



**Meeting the Goals of our Strategic System Plan: 2014-15
Director's Report**

December 1, 2015

Meeting the goals of our Strategic System Plan: 2014-15

Director's Report

Table of Contents

Mission Statement	3
Director's Message	4
Dufferin-Peel Quick Facts	5
Strategic Multi-Year Plan	6
Catholicity	7
Catholic Learning Environment	8
Catholic Community Engagement	9
Parish Home School Relationships	10
Stewardship of our Physical Environment	11
Technology	12
Sacredness of our Environment	13
2014-15 EQAO Results	14
2014-15 Operating Expenditures	15
Board of Trustees	16
Senior Management	16

Mission Statement

The mission of the Dufferin-Peel Catholic District School Board, in partnership with the family and church, is to provide, in a responsible manner, a Catholic education which develops spiritual, intellectual, aesthetic, emotional, social and physical capabilities of each individual to live fully today and to meet the challenges of the future, thus enriching the community.

Director's Message

In 2009-10, Dufferin-Peel's Board of Trustees established a series of system goals that would frame the very essence of the work we would do as a board, as schools, as faculty and staff and as a Catholic educational community over the ensuing five years.

In August 2014, the Board approved a new Strategic System Plan that will guide us for the next five years (2014-2019). The Strategic System Plan reflects our promise to each and every student and family of rigorous academic standards, safe, clean, healthy, caring and inclusive schools, a vigorous and diverse curriculum and wide range of extracurricular opportunities infused with Gospel values in the Catholic faith tradition.

Our Strategic System Plan is supported by seven distinct foundational components – Catholicity, Catholic Learning Environment, Catholic Community Engagement, Parish/Home/School Relationships, Technology, Stewardship of Our Physical Environment and Sacredness of Our Environment.

This report provides a view of the progress that we, as a system, have made over the past year in aligning all we do with these seven foundational components. Further, it clearly demonstrates that we are meeting our goals in a manner that is both true to our faith tradition and fiscally responsible.

All Dufferin-Peel employees are charged with the responsibility of doing their part to ensure that the work they do, whether in a classroom or school setting, or in a corporate or technical setting, is aligned with this plan.

Our success of this past year does not belong with any one group or individual. It reflects the hard work and commitment of our trustees, administrators, teachers, support staff, my senior management team and my executive team. It also reflects the commitment that parents have in sending their children to our Dufferin-Peel schools and that of ratepayers, who often do not have children in our schools, yet continue to support our Catholic schools as schools of choice.

My thanks and appreciation goes out to our students and families for choosing a Catholic education in Dufferin-Peel. We are confident that the Catholic education your child receives in a Dufferin-Peel Catholic school provides them with the solid foundation to succeed in the future as well rounded, critically thinking, and responsible citizens. My sincere thanks and appreciation, as well, to the Board of Trustees for setting the vision and to all Dufferin-Peel faculty and staff for ensuring that, through your hard work, commitment and dedication, the vision is realized.

This will be my last report to the community as I will be retiring in January. It has been an honour and privilege to serve as Director and to work on behalf of the students, parents and community of Dufferin-Peel.

Sincerely,



John B. Kostoff
Director of Education

Dufferin-Peel Quick Facts

History

The Dufferin-Peel Catholic District School Board is the successor to The Dufferin-Peel Roman Catholic Separate School Board, which was established in 1969 by the merger of eight small separate boards. The Board's jurisdiction extends throughout the municipalities of Mississauga, Brampton, Bolton, Caledon, Orangeville and Dufferin County. Dufferin-Peel is one of the largest and most diverse school boards in Ontario.

Catholic Traditions

The Dufferin-Peel Catholic District School Board includes the teaching of religion, family life, the practice of prayer and worship and the presence of Gospel values in the curriculum and daily life in the schools. Schools have strong links to parishes and assist parishes with sacramental preparation. Parish staff conduct liturgies and provide other services within the schools. The Catholic school system maintains strong links between the home, school and church, and parental participation in the education of students is highly encouraged. These links provide for a natural reinforcement and development of Christian values in the Catholic tradition.

Quick Facts

- ▶ 11 elected Trustees;
- ▶ 149 schools
 - 26 secondary, 123 elementary;
- ▶ 82,620 students
 - 49,879 elementary, 32,751 secondary;
- 47,000 Adult and Continuing Education learners;
- ▶ 11,000 employees;
- ▶ \$967.4 million budget;
- ▶ 20,000 students bused daily;
- ▶ 2,670 square miles in jurisdiction (Mississauga, Brampton, Caledon, Dufferin County);
- ▶ 42 parishes within Dufferin-Peel's jurisdiction;
- ▶ Full Day Kindergarten offered at all 123 elementary schools in 2014-15;
- ▶ Extended French Programs offered at 18 schools;
- ▶ French Immersion offered at eight schools;
- ▶ International Baccalaureate Program offered at three secondary schools;
- ▶ Regional Arts Programs offered at three secondary schools;
- ▶ Regional All-Girls School – Holy Name of Mary Catholic Secondary School;
- ▶ Wide range of SHSM (Specialist High Skills Majors) programs offered in secondary schools; 12 programs at 25 schools;
- ▶ Students meeting or exceeding provincial standards and averages in EQAO test scores;
- ▶ Regional elementary Catholic Global Learning Centre – St. James.

Strategic Multi-Year Plan

The Ministry of Education requires that school boards report annually on how they are meeting the goals of their multi-year strategic plans. This is the third year that this reporting requirement is in place and it replaces requirements that boards produce a Director's Annual Report for Ministry reporting purposes.

Background

In 2008-09, the Board conducted an extensive consultation with the Dufferin-Peel community as part of its comprehensive Strategic System Review. In 2009, the Board of Trustees developed and approved a five-year Strategic System Plan for 2010-15 that was designed to help shape school, classroom and corporate decision making and direction over the next five years. In August 2014, following a new Strategic System Review, the Board of Trustees approved a new Strategic System Plan that will guide us for the next five years (2014-2019).

Our new Strategic System Plan contains seven key components. These components and the goals associated with each component are as follows:

1. **Catholicity** – We are called to affirm our Catholic Faith in word and action and in all that we do.
2. **Catholic Learning Environment** - We foster the continuous development of all through a caring, safe and inclusive environment.
3. **Catholic Community Engagement** - We value involvement of community through partnerships and collaboration.
4. **Parish | Home | School Relationships** - We believe that strong partnerships and collaboration among Parish, Home and School are based on mutual respect rooted in our lived Catholic Faith.
5. **Stewardship of our Physical Environment** - We are committed to a healthy and safe learning and working environments that enhance well-being, engagement and achievement.
6. **Technology** – We are committed to a responsible approach in addressing the technology needs of our learners in a global context.
7. **Sacredness of our Environment** – We encourage the respectful and sustainable environmental practices of reducing, reusing and recycling in our facilities.

1. Catholicity

We are called to affirm our Catholic Faith in word and action and in all that we do.

- Secondary schools participated in the second annual board-wide student Mass on May 8 for Catholic Education Week.
- Celebrated Catholic Education Week with events and activities in every school across the board.
- Students and staff supported ShareLife and United Way of Peel through fundraising campaigns to support local community service agencies and other appeals in response to global issues.
- Graduate exit survey conducted to gauge levels of satisfaction and of understanding of the Ontario Catholic School Graduate Expectations.
- Created and distributed a two-poster series celebrating distinguished Dufferin-Peel graduates, including testimonials of the impact of their Dufferin-Peel Catholic education.
- Offered bi-monthly Diversity Workshop Series for staff focusing on topics of equity and inclusion.
- Each Family of Schools across the board held elementary Diversity Conferences for students.
- Held annual Black History Conference for secondary students as part of events and activities highlighting Black History Month in February.
- Held annual Equity Conference in May, with multiple workshops for staff, on a variety of equity-related topics.
- Participated in Right to Life march in Ottawa.
- Named the CEC chapel, the St. John XXIII Chapel.
- Continued expansion of our Virtues program.
- Continued development of our Vocations program.
- Students and staff supported ShareLife and United Way of Peel through fundraising campaigns to support local community service agencies.
- Provided ongoing awareness and support of various local and global charitable causes.

Assessment: Meeting objectives. We continue to ensure that Catholicity remains at the core of all that we do; that all faculty, staff, administration and trustees remain individually and collectively accountable for this critical Strategic Plan component.

2. Catholic Learning Environment

We foster the continuous development of all through a caring, safe and inclusive environment.

- Approved the board's eighth consecutive balanced budget with re-investments in technology, textbooks, professional development, transportation and maintenance upgrades.
- Approved multi-year strategy regarding accumulated surplus.
- Began discussions on a second Catholic Global Learning Centre north of the 401.
- Held our 20th annual *Summer Institute* for educators. Over 1,600 teachers and support staff attended the professional development sessions in August.
- Issued the 2013-14 annual report on how the Dufferin-Peel Catholic District School Board is meeting the goals and objectives outlined in its Strategic System Plan.
- Promoted Bullying Awareness and Prevention throughout the year, highlighted during Bullying Prevention and Awareness Week with school events and activities including the development of student-produced anti-bullying posters and a student-produced video. In addition, partnered with Peel Regional Police and the Peel DSB on *What if everyone did something?* student video and poster campaign
- Provided Innovation Grants to schools encouraging locally developed related initiatives.
- Conducted Math Congress to target and support the implementation of effective mathematics instruction.
- Promoted Ontario Catholic School Graduate Expectations through distribution of posters and banners to all schools.
- Expanded capacity for international students with the creation of the Dufferin-Peel Catholic Institute for International Education.
- Produced a series of reports related to the Catholic Board Learning Plan.
- Issued Director's System Direction, the operational component of the Strategic System Plan.
- Continue to attract and recruit new system leaders, internally, to principal, vice principal and supervisory officer positions.
- Achieved continued positive results in EQAO and OSSLT assessments, meeting or exceeding provincial standards and averages indicating that strategies and system commitment to student well-being and achievement are working.
- Achieved continued positive results in EQAO and OSSLT assessments, indicating that strategies and system commitment to student well-being and achievement are working.
- Our strong active Student Voice Committee was consulted on many issues related to student choice.

Assessment: Meeting objectives. We continue to strive to create and maintain a strong Catholic learning environment to optimize the best conditions for student achievement and well-being.

3. Catholic Community Engagement

We value involvement of community through partnerships and collaboration.

- Provided ongoing parent engagement opportunities through Catholic School Councils, Special Education Advisory Committee, Parent Reaching Out (PRO) Grants, etc.
- Invited and promoted community input through the 2014-15 public budget consultation process, which included online input and meeting delegation opportunities, Special Education Advisory Committee and local trustees.
- Issued Director's Annual Report.
- Distributed new Strategic System Plan document to all Dufferin-Peel parents/guardians.
- Communicated regularly with parents/guardians through school newsletters and other communications.
- Enhanced community communication through increased use of social media (@DPCDSBSchools), broadcast of upcoming board and school-based events and issues and posting of media releases and advisories. Note that Twitter followers exceeded 11,000 in 2015.
- Conducted parent engagement evenings on Learning in the 21st Century.
- Issued report to the community on board activities and accomplishments over the past year.
- Operated summer learning programs, including the Focus on Youth Summer Learning and Leadership camps engaging local Catholic school youth.
- Participated in partnership role with the 2015 Pan Am/Parapan Am Games.
- Provided support to schools with locally focused communications to parents/guardians.
- Conducted student trustee election in spring, engaging and providing a voice at the board table for Dufferin-Peel students.

Assessment: Meeting objectives. We continue to strive for more opportunities for community engagement through increased use of technology to enhance two-way communication between schools/board, parents/guardians and other stakeholders.

4. Parish | Home | School Relationships

We believe that strong partnerships and collaboration among Parish, Home and School are based on mutual respect rooted in our lived Catholic Faith.

- Updated and re-supplied parishes with our School/Parish Baptismal Kits.
- Participated in Catholic Education Week program and announcements at parishes.
- Co-promoted school and parish relationships as part of Catholic Education Week 2015.
- Distributed annual Board-Parish Connection newsletter to all parish clergy.
- Held annual parish-school symposium and Zone Meeting.
- Distributed Advent and Lenten resource materials.
- Encouraged reciprocal cross promotion of board and parish events and activities through respective communication channels.
- Distributed informational posters and other printed materials to parishes to inform parishioners of key board and school events such as kindergarten registration, Catholic Education Week, etc.

Assessment: Meeting objectives; always striving for improvement. Challenges continue to exist where many students/families lack connection to their local parish. We continue to explore and develop strategies to help facilitate stronger, authentic relationships among these key partners in Catholic education.

5. Stewardship of our Physical Environment

We are committed to a healthy and safe learning and working environments that enhance well-being, engagement and achievement.

- Approved the board's eighth consecutive balanced budget with re-investments, among other areas, in maintenance upgrades, technology, equity and diversity and full-day kindergarten.
- Produced the Board's annual Energy Management Plan.
- Produced the Board's annual Accessibility Plan.
- Attained 100% EcoSchools certification.
- Approved 2014-15 revised estimates for both the operating budget and the capital budget
- Implemented Full-Day Kindergarten program in all elementary schools.
- Completed renovation of St. Sofia Catholic School, including an eight-classroom addition, gymnasium expansion and site improvements.
- Completed upgrades to all Kindergarten classrooms to provide purpose built Kindergarten facilities for students.
- Completed construction on 25 enhanced outdoor learning environments for Kindergarten students.
- Continued renewal and renovation of facilities to support new educational programs and academic achievement (77 interior and 59 exterior projects).
- Undertook further renovations at St. Kateri Tekakwitha Catholic Learning Centre to facilitate expansion of Continuing Education programs and professional learning opportunities.

Assessment: Meeting objectives. We continue to strive for responsible and innovative use of resources recognizing fiscal restraints, demands from parents/guardians and other stakeholders, and our duty to remain faithful to the tenets of our faith.

6. Technology

We are committed to a responsible approach in addressing the technology needs of our learners in a global context.

- Continued investments in technology infrastructure, including increased bandwidth capacity and wireless connectivity in all schools, CEC and Keaton Centres (155 buildings in total).
- Deployed 800 iPads across a range of programs in support of learners with differing abilities.
- Continued maintenance of technology and on-going acquisition of computers, tablets, iPads, Smart technology and electronic media library resources.
- Piloted use of personal electronic devices in 16 schools, with full implementation in 2015-16.
- Significantly increased the number of SMART Boards to over 2,100 covering approximately 50% of all classrooms; SMART Board assets are up 115% in the last two years.
- Increased computer support per Technician by 38%.
- Increased Internet Bandwidth from 200mb to 2,000mb.
- Encrypted all laptops, raising security levels.
- Implemented a central integrated library system in all secondary and elementary schools.

Assessment: Meeting objectives. We continue to seek and implement practical, measured and responsible approaches in addressing technology needs for students and staff.

7. Sacredness of our Environment

We encourage the respectful and sustainable environmental practices of reducing, reusing and recycling in our facilities.

- All 149 schools received EcoSchool Certification.
- Distributed recycling posters to all schools and board sites to inform staff and students about recent changes to regional recycling programs.
- Forty-four (44) schools participated in the *Waste-Free Lunch Challenge*, *Boomerang Lunches* and *Take Back the Trash Thursdays*, to promote waste reduction.
- Over 26,000 students participated in the *Great Gulp*, an annual event sponsored by the Region of Peel during Water Week to help create awareness about the importance of drinking water in our lives.
- Students collected 5,111 kg of batteries as part of the *Call2Recycle* challenge which teaches students about reducing their carbon footprint.
- Schools participated in many environmental-focused initiatives, including: *National Sweater Day*, *Earth Hour* and *International Walk to School Day*.
- Purchased hybrid vehicles for Plant maintenance operations

Assessment: Meeting objectives. Continuing to explore new responsible and practical practices in all areas of our operation.

2014-15 EQAO Results

2014-15 EQAO Results

Results from the 2014-2015 Education Quality and Accountability Office's (EQAO) Grade 9 assessments of mathematics indicate that Dufferin-Peel Catholic District School Board students continue to demonstrate high levels of performance at both the academic and applied levels of study. Results from the 2014-2015 mathematics assessments were relatively consistent with last year's high achievement levels among students in both the academic and applied mathematics programs.

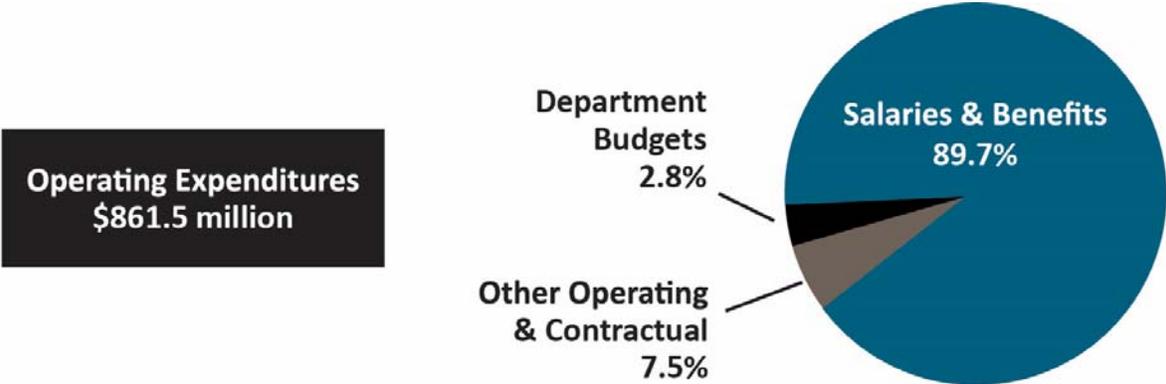
Grade 9 Mathematics	
Grade 9 Academic Math	88%
Grade 9 Applied Math	60%

Due to provincial labour issues, there are no 2014-2015 Grades 3, 6 or 9 EQAO data available for the province. Additionally, the elementary EQAO data for participating boards was not publicly available when this report was published. This information will be posted on the Board website www.dpcdsb.org when released.

Results from the 2014-2015 Ontario Secondary School Literacy Test (OSSLT) indicate that Dufferin-Peel students exceeded the provincial success rates by between 3% and 5%. The percentage of Dufferin-Peel students passing the OSSLT on their first attempt continues to exceed provincial performance and highlights the ongoing excellence of Dufferin-Peel students in terms of literacy skills.

OSSLT	DP	ON
First-Time Eligible Students	85%	82%
Previously Eligible Students	54%	49%

2014-15 Operating Expenditures



Board of Trustees

Anna da Silva, Trustee - Brampton Wards 1,3 & 4
Darryl D'Souza, Trustee - Brampton Wards 2, 5 & 6
Shawn Xaviour, Trustee - Brampton Wards 7-10
Frank Di Cosola (Vice-Chair), Trustee - Caledon/Dufferin
Mario Pascucci (Chair), Trustee - Mississauga Wards 1 & 3
Sharon Hobin, Trustee - Mississauga Wards 2 & 8
Anna Abbruscato, Trustee - Mississauga Ward 4
Thomas Thomas, Trustee - Mississauga Ward 5
Luz del Rosario, Trustee - Mississauga Wards 6 & 11
Bruno Iannicca, Trustee - Mississauga Ward 7
Esther O'Toole, Trustee - Mississauga Wards 9 & 10

Senior Management

Executive Council

John B. Kostoff - Director of Education
John Hrajnik - Associate Director, Corporate Services, Chief Financial Officer and Treasurer
Sheila McWatters - Associate Director, Instructional Services

Corporate

Clara Pitoscia - Superintendent of Human Resources and Employee Relations
Julie Cherepacha - Superintendent of Financial Services
Daniel Del Bianco - Superintendent of Planning and Operations

Instructional

Max Vecchiarino - Superintendent of Program/Adult and Continuing Education
Deborah Finegan-Downey - Assistant Superintendent of Program
Shirley Kendrick - Superintendent of Special Education and Support Services
Eric Fischer- Assistant Superintendent of Special Education and Support Services
Marianne Mazzorato - Superintendent of Early Years, Community Relations and Partnerships
Les Storey - Superintendent – Brampton East/Caledon/Dufferin/Malton
Susan Steer - Superintendent – Brampton West
Denise Oude-Reimerink - Superintendent – Brampton North East
Tim Lariviere - Superintendent – Mississauga East
Tilia Cruz - Superintendent – Mississauga North
David Amaral - Superintendent – Mississauga South
Lucy Papaloni - Superintendent – Mississauga/Brampton Central

Charles Blanchard - Superintendent of Strategic Planning, Policy & Special Projects