We monitored attendance and have sought feedback on the speaker series.

Athlete kits were rolled out in September for all Grade 8 students as well as Trustees.

Initiated a system level Equity and Inclusive Education Committee

Creating Equity Action Plan for 2021/2022 through system and community consultation
Launched system-driven Black History Month celebrations.

Revised Equity and Inclusive Education Policy. Updated terms of reference for the committee

Created Selection of Materials AP with clear operationalized checklists and reflection tools for discernment of learning materials reflecting that all students see themselves in the learning.

We collected videos of graduating students to share during Catholic Education Week around the impact of faith formation and calls to service.

Anti-Black Racism training delivered to all teaching and support staff at fall PD Day. More training is being planned.

Diversity, microaggression, and anti-human sex trafficking awareness training delivered during system-wide PD in spring with additional training offered next year.

Safe School Climate survey conducted with over 4700 student responses. Data will be analyzed and used to inform board and school improvement planning, safe schools and mental health strategies and help guide work being led by Equity and Inclusive Education Advisory Committee

Initiated creation of a Workforce Demographic Data Collection Project to assess workforce needs, deficits, professional learning and support going forward.

Initiated creation of a Student Demographic Data Collection Project to assess workforce needs, deficits, professional learning and support going forward.

The Board provides an opportunity for student input into the budget development process, through a stakeholder survey. The Budget Consultation Survey closes annually in March and feedback was considered throughout the budget cycle.

STAFF

**Enhance positive relationships and support a vibrant Catholic community.
Continue to provide opportunities to support social justice and outreach.**

We held a faith formation guest speaking engagement in Advent and Lent. We continue to promote and share any PD opportunities for faith formation via the bi-weekly SAT team communications as well as Twitter.

After each monthly Business Services team meeting, the Superintendent of Business provided Senior Administration and Principal representatives with an update of the exciting projects and initiatives being undertaken or those in the planning stage. Additional exposure for the team is achieved through the AAC meetings.

We had a variety of social justice initiatives that included staff this year including the creation of BHNCares. The Board will continue to promote and support schools in sustainability and environmental initiatives through our BHN Cares program:

- Eco School Certification and Active School Travel
- School yard clean ups and recycling
- Bike to school initiatives
- Earth Day/Week



COMMUNITY

**Enhance communication and communication systems.
Work collaboratively with our Catholic Education partners.**

Offered virtual secondary open house sessions online involving video, course descriptions, images, instructor testimonials, live TEAM meetings, etc. Moving forward with phase 2 of the secondary open house opportunities that will continue to offer a look inside classrooms for those who are not able to attend the inperson session.

As part of the SIPSA process, school Pastoral plans were discussed for what the goals were, evidence of attaining these goals, monitoring the goals and next steps.

Catholic Ed Centre collected money for Toonies for Tuition and outreach for St. Vincent de Paul and participated in the community sign wars promoting kindness awareness.

We continue to build relationships with our community partners for speakers for faith formation and agencies we can support in our community like St. Vincent de Paul and Knights of Columbus.

Expanding partnerships with the review of the Faith Advisory Committee.

The Board has continued its partnership with Norfolk County, City of Brantford, and our daycare providers with the opening of centres at Holy Trinity and Our Lady of Providence.

The Board began its partnership with Lynwood Arts Centre in Simcoe allowing students to display and promote their work and engage in a thorough Arts experiences. Hosting a recent gallery

opening of local Indigenous Artists featuring some student and staff support on some installations and pieces.

Teaching and Learning for All

STUDENTS

Provide opportunities to demonstrate learning in a variety of ways.

Promote the meaningful and responsible use of technology.

Support the development of perseverance and advocacy skills.

Approximately 3,000 elementary students were provided virtual presentations specific to skilled trade awareness and career opportunities in the trades.

Over 30 K-12 Experiential learning, school-based projects funded and executed with participation of over 600 students. Several projects designed to support Life Skills students in secondary schools.

In partnership with the Lynnwood Art Center in Simcoe, BHNCDSB is hosting and facilitating an interactive gallery exhibit featuring the talents of local five Indigenous artists from a variety of art disciplines.

Over 200 students participated in Art workshops, led by local Indigenous artists allowing K-12 students to learn about Indigenous art, and culture.

Greenhouse at Assumption school used to grow a variety of vegetables and flowers to be used as part of the Indigenous Pond Project and construction technology education classes built self-watering planting tables.

A variety of Experiential learning opportunities and field trips provided to Indigenous students to help support career planning.

A virtual video tour of the Woodland Cultural Institute was provided to all school and system administrators as part of their Leadership PD training. Each secondary school provided up to 15 virtual tours for students in grades 10 – 12 history, religion, social science / justice classes to participate.

Working collaboratively with the student achievement team, virtual professional learning opportunities provided to teachers specific to culturally responsive pedagogy related to curriculum areas.

Professional development for teachers of grades 4-6 focused on implementing Indigenous texts in the classroom with a Culturally Responsive lens offered.

Development of Teacher Candidate, Indigenous Education optional online self-directed PD with focus on residential schools and truth and reconciliation

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Indigenous mental health and academic support and monitoring provided by full time Indigenous Board Lead.

Have increased support in providing 70 student licences to 140 student licences. We have also expanded to offer to secondary self-contained classes.
Currently analyzing success criteria.

System assessment of Phonemic Awareness of Grade 1 students complete. Further assessment and intervention investigation and planning in response to the Right to Read Report is underway.

ITS compiled a list of apps that have undergone a Privacy Impact Assessment and Risk Management Review utilizing Province-wide consortium services. Software and apps were assessed and will be placed in the appropriate category and communicated to staff.

ITS developed and communicated an operational plan based on the Board's Strategic Plan and the Business Services Operational Plan. The initiatives and projects in the ITS Operational Plan will drive investments and resources over the next number of years.

STAFF

Further develop effective instructional and assessment strategies.

Support inclusive and responsive learning environments.

Promote the efficient use of technology to enhance collaboration and learning.

We have continued to encourage invitational PD through virtual means this school year. We have recorded all PD sessions and shared it out repeatedly for staff to access. This PD has also been offered live during PD Days or when needed. The PD has focused on gap closing; using pre and post assessment; diagnostic assessments; as well as the use of our online platform (Brightspace) and Teams on how to teach/learn, and assess, while in remote learning using these tools.

We have focused a great deal of our PD efforts on the new math curriculum for numeracy and online tools for reading, as well as the MathUp pilot.

We often ask for anecdotal feedback and follow up after our sessions and seek feedback from Administrators on what further PD is needed for them and for their staff.

We have noticed a good use of online tools for conducting DRA and reading assessments as well as math supports such as Knowledgehook to support building teacher capacity to support student achievement. In our SIPSA follow ups, we have asked about the learning in areas of numeracy and literacy and what next steps are needed to support the learning of staff to best support student achievement.

Our focus this spring has been on SAT learning for implementation of the Right to Read recommendations and Science of Reading research on structured literacy.

We continued the Administrative Leadership program and sessions were offered virtually on important topics as identified by senior team.

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Created and implemented the Selection of Materials AP and CONSIDER tool to help educators and administrators in discerning and selecting learning materials that are culturally responsive and diverse.

SAT team continued to create a list of materials and resources that are culturally responsive, diverse, equitable, and allow our students to see themselves in the learning material that is being used in the classroom.

Resource pages set up in bright space housing culturally responsive resources.

Collection of artifacts across the board during Black History Month were shared.

SERTs have been able to perform all IEP and IPRC processes electronically through PSSE.

Business Services topics have been included in Principal Learning Sessions such as school generated funds, budgets, and Microsoft Teams, and BHN Hub.

COMMUNITY

Collaborate with partners to inspire life-long learning.

A parent portal is being explored through Power School in addition to the resources being placed on the Board's website.

Educators are proficient in D2L, our LMS to support communication and learning with both students and parents.

We had our community partners (childcare workers and managers of childcare centres) as well as school staff, participate in six PD opportunities, after hours for self-regulation. The focus was our Early Years Teams, ECEs and Kindergarten educators.

Superintendents met with school-based student Equity teams to solicit feedback.

Wellness for All

STUDENTS

Provide developmentally appropriate mental health learning. Foster an environment where responsible digital citizenship is a priority. Equip students with the resources and skills to access support for themselves and others.

All SERTs, EAs, SWs, CYWs, ECEs, School Admin, Senior Team, Secretaries, and other support staff have been engaged in Self-Regulation certification at various levels of engagement.

EAs, SERTs and other support staff have been engaged in Certification in Trauma Informed practices.

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Continued practices of Christian Meditation and other board practices.

Continue to build capacity in Restorative Practices.

Digital citizenship modules created last year were utilized in schools across the system. These modules have been shared on all D2L pages for parents and students to access as well.

STAFF

Strengthen our safe and mentally healthy work environments.

Promote positive health and well-being for all staff.

Initiated creation of a Workforce Demographic Data Collection Project to assess workforce needs, deficits, professional learning and support going forward.

Professional Development in Applied Suicide Intervention Skills Training (ASIST) and Violent Threat Risk Assessment (VTRA)

We have shared out opportunities for faith formation as shared for Advent and Lent. Many webinars have also been shared out district wide for wellbeing supports and mental health.

HRS is currently investigating options to either enhance the current Employee Assistance Program and/or pursue new models to support staff wellbeing.

COMMUNITY

Enhance relationships with our partners and families to provide coordinated support for those in need.

Improved communication with all stakeholders including SEAC, JPSA, MPSA and OAP. Ongoing.

Reviewed and updated current partnership agreements.

2022-23 Balanced Budget

Income

| | |
|-------------------|----------------------|
| Provincial Grants | \$119,519,437 |
| Taxes | \$19,837,153 |
| Other | \$4,838,982 |
| Total | \$144,195,572 |

Expenditures

| | |
|----------------|----------------------|
| Classroom | \$99,816,713 |
| Transportation | \$ 6,537,783 |
| School Support | \$12,096,258 |
| Accommodations | \$20,482,746 |
| Administration | \$5,262,072 |
| Total | \$144,195,572 |