

Nipissing-  
Parry Sound

Catholic  
District  
School Board

ROOTED IN FAITH ALIVE IN SPIRIT



Director's Annual Report 2004-2005

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## DIRECTOR'S MESSAGE

It is with great pleasure that I present the Director's Annual Report for 2004-2005. We have much to celebrate at the Nipissing-Parry Sound Catholic District School Board. This report provides merely a snapshot of the many successes we have enjoyed.



The 2004-2005 school year was set in motion with a two-day gathering of Board stakeholder representatives who combined their efforts to plan and build for the future. Our new Vision and Mission statements were developed and strategic priorities for the next three years were identified. The Board's Strategic Plan for 2004-2007 maps out our journey in six major areas of focus: our Catholic faith foundation, student achievement, communications, Catholic schools as welcoming centres of excellence, technology and organizational development.

Student achievement and success in a caring Catholic learning environment remains at the heart of our planning and decision-making. We have worked diligently at fostering professional learning communities and making student achievement a collective responsibility. Our accomplishments create much optimism about the journey that lies before us, particularly if we wish to continue to close the achievement gap and help every child succeed.

I am proud of the many more impressive accomplishments we have enjoyed as a Catholic school system in every area of focus. I sincerely appreciate the tireless efforts and dedication of the Board's team of teachers, principals, administrators and devoted support staff, as we strive to provide our students with a high quality education that is firmly rooted in faith and fully alive in spirit.

I acknowledge with gratitude the Board of trustees for their wisdom, leadership and support of every initiative undertaken for the benefit of our students. They truly exemplify what it means to be stewards of Catholic education.

At the Nipissing-Parry Sound Catholic DSB we are excited about our future and the work we have yet to do. We remain committed to our mission of providing learning opportunities that inspire, nurture and celebrate each learner's journey to reach their full potential, be a contributing member of society, live the richness of their faith and embrace learning for a lifetime.

Anna Marie Bitonti  
Director of Education

## CHAIR'S MESSAGE

As Chair of the Board, I want to congratulate the Director of Education and by extension all our staff for the solid performance of our system in 2004-2005. To a large extent education continues to be swept along by the provincial government's agenda for educational reform. The challenge for our board has been to ensure the effective implementation of the many initiatives spawned by these reforms and clearly the staff have met that challenge again this year. We are proud of the gains our students have made and confident that our results are headed in the right direction.



As a Catholic system we are committed to the outcomes set by the Ministry of Education but we are also seriously concerned with achieving outcomes that go beyond those of the Ministry. Specifically, we aim for goals that speak to our children having a view of life that is Christ centered, that the knowledge and skills they acquire will be illuminated with the light of faith, and that they will be imbued with morals and values rooted in the Catholic faith community. In this increasingly secularized society Catholic education can never be taken for granted. Thus we are particularly pleased with two key initiatives undertaken this year that position the board to more effectively address these outcomes now and in the future.

The first of these was the development of the Board's Strategic Plan 2004-2007 which has been eloquently addressed in the Director's message. The second was the Board of Trustees undertaking a thorough review of its own governance practices with a view to developing and adopting a governance model for our board that would be a model of best practices in governance. This initiative recognized that the Board has a distinct role to play in the organization and thus must itself aspire to be a center of excellence if it is to be credible in setting such expectations for the whole system.

The purpose in undertaking both initiatives was to place the board in a better position to articulate, clarify, renew and promote Catholic education on an ongoing basis. While it must be recognized that these initiatives are merely starting points, they do provide our board with the potential to create a future in keeping with our vision but in the final analysis that future will depend on the passion and conviction of all the partners in Catholic education. May we always pursue that future with courage.

Donald B. Houle  
Chair



# STUDENT ACHIEVEMENT

## Our Goal

Of the six areas of effort that make up NPSC's Strategic Plan for 2004-2007, student achievement and learning is, categorically, the most prominent. Improved student learning and success, experienced within caring Catholic centres of excellence, is the foundation for our planning, our decision-making and our actions at every level of the organization.

The focus areas for our Board's EQAO improvement plan include literacy, numeracy and assessment, with the ultimate goal of increasing learning and achievement for all students. Initiatives for the 2004-2005 school year included:

- Full-day, everyday Junior and Senior Kindergarten
- An increased number of school-based Special Assignment Teachers
- A new K to 12 Improvement Plan and Curriculum Team
- Literacy-focused professional development, including the "Reaching All Students - Literacy Symposium" for elementary teachers and principals
- Use of assessment tools such as the Developmental Reading Assessment (DRA), Canadian Achievement Test, Running Records, Early Literacy Benchmarks and EQAO results
- New mathematics textbooks and enhanced literacy resources for students in JK to Grade 6
- Year two participation in the provincial Turnaround School project at Our Lady of Fatima
- Building capacity projects supported by the Literacy and Numeracy Secretariat

## Grade 3 and 6 EQAO Assessment Results

We are pleased to report improved results over the previous year in almost every category of the 2004-2005 round of provincial testing. This demonstrates the effectiveness over time



of the various initiatives and quality programs carried out by our committed staff, along with the provincial commitments made through investments in literacy, numeracy and student success initiatives.

In Grade 3, 48% of students achieved at or above provincial average in reading, 46% in writing and 63% in mathematics. In Grade 6, 52% of students achieved at or above provincial standards in reading, 42% in writing and 50% in mathematics.

Highlights of the 2004-2005 EQAO assessments included:

### Grade 3

- 8% improvement in reading
- 4% improvement in writing
- 8% improvement in mathematics

### Grade 6

- 4% improvement in reading
- Maintaining previous results in writing
- 2% improvement in mathematics

## Grade 9 Mathematics Assessments

In 2004-2005, our students exceeded the provincial scores both in the Applied and Academic Grade 9 Mathematics testing, as they have consistently done each year since the inception of EQAO testing.

In the Academic Math, 78% of students achieved at or above provincial standards compared to 68% provincially. In Applied Mathematics, 35% of students performed at or above provincial standards, compared to 28% provincially.

## Grade 10 Literacy Test

Our Board experienced continued improvements on the Grade 10 Ontario Secondary School Literacy Test (OSSLT); specifically, a 12% increase in successful results over the year and a 14% increase since 2002.

In October 2004, 98% of our first-time eligible students fully participated in the OSSLT, compared to the province's 92%. Of first-time eligible students, 85% passed both the reading and writing components, while the provincial average was 82%. Among the previously eligible students who fully participated in the test, 69% of them were successful, compared to the province's 62%.

The EQAO recognized this outstanding improvement and selected St. Joseph-Scollard Hall as one of 18 schools across the province - 4 in Northern Ontario - exemplifying successful learning environments. The school was recognized for providing a variety of resources and support for students including:



- a preliminary test for Grade 9 students which helps identify at-risk students
- one-on-one meetings to review pre-test results and discuss next steps for support
- a peer tutoring system whereby trained Grade 12 students assist students in need of extra support
- a strong parental support system



## Pathways for Student Success

During the second year since launching the Pathways for Student Success program, we fulfilled our commitment to addressing the needs of Grade 7 to 12 students at risk of not completing the requirements for secondary school graduation. By centering on Literacy, Numeracy and Program Pathways, we were able to enhance support for struggling students, expand the range of course options and learning opportunities, and build the capacity of our staff through a wide variety of professional development opportunities. The following is a summary of student success achievements in 2004-2005:

- Provision of Ontario Secondary School Literacy Course (OSSLC)
- Implementation of Think Literacy: Cross-curricular Approaches, Grade 7 to 12
- Implementation of Grade 8 to 9 Transition Planner
- Publication of Parent and Student Guide to the OSSLC
- Cross-panel networking and professional dialogue opportunities for mathematics and language arts staff
- Development of Course Selection and Career Guide for Grade 8 students and their parents
- Implementation of Targeted Implementation Planning and Supports (TIPS) framework – Grade 7 & 8 and Grade 9 Applied Math
- Professional development series for Grade 7 to 9 mathematics teachers

- Mission Technology 2004 for Grade 8 students exploring career opportunities in Technological programs
- Grade 7 & 8 student participation in University of Waterloo GAUSS Mathematics Competition
- Summer Remedial Program for Grade 7 & 8 Language Arts and Mathematics
- Cooperative Education and Ontario Youth Apprenticeship Program (OYAP)

## French as a Second Language

Our students are offered the opportunity to achieve literacy and numeracy success while developing their linguistic potential to a level of French fluency which satisfies their academic, social and vocational needs. These opportunities were realized through the Core and Extended French programs, along with the Early French Immersion program offered in five of our thirteen elementary schools and at St. Joseph-Scollard Hall Catholic Secondary School. To enhance and extend second-language learning beyond the classroom, students were involved in a variety of French cultural events including class excursions, international exchanges, public speaking, theatrical and musical presentations.



## Continuing and Adult Education Services

We believe that education is a life-long process. Adults in our community deserve access to quality programs which extend their skills and knowledge. Programs in 2004-2005 included:

- Adult Day School
- Summer School, Grade 7 to 12
- Literacy and Basic Skills Program
- New Horizons Program for adults with developmental disabilities
- Family Enrichment Program



## SPECIAL EDUCATION

The Nipissing-Parry Sound Catholic District School Board is proud to provide outstanding services and support to special needs students to help them improve their learning and achieve success. Our Board's Special Education Plan is reviewed annually based on feedback and input from many stakeholders.

The Board's Special Education Advisory Committee (SEAC), made up of representatives from the local community, plays a key role during the review and development of the Special Education Plan and effectively serves as the link between the stakeholders and the Board. Additionally, our Special Education Administrative Review Committee (SEARC), consisting of elementary and secondary school principals, administrators and the Special Education Coordinator, meet each term to discuss and identify the needs of the system.

### Special Education Placements and Services to Students



Our Board remains committed to the principle that the integration of special needs pupils should be the norm. We also recognize the necessity for a full range of placement options to meet the varying needs of students with exceptionalities.

The placement options we provide at both the elementary and secondary levels include the regular classroom setting, the regular classroom with resource assistance, the special education class with partial integration and the special education classroom full time.

Additional Special Education Services:

- Speech and Language Pathologist
- Communicative Disorders Assistant
- Behaviour Management Consultant

- Educational Assistants and Behaviour Management Assistants
- Resource Teachers
- Learning Assistance Centres (LAC)
- Learning Skills Classrooms (LSC)
- Snoezlen Room
- Programming for the Hearing Impaired
- Enrichment modules
- Transition Planning

### Special Education Staff Development

The overall goal of special education staff development is to provide the very best learning opportunities for staff on methods of practice, program modifications and current Ministry regulations so that our students will benefit the most. Professional development activities in 2004-2005 focused on the following:

- Education For All Symposium (Ministry of Education)
- Autism
- Literacy
- Speech and Language development
- Behaviour management
- Assessment
- Learning Disabilities
- IEP development and implementation

### Web-Based Teaching Tool

As part of its "Promoting Early Intervention" pilot project, the Learning Disabilities Association of Ontario (LDAO) provided in-service and training to Primary and Special Education Teachers on the web-based teaching tool (WBTT). The WBTT is a useful resource in the early identification process and is available to all Kindergarten and Grade 1 teachers.

### Carousel Evening

This annual event is an occasion for our Special Education Advisory Committee (SEAC) and the broader special education community to work in unison in an effort to inform and create necessary awareness on various special needs topics for educators, parents and the community.

In the spring of 2005, SEAC welcomed 200 participants to its fourth annual Carousel Evening. Participants chose from a variety of workshops on topics such as Autism Spectrum Disorders, Learning Disabilities, Adaptive Technology, to name a few. The event also provides an opportunity for local agencies and businesses to share information about their products and services.



## CATHOLICITY

The greatest strength of the Nipissing-Parry Sound Catholic District School Board is our Catholic faith foundation – it defines our uniqueness and provides a common bond for all of our stakeholders. Initiatives in 2004-2005 responded to ensuring the presence of the Catholic faith in our schools as we work together as a Catholic community, as we build upon our partnerships with the Catholic Church and fulfill our collective mission to be contributing members of society. Our commitment to the strong Catholic faith foundation of our organization was proudly reflected in the following ways:

- The integration of our faith, emphasized in our policies, documents and communication
- A focus on student learning and achievement within the context of the Ontario Catholic Graduate Expectations
- Liturgies and masses to mark holidays, special days and world events
- A commitment to social responsibility through supporting Catholic charities, the Food Bank, Holy Childhood Association, Share Lent, UNICEF. Of particular note this year was the incredible contribution of \$14,000 by our schools to the Tsunami victims in Southeast Asia and the designation of a Board "Day of Prayer"
- Faith Development Day for staff, secondary student retreats and daily prayer experiences
- The establishment of a Board Faith Development Committee providing opportunities for staff to develop more deeply the spiritual and religious dimensions within their roles and to encourage life-long faith development
- Critical Events Response Teams (CERT) supporting students, staff and parents in dealing with critical events
- A commitment to the role of the Chaplaincy at the Board and secondary school levels. This year, with the guidance of our Board Chaplain, Monsignor Norm Clement, and his Excellency Bishop Jean-Louis Plouffe, we defined more clearly the role of the secondary school Chaplain



## ABORIGINAL EDUCATION

Our Board values its strong partnership with First Nation communities in our region. In 2004-2005, we were pleased to provide a Catholic education to a total of 98 students from Nipissing First Nation, Temagami First Nation, Eagle Village First Nation and Dokis First Nation. A successful learning and teaching model, the Maamwi-Enchiyang program continued to thrive at Our Lady of Sorrows School as a support program to meet the unique needs of Aboriginal youth and to provide Native language enrichment in Ojibwe. At the Board level, the First Nations Advisory Committee met regularly to discuss provincial aboriginal education initiatives and to provide advice to the Board on Aboriginal education programs and student achievement.

## SAFE SCHOOLS



A safe school environment is a prerequisite to successful learning and teaching. The Nipissing-Parry Sound Catholic District School Board believes that our learning environments are centres of excellence that are welcoming, accessible, motivating and safe. We also believe that our collective motivation to work together toward providing a safe learning environment is in precise alignment with our mission as a faith community and our vision of the learner as a healthy, caring and contributing member of society. We are proud of the activities which reflect our commitment to providing a safe learning environment for our students.

- School/Police Canine Program established for the safety of our secondary students
- A Safe Schools Symposium for school administrators
- Drug Abuse Resistance Education (D.A.R.E.) program offered to Grade 5 students across the system
- Anti-bullying programs implemented in every school ("Don't be a bully, be a BEAR", at St. Joseph-Scollard Hall)
- VISION, a school-based services project, developed in partnership with the Nipissing Transition House to teach the skills necessary to deal effectively with issues of violence
- Continued involvement with the RiskWatch program, an injury prevention program for students



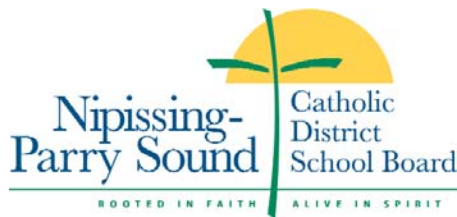
## COMMUNICATIONS

Our Board continues to strive towards the enhancement of communication between staff, parents and students in terms of providing information and receiving input to foster effective dialogue. Communication objectives for 2004-2005 were successfully achieved through the following:

### Communications Department

This year, our Board welcomed its first-ever full-time Communications Officer, hired to assist the Director of Education and Board staff in the area of communications.

### New Logo and Corporate I.D.



The components of our new corporate I.D. were designed to reflect our purpose, our values, our uniqueness and, most importantly, our Catholic culture. The final product is the result of the tremendous efforts put forth by many members of our dedicated Board community including trustees, administrators, teachers, non-teaching staff, students and parents.

- The cross reflects our Catholicity and the Contemporary Church
- The tree reflects a living entity and the notion of growth through knowledge
- The sun represents light and the notion of enlightenment and learning
- Combined, the tree and the sun reflect elements of our geographic region

### New Board Website

Take few minutes to see a whole new look at a familiar place:

[www.npsc.edu.on.ca](http://www.npsc.edu.on.ca)

Our new site warmly welcomes visitors with a stunning rendition of a sunrise which transforms into our new board logo. We are pleased to introduce a "Board Headlines" scroller which keeps our Catholic community up-to-date on the most recent Board information.

## Board Newsletter Continues

Published quarterly, *Catholic School News* informs our Catholic community about student achievement and activities, our Catholic faith and professional development within our schools. Readership strongly remains at 5000.

## TECHNOLOGY

The Board's Information Services Department (ISD) plays a lead role in ensuring that the organization progresses steadily as technology evolves. The strategic direction for ISD is to promote technology as a tool to support learning and as an operations, productivity and communications resource at every level of the organization. Achievements in 2004-2005 included:

- Remote access capabilities for staff and implementation of Sharepoint as the Board's standard intranet portal for internal communications, document management and project collaboration
- Phase II of School Connect project supporting numeracy in the Junior division
- Implementation of electronic forms facilitating workflow processes (IEP, mileage, expense claims)
- Implementation of a new asset management system and several Information Technology Service Delivery and Support processes according to ITIL best practices
- Major upgrades to the local area network at the secondary level; classroom computer upgrades at both the elementary and secondary levels; and operating system upgrades at the system level
- Fully equipped professional training and adult learning laboratory

## HUMAN RESOURCES

One of the most important dimensions of any organization is its organizational culture; specifically, how it works with people to achieve its Vision and Mission. For our Board, fostering innovation, risk-taking, professional learning and open communications is key to inspiring our staff. The 2004-2005 school year was a year of change, learning and significant accomplishments for our Human Resources team.

- Hiring of a Human Resource Manager to lead the department
- Implementation of the Human Resources employee portal (iMe) in collaboration with Information Services, enabling electronic access by employees to HR records, time sheets and absence reporting
- New collective agreements with elementary and secondary teachers, and with support staff represented by Canadian Office and Professional Employees (COPE)
- Fostering productive relationships with all employee groups and recognizing the integral role they play in the overall success of our organization



## FACILITIES

Bright, clean and inviting schools enhance the learning experience and the quality of the Catholic education environment. Our Plant Department was active throughout the year providing services to clean, operate, maintain and renovate schools throughout the district.

Support from the Ministry of Education's "Good Places to Learn – Phase One" initiative and the Board's allocation of financial resources enabled us to take a focused approach to property management, design, construction, operation, maintenance and custodial services, and accomplish \$3,212,802 in maintenance renewal projects during the 2004-2005 school year.

### School & Site Improvements

- Completion of St. Joseph-Scollard Hall Chapel restoration
- Replacement of roof sections at Our Lady of Fatima, Sacred Heart and St. Francis
- Boiler replacements at St. Francis and St. Hubert
- Heating & ventilation upgrades at St. Hubert, Our Lady of Fatima and St. Victor

### Ongoing maintenance

- Electrical upgrades
- Painting
- Fencing repairs and upgrades
- Flooring replacements and upgrades
- Playground maintenance

### Phase II Learning Assistance Centre Expansion at St. Joseph-Scollard Hall

In some cases, specific curriculum, program or physical needs which cannot be adequately met within the regular classroom setting can be addressed within specialized learning environments. Phase II of the Learning Assistance Centre (LAC) expansion at St. Joseph-Scollard Hall is a perfect example of how a growing population of special needs secondary students have been accommodated with a renovated space, state-of-the-art equipment and learning tools designed to meet their specific learning needs. The addition of the two new LAC classrooms at SJSH brings the total number of specialized learning environments at the secondary level to four classrooms in addition to a fully equipped physical therapy room.

### New St. Theresa School Facility

In 2003, the provincial government announced a considerable investment to address the most pressing school renewal needs. Our St. Theresa School in Corbeil was one of 34 schools in the province identified as prohibitive to repair. Much of 2004-2005 was dedicated to finding the perfect location and to designing our new school. We were very excited last spring to finally break ground at the school's new site in Callander. We are pleased to be working with an exceptional team of consultants and contractors including Larocque Elder Architects Inc. and Venasse Construction, who are ensuring that this facility will be open by September 2006. Visit our Board's website, [www.npsc.edu.on.ca](http://www.npsc.edu.on.ca), for regular construction progress updates!



## COMMUNITY PARTNERS

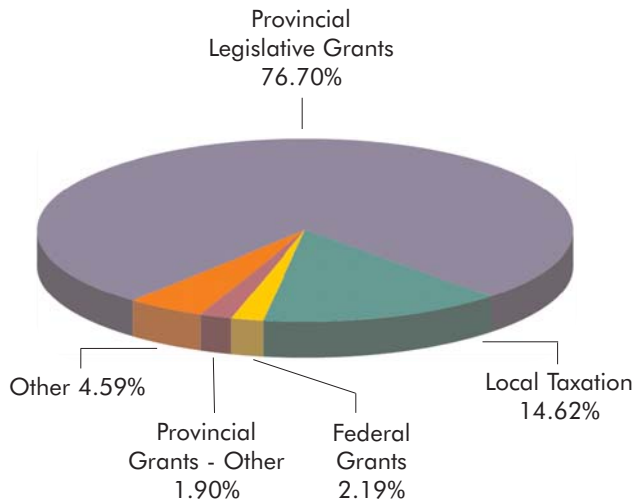
When schools work in partnership with the home, the Church and the community, there is a tremendously positive effect on student learning and success. The Nipissing-Parry Sound Catholic District School Board embraces opportunities to network and partner with members of our community. Some of our many partners have included:

- Catholic School Advisory Councils
- Local Parishes
- Nipissing University
- Canadore College
- Nipissing First Nations, Temagami First Nations, Eagle Village First Nations, Dokis First Nations
- Northern Ontario Catholic Curriculum Cooperative
- North Bay Parry Sound District Health Unit
- North Bay Police Services
- North Bay Fire Department
- Near North Community Care Access Centre
- Algonquin Child and Family Services
- Young People's Press for Anti-racism



# REVENUES AND EXPENSES

## Operating Revenues 2004-2005

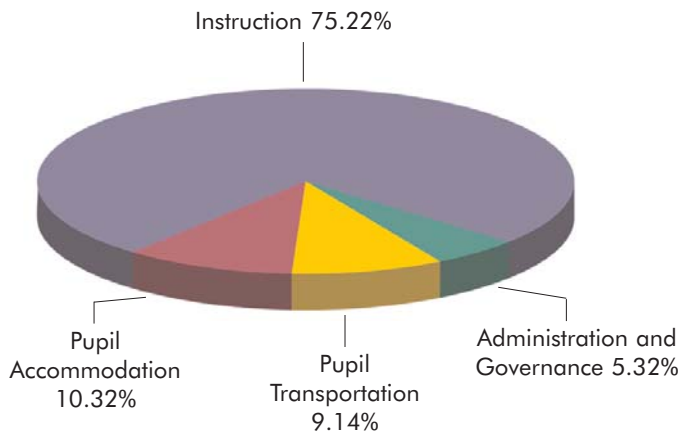


### Revenues

Provincial Legislative Grants	\$ 29,450,841
Local Taxation	5,611,714
Federal Grants	841,295
Provincial Grants	729,206
Other	1,763,866
<b>Total</b>	<b>\$ 38,396,922</b>

## Operating Expenditures 2004-2005

(excluding new pupil places, facilities renewal and debt charges)



### Expenditures by Function

Instruction	\$ 25,874,467
Administration and Governance	1,828,446
Pupil Transportation	3,143,121
Pupil Accommodation	3,550,728
<b>Total</b>	<b>\$ 34,396,762</b>



## SENIOR ADMINISTRATION

DIRECTOR OF EDUCATION - Anna Marie Bitonti

SUPERINTENDENT OF EDUCATION - Joanne B nard

SUPERINTENDENT OF BUSINESS - Grace Barnhardt

SENIOR EDUCATION OFFICIAL - Karen Cobb

BOARD CHAPLAIN - Monsignor Normand Clement

MANAGER OF INFORMATION SERVICES - Daniel Jolette

MANAGER OF PLANT, HEALTH & SAFETY - Peter Pecaric

MANAGER OF HUMAN RESOURCES - Debbie Orme-Rego

## BOARD OF TRUSTEES

CHAIR - Donald Houle, North Bay

VICE CHAIR - Judy Manitowabi, Nipissing First Nation

TRUSTEES:

Jacques B gin, East and South of North Bay

Linda Jamieson, North Bay

Charles Leblanc, West Nipissing

Barbara McCool, North Bay

Frank O'Hagan, North Bay



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