

Director's Annual Report



2020

The Algonquin and Lakeshore Catholic District School Board covers a wide geographic area of more than 16,000 square kilometres from Whitney in the North, Picton in the South, Trenton in the West and Kingston in the East.

ALCDSB serves approximately 11,500 students in 32 elementary schools, five secondary schools and five adult learning sites.

ALCDSB also offers a range of French as a Second Language (FSL) programs, including French Immersion, Core French and Extended French. French Immersion is offered at five locations across the Board.

The Algonquin and Lakeshore Catholic District School Board offers a wide range of programs across it's Catholic system, including a focus on Indigenous education, outdoor education, and mental health and well-being. Another area of focus and growth is the International Education and International Baccalaureate programs. The Board boasts numerous specialty programs, including 16 Specialist High Skills Majors, Ontario Youth Apprenticeship Programs and Co-Operative Education.

ALCDSB focuses on a Universal Design for Learning Framework, which allows the Board to meet the needs of all learners by removing barriers and designing learning supports that are necessary for some but good for all learners.

The Board is pleased to serve excellence in Catholic education to diverse communities for over 20 years. The Algonquin and Lakeshore Catholic District School Board was established in 1998 after the amalgamation of two Catholic boards in the area, Frontenac Lennox and Addington Roman Catholic Separate School Board and Hastings and Prince Edward Roman Catholic Separate School Board. ALCDSB is proud of a long history in Catholic education, including having the oldest English Catholic high school in Canada, Regiopolis-Notre Dame Catholic High School in Kingston.

Director's Annual Report 2020

Director's Message

It is an honour and privilege to be the Director of Education for the Algonquin and Lakeshore Catholic District School Board. My first two years as Director of Education have been thrilling and challenging.

The 2020 year presented many challenges as the pandemic forced our Catholic learning communities into emergency remote learning and then a summer preparing for the re-opening of schools in September.

This pandemic illuminated the resiliency and grit of our Catholic school communities as we worked together to meet the needs of our families and students whether it was in remote learning or in-class delivery. Our Board did this with tact, grace, skill and a shared belief in capacity building to meet the rising challenges for teaching, learning and assessment in this new environment.

It is my honour to share the 2020 Director's Report. While this report may look different than previous years, it demonstrates our commitment to Catholic education and our stakeholders.

My report illustrates the good works of our Catholic learning communities.

This year also marked the launch of our new Multi-Year Strategic Plan. I am pleased to share our new vision, mission and values statements, priorities and strategic directions for the next five school years.

Together with the Board of Trustees, our senior leadership team, and staff throughout our Catholic education system, our new Multi-Year Strategic Plan will be the fulcrum point from which we continue to press forward in the interests of strengthening our culture. One that prides itself on organizational excellence in everything that we do so that our students will not just contribute to our world but have a hand in transforming it.

I would like to take this opportunity to thank all of our stakeholders for their dedication to our Catholic learning communities.

In closing, this annual report is our narrative of Catholic education. One where we build communities of faith, service and lifelong learning.



"I can do all this through him who gives me strength."

Philippians 4:13

David DeSantis Director of Education

J. 04/ 00

> Check out the Director's Blog on the Board website





















2020 at a Glance

1. This year Archbishop O'Sullivan Catholic School will be participating in the Come Alive Outside Design Challenge, which allows students to work together with landscape professionals to design and build natural school yard spaces. 2. Students at Sacred Heart Catholic School in Batawa were greeted with a different routine this year, yet all students and staff have done a wonderful job of learning new safety protocols. 3. & 4. Students and staff across ALCDSB celebrated Orange Shirt Day on October 30, a day in memory of all the Indigenous children whose culture, language and freedom were lost, oppressed or challenged. 5. "Like the sun in the forest that warms a tiny seed, the love of our Father gives us everything we need." Growing in Faith, Growing in Christ with the Holy Name of Mary Catholic School community. 6. Students and staff at Holy Cross Catholic Secondary School are working hard to keep their school community a safe, welcoming place for all. 7. Students at Our Lady of Lourdes Catholic School love to read with their friends, and have learned to do that safely for all students. 8. Grade 3 students at Sacred Heart Catholic School in Marmora wrote restaurant and sightseeing recommendations to welcome their new custodian. 9. At J.J. O'Neill Catholic School students and staff are getting used to many new routines. 10. The staff at St. James Major Catholic School were very excited to be back together again and welcome back students for a fantastic 2020-2021 school year.







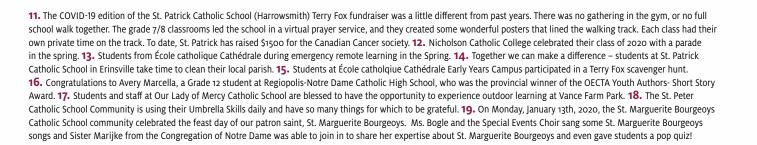












Faith



2020 Catholic Education Week Award Recipients















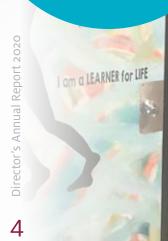
Catholic Education Week was celebrated May 3 - 8, 2020 and each year ALCDSB recognizes students, staff and community members for their exemplary commitment to Catholic education.

This year, the celebrations looked a bit different and recipients were recognized virtually. Congratulations once again and thank you for your commitment to Catholic education!

Our Lady of Mount Carmel Catholic School • · · wanted to bring the Catholic Graduate Expectations alive in their school community. This is a great project and center piece of the school that reminds everyone daily what is important in our building while also highlighting our school theme of LOVE, LEARN and RESPECT.



When studying the proverb of "Every cloud has a silver lining", Grade 4 student at Sacred Heart Catholic School (Marmora) wrote... "even on a bad day there is God in it."



Je suis ENGAGE

The resiliency of a child is truly amazing, regardless of the circumstances! It is truly a joy to see our littlest learners arrive at school. quickly learning new routines while making new friends."

- Lori Bryden, Vice Principal, École catholique Cathédrale



"At St. Francis of Assisi Catholic School, our partnerships with families, community agencies and our parish is what makes our school unique. Our close proximity to Holy Family Parish allows us to celebrate school masses twice per month with Friar Jim. With COVID-19 restrictions, we've had to think of different ways we can provide faith formation opportunities for staff and students. One way is by holding virtual school prayer services throughout the school with Friar Jim."

- Christopher Gencarelli, Principal, St. Francis of Assisi Catholic School

"Something that our school does exceptionally well is looking after others in our community... whether through our Blessings in a Backpack program, raising donations for the Terry Fox Run, collecting socks for the homeless on 20K Sock Day, or collecting food for the Gleaners Food Bank. We believe that it is our duty and responsibility to look after each other and we are always seeking ways to help make people's lives better."

- Educational Assistant, Holy Rosary Catholic School



"Since for good reasons, we priests are not visiting schools in person, but we are still there. I have been recording monthly prayer services or liturgies of the word for both secondary and elementary schools. The teachers have the option of stopping the recording during the reading and/or intercessions and to have their own students proclaim these. The Holy Spirit cannot be contained by a pandemic."

- Father Hibbard



I have faith that this pandemic will change the world for the better, create new attitudes and more grateful souls. We will all become more aware, caring and appreciative for the little moments and get togethers."

- Student, Nicholson Catholic College

"As we begin the 2020-2021 school year, the Chaplaincy Team is working to offer virtual services to our school family. We have had a virtual Liturgy of the Word to start the year and have taped October's Liturgy, a teaching on the Mass/Liturgy of the Word and our Remembrance Day Service. Our priest chaplains will begin inclass visits in Octomester #2 and we are working on our Christmas Sharing Program, serving our local community. Daily offerings of Christian music and morning prayer begin our day in the peace of Christ. The Chaplaincy Team looks forward to the challenges and joys of serving the St. Theresa CSS family during this changing year."

- Anita Bedore, Chaplaincy Team Leader, St. Theresa Catholic Secondary School

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Equity & Well-Being



During Emergency Remote Learning, the Mother Teresa Catholic School community stayed in touch with daily video announcements that were shared with students and staff.

"My transition to a new role at Our Lady of Fatima Catholic School, has been overwhelmingly positive during a time when we could have felt disconnected, we are actually closer together more now than ever."

- Teacher, Our Lady of Fatima

"I liked the announcements because we could see our friends."

- Grade 4 Student, Mother Teresa Catholic School "I liked it because it was keeping in touch and giving us new ideas of what we could do while we were stuck at home."

- Grade 7 Student, Mother Teresa Catholic School



[Students] are so glad to be back. The changes in their happiness and energy levels, BY FAR, outweigh our fears of COVID-19 at this time."

- Parent, Our Lady of Mercy Catholic School



"March break was full of uncertainty. When we were told our children were not going back to school even more uncertainty came. However, our children's teachers were absolutely amazing. Our kinder team did an amazing job with interacting with our SK with their YouTube videos and messages. Our 6-8 team had meetings every day so it had our grade 6's feeling a bit of normalcy. Faced with a new challenge I believe our staff did an a wonderful job at keeping our community strong". – Parent, St. Francis of Assisi Catholic School

"It's great to be back into a routine and to see our school family with everything progressing as normal in an ever changing world. I am looking forward to an exciting school year."

> -Administrative Assistant, St. Gregory Catholic School

"I have been very impressed with the safety measures and protocols that our school has in place to help our kids stay safe and healthy. The entire staff has been mindful and thorough to help with the return to school."

- Catholic School Council Chair, Sacred Heart Catholic School, Wolfe Island





At St. Thomas More Catholic School we celebrate diversity, a variety of cultures, and learning abilities. We celebrate the individual child!"

-Educational Assistant, St. Thomas More Catholic School



Students and staff at St. Martin of Tours Catholic School were delighted to be invited to decorate a garden box for the community of Whitney! Students from Year One Kindergarten to Grade 8 pitched in to help with the project.

"My class has amazed me!

Returning to school was an exciting, but very nervous, time for everyone this year. We had so many questions and unknowns. However, all it took for me was to finally be with my students and have the chance to once again interact with them in person. It then all seemed so natural to be back at school. My class has adapted beautifully and I am so proud of them."

- Teacher, St. Mary Catholic School, Read

Achievement & Innovation

"[Student] came home today to say she had the best day ever! Her catapult was successful and she even managed to launch a target into her classmate's mouth. She said the entire class laughed! She is also very excited for grade 11 math and imaginary numbers. It's wonderful to see your child so happy. She has great support and is loving school!"

- Parent, Regiopolis-Notre Dame Catholic High School

Loyola 2020 Graduates continuing to achieve success during the pandemic.



"I'm so pleased to be back at school with all my friends where I know all the really good learning happens."

Kindergarten student, St. John XXIII Catholic School

"Learning looks different, but our relationships and sense of Catholic community anchor our work at St. Martha"

- Teacher, St. Martha

"Our kinders are blessed to be able to show their learning in both our outdoor and indoor classrooms! Creativity can be expressed in so many different ways and learning about symmetry in math can be lots of fun!"

- Principal, St. Carthagh Catholic School





I find that learning one course at a time allows me to focus on that one course specifically. I don't need to worry about having 3 tests in one day."

- Grade 12 student, St. Paul Catholic Secondary School



"This September, after returning to school in a pandemic (after months spent at home) it was critical that I began our math program in a different way; a way that encouraged a growth mindset, allowed students to make mistakes and be okay sharing their thinking. A way that encouraged them to show their thinking in a variety of ways (manipulatives, numbers, words, charts, visual representations, etc.) and also allowed them to practice explaining their thinking and respectfully disagreeing in a safe place."

- Teacher, Georges Vanier Catholic School

In January 2020, students from across ALCDSB participated in the annual Skills Ontario Cardboard Boat Races at the Quinte Wellness Centre.

"I think this is a wonderful opportunity for them to explore their creativity and participate in something that depends on teamwork."

- Parent, St. Paul Catholic School

Students at St. Martin of Tours Catholic School work on their Lego robotics kits. Coding is part of the mathematics curriculum, and learning with these kits is being directly connected to mathematics expectations.

In September 2020, ALCDSB opened a new elementary virtual school for virtual learning. This school was created in response to the return to school survey that was completed by families, indicating whether or not their child(ren) would be returning to school. The survey data indicated that 10% of our families would participate in Remote Learning. Thank you to Principal Dan Finn, Vice-Principal Casey Wells and all staff for your contribution to the success of the creation of our Virtual school.



"ALCDSB is excited to launch the new 3-year plan for FSL this year. There has been a greater focus on reaching every reader in FSL through the distribution of new resources including decodable texts in our immersion schools, teachers have attended virtual PD focusing on the CEFR as it relates to pedagogical tools, and this past June students and staff across the board participated in a virtual French concert to celebrate the great French learning that occurred throughout remote learning!"

- Kimberly D'Anna, Special Assignment Teacher, ELL & FSL

"While this school year has been a peculiar one so far, the school has made it the very best possible for staff and students. Seeing everyone work together, following all the new protocols, and making it work seamlessly has been heartwarming. I am amazed at how all the students have created a sense of family in their classrooms with their peers."

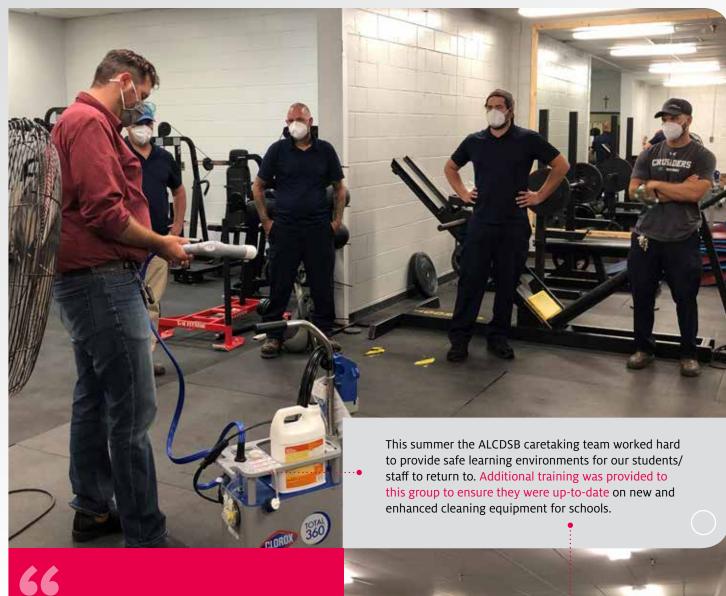
- Parent, St. Mary Catholic School, Trenton



I find the octomester less stressful. I am better able to focus on a subject and I appreciate that there are fewer interruptions and distractions."

- Grade 12 student, St. Paul Catholic Secondary School

Resource Management



Occupational Health and Safety continues to be a top priority in our board."

- James Iseghayan, Occupational Health and Safety Officer



"Financial Services at ALCDSB is working on creating efficiencies across the Board often in collaboration with other departments. Some of the projects completed or in progress include electronic archiving of invoices, streamlining electronic approvals, receiving online donations, automating processes where possible and working with Human Resources on implementing the Apply to Education system."

- Breanne Bradshaw, Superintendent of Finance and Business Services

ALCDSB looks forward to numerous capital funding projects that are currently in various planning phases, such as a brand new build in Kingston's Woodhaven subdivision, a new build to replace St. Gregory Catholic School, additions to St. Joseph Catholic School and a brand new build on the current Our Lady of Mount Carmel Catholic School site.

This year, ALCDSB implemented the Aspiring Catholic Leadership program, Part 1, providing an opportunity for future school and system leaders to grow their leadership capacity through discussion, reflection and discernment of their own leadership potential. Participants in the course have the opportunity to reflect on vision, values, influence and motivation within the context of Catholic education and leadership at ALCDSB.

"ALCDSB is working to implement a cyber security strategy which promotes resiliency and attempts to reduce the incidence and severity of cyber security breaches. This will include strengthening our network protection posture as well as providing targeted educational programs aimed at protecting our resources in an evolving threat environment."

- Stephen Goyer, Manager, Learning Technology Services



It was a long 6 months of planning, purchasing and training to get ready for September. Thank you to all of our hardworking custodial and maintenance staff for adapting to these new times and getting the schools ready for September. Thank you to our community partners, suppliers and contractors who made a lot of last minute problems go away and who keep the schools running and safe and healthy. You all are the backbone to all of this!"

- Leah Neff, Manager, Plant Operations



During this pandemic, we have implemented several preventive control strategies that ensures our students and staff continue to learn and work in a safe environment. This includes initiatives such as the installation of plexiglass separators in working areas where a physical distancing requirement of 2 meters cannot be maintained from others and provision of all the required personal protective equipment to all staff of the board."

- James Iseghayan, Occupational Health and Safety Officer

"While physical schools were closed and staff adapted to interacting and facilitating remote learning for students and their families, connecting with colleagues virtually while working remotely from home, the Board and people leaders enhanced communication and checkins within staff and schools teams. We established online communities of practice for educators and other staff, increasing opportunities to share, support and learn from one and other. The Board actively communicated well-being promotion, self-care messaging, practical strategies and community services information through our Board website, social media platforms such as Twitter, and in weekly wellness plans individualized for our Catholic learning communities. "

- Melanie Dunlop, Mental Health Lead





ALCDSB Multi-Year Strategic Plan

The Algonquin and Lakeshore Catholic District School Board is excited to announce a new Multi-Year Strategic Plan. This five-year plan will guide ALCDSB to higher levels of excellence in all that we do in service of Catholic education. The creation and implementation of the Vision, Mission, Values and Priorities has been a yearlong process. The consultation phase began in September 2019 when a Thoughtexchange survey was shared with students, staff, parents/guardians and community members, seeking input by asking the question,

"What are the most important things our Catholic schools should consider as we work together to prepare our students for their future?"

A Multi-Year Strategic Plan Steering Committee was created and included a wide range of stakeholders, including supervisory officers, administrators, teaching and support staff, students, parents/guardians and community partners. This group met from October 2019 – February 2020 to learn more about the ALCDSB and to analyze this survey data. In May, this group met via Zoom call to discuss final steps for identifying the Vision, Mission, Values and Priorities. The senior team and board staff used these guiding statements in the final stages of the strategic planning process.



> Click here to watch the MYSP video

VISION:

We imagine a world where all are empowered to reach their full potential through faith and service.

MISSION:

The ALCDSB builds faith-filled learning communities where each member is loved, inspired, and successful.

OUR VALUES:

- Our Catholic faith and the joy that comes from living Christ-centered lives
- Responsibility and Stewardship
 - Equity and Well-being
 - Individual Success and Accomplishment

Our Priorities and Strategic Directions

2020-2025

FAITH

- 1. Build intentional Catholic environments that express the richness of our faith.
- 2. Support the seamless integration of the Catholic faith into all system priorities.

EQUITY AND WELL-BEING

- 1. Promote a culture of equity in the ALCDSB.
- 2. Create conditions that support the spiritual, intellectual, emotional, and physical well-being of all members of the ALCDSB community.

ACHIEVEMENT AND INNOVATION

- 1. Ensure optimal academic achievement for all where students are at the centre of faith-filled teaching and learning.
- 2. Empower students' capacity to lead their own learning, in order to embrace their God-given talents.

RESOURCE MANAGEMENT

1. Allocate the resources of the ALCDSB efficiently and effectively.



All Are Welcome in This Place

An Introduction to Our Pastoral Themes

2020-2025

The vision of the Algonquin and Lakeshore Catholic District School Board is that we imagine a world where every person is empowered to reach their full potential through faith and service. Our mission is to build faith-filled learning communities where each member is loved, inspired, and successful. The new annual pastoral themes for the ALCDSB call us to express our faith through our vision and mission statements.

Catholic education is nurtured by the home-school-parish relationship. The annual pastoral themes will support the ALCDSB's Multi-Year Strategic Plan and will continue to nurture the members of home, school, and parish. Each annual theme is enriched with connections to Scripture, song, prayer, the Renewing the Promise pastoral letter, Catholic Social Teaching, the Ontario Catholic School Graduate Expectations, and the United Nations Sustainable Development Goals.

The ALCDSB pastoral themes were intentionally selected in a particular sequence. Each subsequent theme is intended to build on the previous theme. The first theme, "All Are Welcome in This Place", reminds us that as a Catholic education community, our first step is to establish relationships and ensure that every person feels a genuine sense of belonging. Once this is established, we can learn more about what it means to be valued as "Beloved Children of God", called to celebrate the inherent dignity of each person who is created in the image and likeness of God. We then respond to God's invitation to be "Formed in the Faith", seeking God, growing deeper in our relationship with God, and accompanying each other along our faith journey. Recognizing that faith is a gift from God, we are "Blessed Beyond Belief", thankful for all of the gifts and blessings that we receive, which all come from God. Finally, once we are equipped with the tools that we need, we are "Called to Witness", fulfilling the Church's mission to carry out and continue the work of Jesus Christ on Earth.

Mineral Control

Description

The first of five pastoral themes, "All Are Welcome in This Place", calls us to welcome every person who we encounter in our school communities and beyond. Before we can accomplish any other goal, we must ensure that everyone in our community feels welcomed, feels safe, and feels a

genuine sense of belonging.

As a Catholic education community, we welcome each other into God's loving embrace and meet each other where we are at, just as Jesus did to every person that he encountered in the Gospels.

Hospitality and welcome help lay the foundation for faith. We manifest Christ's presence in the world by welcoming, inviting, and reverencing the dignity of the people we encounter. We are called to be charitable, to be helpful, and to be encouraging as a people of God.

When a student, a staff member, a community member, or a guest enters an ALCDSB site, do they feel welcomed? Do they feel included in the school community? Do they feel like they belong? How can we ensure that each person who we encounter experiences God's love and compassion? Our goal is to ensure that each member of the ALCDSB community feels welcomed and a sense of belonging.

Logo

The "All Are Welcome in This Place" logo is represented by the image of a circle of friends with Christ at the centre. The people remind us that we are all members of the Body of Christ. The circle is essential to the design in that it represents an inclusive community in

which everyone belongs. The

cross in the middle of the circle reminds us that Christ is always at the centre of our lives. The diversity of people reminds us that to be welcoming means to be inclusive of all people. As faith-filled communities, we are called to welcome all people into our midst, and it is our duty to ensure that everyone belongs.

ALCDSB at a Glance













Followers

537 Followers



Number of adult learning sites: 5

Number of Elementary French Immersion Sites: 5



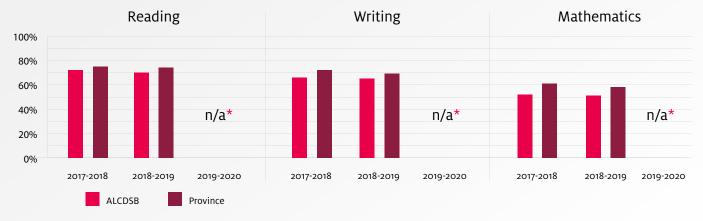


Number of secondary schools: 5

Total number of permanent employees:

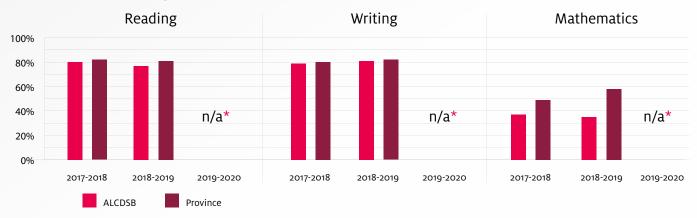
EQAO: Primary

Grade 3 Percentage of students at or above the Provincial standard

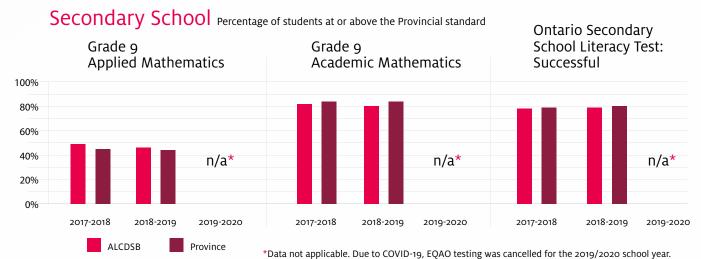


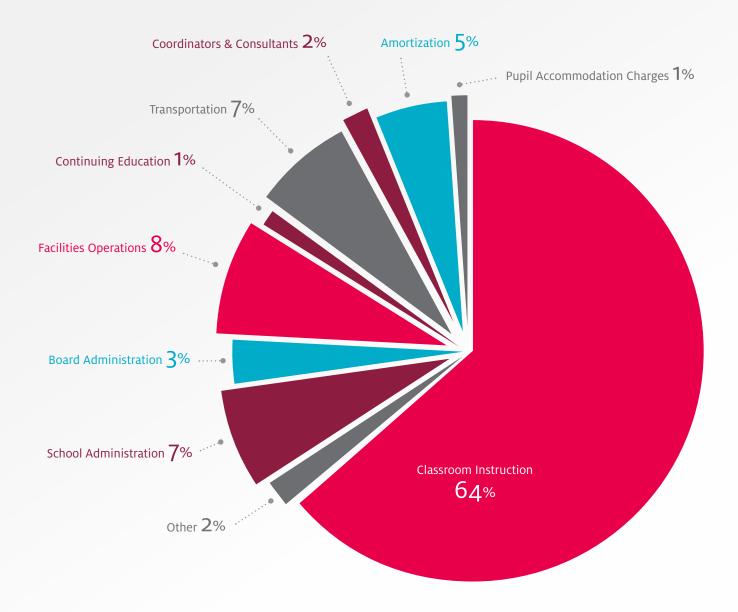
EQAO: Junior

Grade 6 Percentage of students at or above the Provincial standard



EQAO: Secondary





Business & Financial Services

The role of the Business and Financial Services
Department is to provide support and direction to
all Board staff in the areas of finance and business
operations. The Department provides the following
services: Financial, Budgeting, Accounting, Payroll,
Purchasing, Transportation, Planning, Physical Facilities
and Maintenance Services.

2020-2021 Budget

On August 18, 2020 the Board of Trustees passed an Operating Budget of \$163.3 million and a Capital Budget of \$21.0 million.

The above chart illustrates how the Board's \$163.3 million operating budget for the year 2020-2021 was allocated.















2020 at a Glance

1. During emegerncy remote learning, the ALCDSB Youth Worker team continued to provide support for all students. 2. Holy Name Catholic School encourages learning in all environments. The Peace Garden is a gathering place for classes to listen, reflect and discuss stories that exemplify God's love for everyone. 3. Students and staff at St. Joseph Catholic School once again participated in their annual Gleaner's Food Drive. 4. Due to public health restrictions, all in-person graduations were cancelled or postponed; however, ALCDSB still wanted to celebrate the accomplishments of our students. All schools created video messages for families to watch, which celebrated the success and accomplishments of our students. 5. & 6. Students at St. Marin of Tours Catholic School take advantage of their outdoor space and bring their learning outdoors in various ways. 7. The St. Michael Catholic School community looks forward to participating in the Come Alive Outside Design Challenge this year. Students look forward to working outside and working in the gardens to beautify the school yard.

Director's Annual Report 2020

Board of Trustees



Terry Shea

Chair of the Board Trustee for Kingston and Frontenac Islands

Tom Dall

Vice-Chair of the Board Trustee for Belleville, Tyendinaga, Deseronto

Michael Murphy

Chair of the Finance and Operations Committee Trustee for Kingston and Frontenac Islands

Greg Speagle

Trustee for Prince Edward County, Greater Napanee, Loyalist Township, Stone Mills, Addington Highlands

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Student Trustee 2020-2021



DISCIPLESHIP | SCHOLARSHIP | STEWARDSHIP

