



Committee of the Whole Meeting

Date: Monday, October 2, 2023 to follow In Camera

Time: 6:00 p.m.

** Committee of the Whole In Camera, if necessary, will precede or follow the Board Meeting, as appropriate.*

Location: 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener

Attendees:

Board of Trustees:
Linda Cuff, Kathy Doherty-Masters (Vice-chair), David Guerin, Renee Kraft, Julie Molenaar, Marisa Phillips, Robert Sikora, Conrad Stanley, Tracey Weiler (Chair)

Student Representatives:
Bryanna Donoghue, Xavier Petrie

Senior Administration:
Tyrone Dowling, Gerald Foran, Shesh Maharaj, Paul Mendonca, Judy Merkel, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano

Special Resource:

Recording Secretary:
Stephanie Medeiros, Executive Administrative Assistant

ITEM	Who	Agenda Section	Method & Outcome
1. Call to Order	Board Chair		
1.1 Opening Prayer & Memorials	Board of Trustees	--	--
1.2 Territorial Acknowledgement	Board Chair	--	--
I (we) would like to begin by acknowledging that the land on which we gather today is the land traditionally cared for by the Haudenosaunee, Anishinaabe and Neutral People. I (we) also acknowledge the enduring presence and deep traditional knowledge, laws and philosophies of the Indigenous People with whom we share this land today.			
1.3 Approval of Agenda	Board of Trustees		Approval
1.4 Declaration of Pecuniary Interest	Individual Trustees		
1.4.1 From the current meeting			
1.4.2 From a previous public or in-camera meeting			
1.5 Items for Action: NA			
2. Consent Agenda: Director of Education (e.g.: operational matters from the Ministry of Education that the Board is required to do; update on the system)			

ITEM	Who	Agenda Section	Method & Outcome
3. Consent Agenda: Board (Minutes of meetings)			
3.1 Approval of Minutes of Regular and Special Meetings 3.1.1 Committee of the Whole Minutes – September 11, 2023	Board of Trustees	pp. 4-6	Approval
4. Delegations			
5. Advice from the CEO 5.1 BIEP Update 5.2 Pastoral Plan update			
5.1 BIEP Update	J. Ritsma	pp. 7-12	Information
5.2 Pastoral Plan update	P. Mendonca	pp. 13-19	Information
6. Ownership Linkage (Communication with the External Environment related to Board's Annual Agenda; ownership communication)			
6.1 Linkages Activity	Trustees	--	Discussion
6.2 Pastoral Care Activity	Trustees	--	Discussion
6.3 Trustee Committee Pay Process	Chair	Link	Discussion
7. Reports from Board Committees/Task Forces			
8. Board Education (at the request of the Board)			
9. Policy Discussion (Based on Annual Plan of Board Work)			
10. Assurance of Successful Board Performance (monitoring)			
11. Assurance of Successful Director of Education Performance (monitoring)			
12. Potential Agenda Items/Shared Concerns/Report on Trustee Inquiries			
13. Announcements 13.1 Upcoming Meetings/Events (all scheduled for the Catholic Education Centre unless otherwise indicated): <ul style="list-style-type: none"> • Oct 4 – Interfaith Community Breakfast • Oct 9 – Thanksgiving • Oct 14 – Feast of St. Jerome Fundraiser • Oct 16 – Governance Committee Meeting • Oct 23 – Board of Trustees • Nov 11 – Remembrance Day • Nov 13 – Committee of the Whole • Nov 17 – Faith Day • Nov 20 – Progress Reports go home • Nov 27 – Inaugural Election Chair/Vice Chair and Board of Trustees 			

ITEM	Who	Agenda Section	Method & Outcome
14. Items for the Next Meeting Agenda	Trustees		
Board of Trustees Meeting: (October 23, 2023) <ul style="list-style-type: none"> • Well-Being Plan • IT Summer Update • Re-Engagement Strategy Update • Board Policy II 003 Board Job Description • Student Trustee Report • Chair of the Board Report • Director's Report 	Chair	--	Information
15. Adjournment/ Confirm decisions made tonight	Director of Education		
15.1 Confirm Decisions	Recording Secretary	--	Information
16. Closing Prayer			
17. Motion to Adjourn	Board of Trustees	Motion	Approval

CLOSING PRAYER

O Risen Lord, you have entrusted us with the responsibility to help form a new generation of disciples and apostles through the gift of our Catholic schools.

As disciples of Christ, may we educate and nurture hope in all learners to realize their full potential to transform God's world.

May our Catholic schools truly be at the heart of the community, fostering success for each by providing a place for all.

May we and all whom we lead be discerning believers formed in the Catholic faith community; effective communicators; reflective and creative thinkers; self-directed, responsible, life-long learners; collaborative contributors; caring family members; and responsible citizens.

Grant us the wisdom of your Spirit so that we might always be faithful to our responsibilities. We make this prayer through Christ our Lord.

Amen

Rev. Charlie Fedy, CR and the Board of Trustees, 2010



Committee of the Whole Meeting

A public meeting of the Committee of the Whole was held Monday, September 11, 2023, 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

Trustees Present:

Linda Cuff, Kathy Doherty-Masters, *Sally Fuentes, David Guerin, Renee Kraft, Julie Molenaar, Marisa Phillips, Robert Sikora, Tracey Weiler (Chair)

*Via Teams

Student Trustees Present:

Bryanna Donoghue, Xavier Petrie

Administrative Officials Present:

Tyrone Dowling, Gerald Foran, Shesh Maharaj, Paul Mendonca, Judy Merkel, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano

Special Resources For The Meeting:

Regrets:

Absent:

Recorder:

Stephanie Medeiros, Executive Administrative Assistant

NOTE ON VOTING: Under Board by-law 5.7 all Board decisions made by consensus are deemed the equivalent of a unanimous vote. A consensus decision is therefore deemed to be a vote of 9-0. Under Board by-law 5.11 every Trustee "shall vote on all questions on which the Trustee is entitled to vote" and abstentions are not permitted.

1. Call to Order:

The Chair called the meeting to order at 6:06 p.m.

1.1 Opening Prayer & Memorials

Trustee Guerin led prayer.

1.2 Territorial Acknowledgement

Territorial Acknowledgment declared by Chair Weiler.

1.3 Approval of Agenda

Chair Weiler motioned for approval of the agenda with the following amendments:

- Amendment to subsection 3.1, sub-subitem changed to 3.1.1 Committee of the Whole Minutes – May 1, 2023
- Amendment to item 5, method and outcome is for Information
- Amendment to item 5, subsection 5.2 merged with 5.1 MYSP Dashboard update report and appendix A. Removal of sub section 5.2.

2023-17 -- It was moved by Trustee Kraft and seconded by Trustee Phillips:

THAT the agenda for Monday, September 11, 2023, be now approved, as amended.

--- Carried by consensus.

1.4 Declaration of Pecuniary Interest

1.4.1 From the current meeting

1.4.2 From a previous public or in-camera meeting – NIL

2 Consent Agenda: Director of Education (e.g., day-to-day operational matters from the Ministry of Equity, Diversity and Inclusion)

3 Consent Agenda: Board of Trustees (Minutes of meetings)

3.1 Approval of Minutes of Regular and Special Meetings

3.1.1 Committee of the Whole Minutes – May 1, 2023

2023-18 -- It was moved by Trustee Sikora and seconded by Trustee Phillips:

THAT the Consent Agenda of Board of Trustees and the recommendations contained therein be now approved.

--- Carried by consensus.

4 Delegations

5 Advice From the CEO

5.1 MYSP Dashboard Update report

Director Dowling presented the MYSP Dashboard Update report and Kelly Roberts, Research Coordinator presented the MYSP Presentation Board Indicators to the Board of Trustees. Trustees asked clarifying questions and provided feedback. Chair Weiler asked for the MYSP Dashboard to be emailed to Trustees.

6. Ownership Linkage (Communication with the External Environment)

6.1 Linkages Activity

Trustee Sikora provided update on Linkages Activities including setting reminders for events and involvement with student events to inform them of Trustee activities.

6.2 Pastoral Care Activity

Trustee Guerin provided update on Pastoral Care Activity including more volunteer opportunities in the public community and participation in more events.

6.3 Trustee Work Plan

Trustees Weiler and Doherty-Masters presented the Trustee Work Plan. Trustees collaborated on professional development and provided feedback. Trustees asked clarifying questions.

7. Reports From Board Committees/Task Forces

8. Board Education (at the request of the Board)

8.1 OCSTA/CCSTA Communications

Chair Weiler briefly discussed OCSTA/CCSTA Communications

9. Policy Discussion

10. Assurance of Successful Board Performance

11. Assurance of Successful Director of Education Performance

12. Potential Agenda Items

13. Announcements (all scheduled for the Catholic Education Centre unless otherwise indicated)

13.1 Upcoming Meetings/Events

Trustees discussed upcoming events.

14. Items for the Next Meeting Agenda/Pending Items

Trustees discussed upcoming items on agenda.

15. Adjournment – Confirm decisions made tonight. Closing Prayer

15.1 Confirm Decisions

The Recording Secretary confirmed the meeting decisions.

16. Closing Prayer

17. Motion to Adjourn

2023-19 -- It was moved by Trustee Phillips and seconded by Trustee Cuff:
THAT the meeting be now adjourned. The meeting was adjourned by consensus at 8:34 p.m.

Chair of the Board

Secretary



Date: October 2, 2023
To: Board of Trustees
From: Director of Education
Subject: Board Improvement and Equity Plan (BIEP) 2023-24 and Student Achievement Plan (SAP)

Type of Report: Decision-Making
 Monitoring
 Incidental Information concerning day-to-day operations

Type of Information: Information for Board of Trustees Decision-Making
 Monitoring Information of Board Policy **XX XXX**
 Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

Education Act Section 169. (1)

Every Board shall:, (a) promote student achievement and well-being; (b) ensure effective stewardship of the board's resources; (c) deliver effective and appropriate education programs to its pupils; f) develop a multi-year plan aimed at achieving the goals of student achievement and well-being, positive school climate, inclusive and accepting schools, stewardship of resources, and effective and appropriate education programs to its pupils

Policy Statement and/or Education Act/other Legislation citation:

Bill 98, Better Schools and Student Outcomes Act, 2023
PPM 159 Collaborative Professionalism (2016) School Effectiveness Framework (2013)
PPM 119 Equity & Inclusion (2013)
Anti-Racism Act (2017)

Alignment to the MYSP and KPIs:

Awaken to Belong

- Every student can see themselves reflected in their learning.
- Staff experiences a positive, healthy, and inclusive workplace.
- Are aware of and/or use the available resources to assist in navigation of the school system.

Ignite to Believe

- Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments.
- Staff are welcomed and invited to continue to be a partner in their adult faith formation journey.
- The relationship between home, parish and school is strengthened.

Strengthen to Become

- Every student reaches their full potential.
- Staff see their impact on student achievement.
- Are engaged as active partners in our students' Catholic education journey.

Background/Comments:

The Board Improvement and Equity Plan (BIEP) establishes educational priorities, goals and performance indicators to support continuous quality improvement as to achievement, equity and well-being for all students. The BIEP is intended to be a demographic data-driven tool designed to capture the experiences and outcomes of our Kindergarten to Grade 12 learners.

The BIEP continues to build on previous successes and provides direction and resource support in the context of the Board's strategic commitments in the Multi-Year Strategic Plan. The Board's strategic commitments are intended to foster Catholic well-being and equity, inspire academic excellence, and nurture a culture of collaboration and innovation by maximizing resources and leveraging technologies.

The Board Improvement and Equity Plan provides the framework for each school's School Improvement and Equity Plan (SIEP). The SIEP allows for a goal driven and data led plan that is developed to identify the learning needs of students and the plan for improvement.

The WCDSB BIEP sets out goals and performance indicators in three priority areas that we are aiming to achieve through our daily work:

- Faith and Well Being
- Curriculum and Achievement
- Engagement, Pathways and Renewal

Link to full and interactive BIEP document: <https://bit.ly/WCDSBBIEP2023-24>

Review, Revise and Refine

In collaboration and with input from a wide range of WCDSB staff, the BIEP underwent an extensive review and revision process. The feedback from stakeholders included a need to refine the BIEP to align with the MYSP more closely, to condense the document to encourage increased public and staff participation and to clearly focus on the goals and strategies of board improvement. This feedback resulted in the BIEP being separated into two separate documents within the three priority areas: 1. the Operational plan that documents the day-to-day actions and practices and 2. the Improvement Plan that outlines the critical goals and strategies for improvement.

The system use of **Guiding Questions** and the **Equity principles** from the 2022-23 BIEP provided the main organizational change of this plan.

System use of guiding questions :

1. **Who are our students as learners?**
2. **What do we want them to be able to know and do?**
3. **How will we program to promote student learning?**
4. **How will we know if students are progressing and achieving?**
5. **What will we do for those who continue to struggle? Who is impacted? Who is forgotten?**




Board Improvement and Equity Plan 2022-23

IMPROVING EQUITY & ACCESS

System Statement: Commit to a system approach in creating inclusive, accepting and healthy learning environments. Ensure opportunity and equitable access to programs and services for all students. Develop strategies to dismantle racism and systemic inequities. Implementing actions to eliminate disparities and disproportionalities that impede achievement, well-being and success.

Waterloo Catholic District School Board

The **new design and template** for the 2023-24 BIEP features the Equity Principles that correlate with the guiding questions being addressed within the three priority areas: [↓ BIEP Priorities 2023-24](#)

 Waterloo Catholic Board Improvement and Equity Plan 2023-24  						
Equity Principles	Hope School Commitment Our: ■ Why ■ Vision & Mission ■ Culture ■ Moral Imperative		Opportunity Leadership Practices Our: ■ Priorities ■ Programs ■ Practices ■ Actions		Outcomes Teaching & Learning Our: ■ Optimism ■ Potential ■ Momentum ■ Impact	
	Who are our students as learners? (Needs Assessment)		How will we program to promote student learning?		How will we know if students are progressing and achieving? (Monitoring Progress)	
Improvement Actions	What do we want them to be able to know and do?		What will we do for those who continue to struggle? Who is impacted? Who is forgotten? (Monitoring Progress)			
	Faith & Well Being →					
	Curriculum & Achievement →					
	Engagement, Pathways & Renewal →					

Better Schools and Student Outcomes Act

As you are aware, the Better Schools and Student Outcomes Act, 2023 received Royal Assent on June 8, 2023. The Ministry of Education (MOE) has moved forward with regulatory and policy reforms for the start of the 2023-24 school year. These reforms support student achievement and well-being, and increase transparency for parents and families.

The regulatory and policy reforms will:

- Promote student achievement and transparency for parents through prescribing provincial education priorities on student achievement and ensure consistency with how these priorities are included and measured in transparent school board multi-year plans;
- Advance improved learning outcomes and student engagement and well-being through Policy/Program Memoranda (PPM) on early reading screening and student mental health;
- Increase transparency for families and local communities, through expectations for publicly posted information on board performance and Professional Activity (PA) days;
- Support students to graduate through modernized policies, including updates to the Community Involvement PPM and Prior Learning Assessment and Recognition (PLAR) for Mature Students PPM;
- Support the next generation of teachers and provide flexibility for school boards to address teacher supply challenges through faster certification and by enabling teacher candidates in Initial Teacher Education (ITE) programs to teach while completing their studies; and
- Help teachers to foster an inclusive learning environment through formalizing an Additional Qualification (AQ) on Holocaust Education and Countering Antisemitism for teachers.

Transition from the Board Improvement Equity Plan (BIEP) to the Student Achievement Plan (SAP)

Below are the requirements from the MOE which direct our transition from the BIEP to the SAP. The regulation on provincial priorities for education in the area of student achievement prescribes three priorities:

1. Achievement of Learning Outcomes in Core Academic Skills
2. Preparation of Students for Future Success
3. Student Engagement & Well-Being

School boards are required to adopt these provincial priorities into their multi- year plans. To support boards in their planning, the ministry released the Student Achievement Plan which replaces the Board Improvement Equity Plan (BIEP), that contains measurable system-wide performance indicators under each priority. School boards have the flexibility to consider local needs and perspectives including Francophone and/or Catholic needs, when developing plans to address provincial priorities. Student achievement indicators alongside census data provide the pathway to do the necessary work. Equity is embedded within the priorities and will be reflected in the indicators. <https://www.ontario.ca/page/ontarios-3-year-anti-racism-strategic-plan-targets-and-indicators>.

We look forward to more direction and conversation on the sharing of our Catholic lens within our achievement plan.

School boards will also be required to publicly post their multi- year plan, including the Student Achievement Plan using the reporting template. This is not a new process for boards as we are required to post our BIEPs on our websites. However, we have previously worked using a framework developed at the board level, based on the needs, prioritized indicators, goals and monitoring plans for the board. The MOE has made the SAP a regulated policy for all boards and given the eleven indicators we will be reporting on.

School boards will share their completed Student Achievement Plan annually to the ministry by June 30. This will support school boards to advance provincial priorities and allow the Minister to discern where additional supports may be needed. The tool for submission, as well as fillable reporting templates for public posting which include the individual board and provincial indicator results will be arriving at a later date from the MOE.

For the 2023-24 school year we will follow through on the work using the BIEP that was developed with our stakeholders throughout the 2022-23 school year. The 3 pillars noted above in our BIEP align very closely with the 3 priorities identified within the SAP. We are well aligned in all priority areas.

Comparison BIEP Pillars to MOE SAP Priorities	
<u>BIEP</u>	<u>SAP</u>
<ul style="list-style-type: none"> ● Curriculum and Achievement 	<ul style="list-style-type: none"> ● Achievement of Learning Outcomes in Core Academic Skills
<ul style="list-style-type: none"> ● Engagement, Pathways & Renewal 	<ul style="list-style-type: none"> ● Preparation of Students for Future Success
<ul style="list-style-type: none"> ● Faith & Well Being 	<ul style="list-style-type: none"> ● Student Engagement & Well Being

Below you will see the SAP that we will be adopting and reporting on for June 30, 2024. There are 3 priorities and eleven indicators identified on the plan.

We have already been working closely with our Research team -we are very well situated and prepared to collect the data and report on the eleven indicators.

Student Achievement Plan

PURPOSE:

Levelling up achievement outcomes and experiences for every student.

For each priority and indicator, school boards will use board-level data on their student populations to further refine actions.



PRIORITY:
Achievement of Learning Outcomes in Core Academic Skills



PRIORITY:
Preparation of Students for Future Success



PRIORITY:
Student Engagement & Well-being

Goal: Improve students' literacy learning and achievement.

Indicators:

1. % of students who meet or exceed the provincial standard on:
 - Grade 3 EQAO Reading
 - Grade 3 EQAO Writing
 - Grade 6 EQAO Reading
 - Grade 6 EQAO Writing
2. % of fully participating, first-time eligible students who are successful on the OSSLT/TPCL

Goal: Improve students' math learning and achievement.

Indicators:

3. % of students who meet or exceed the provincial standard on:
 - Grade 3 EQAO Math
 - Grade 6 EQAO Math
 - Grade 9 EQAO Math

Goal: Improve students' graduation rates and preparedness for future success.

Indicators:

4. % of students who earn 16 or more credits by the end of Grade 10
5. % of students participating in at least one job skills program (Specialist High Skills Major, Dual Credits or Ontario Youth Apprenticeship Program)
6. % of students graduating with an OSSD within five years of starting Grade 9
7. % of students enrolled in at least one Grade 12 math or Grade 11 or 12 science courses
8. % of students who believe their learning has prepared them for the next step in their learning experience (i.e. next grade, post secondary, etc)

Goal: Improve students' participation in class time and learning.

Indicators:

9. % of students in Grades 1-8 whose individual attendance rate is equal to or greater than 90 percent
10. % of students in Grades 4-12 who were suspended at least once

Goal: Improve student well-being.

Indicators:

11. % of Grade 6, 9 and 10 students who report being aware of mental health supports and services in order to seek supports for mental health

For Information.

Prepared/Reviewed By:

Tyrone Dowling
Director of Education

Jennifer Ritsma
Superintendent of Learning

Petra LeDuc
K-12 Mathematics Coordinator, Board Math Lead

Date: October 2, 2023
To: Board of Trustees
From: Director of Education
Subject: Pastoral Plan Update

Type of Report: Decision-Making
 Monitoring
 Incidental Information concerning day-to-day operations

Type of Information: Information for Board of Trustees Decision-Making
 Monitoring Information of Board Policy **XX XXX**
 Information only of day-to-day operational matters delegated to the CEO

Origin: (cite Education Act and/or Board Policy or other legislation)

- Board Governance Policy I:001 Ends
- Ontario Catholic School Graduate Expectations (OCSGE, 2011): [Institute for Catholic Education]

Policy Statement and/or Education Act/other Legislation citation:

- Administrative Policy (APA001): Elementary Admissions
- Administrative Policy (APA002): Secondary Admissions

Alignment to the MYSP:

Awaken to Belong

- Every student can see themselves reflected in their learning.
- Staff experiences a positive, healthy, and inclusive workplace.
- Are aware of and/or use the available resources to assist in navigation of the school system.

Ignite to Believe

- Every student experiences the Ontario Catholic School Graduate Expectations (OCSGEs) and the WCDSB pastoral plan within their learning environments.
- Staff are welcomed and invited to continue to be a partner in their adult faith formation journey.
- The relationship between home, parish and school is strengthened.

Strengthen to Become

- Every student reaches their full potential.
- Staff see their impact on student achievement.
- Are engaged as active partners in our students' Catholic education journey.

Background/Comments:

Catholic schools exist to support the evangelizing mission of the Church. Catholic parents send their children to Catholic schools with certain expectations. The overriding expectation is that their child will experience education permeated with religious values, religious instruction and be invited to participate in the sacramental life of the church. They also expect that Catholic values will be held, modeled, expressed, and taught within the Catholic educational community. Our three-year pastoral plan supports and animates the faith life of students and staff in the WCDSB.

At the Waterloo Catholic District School Board, our Catholic Faith and Catholic Social Teachings serve as the bedrock upon which we build everything we do. Our commitment to these guiding principles is unwavering and extends far beyond the confines of the classroom. Our faith is not merely a part of our identity; it is the very essence that shapes our actions, decisions, and interactions within our educational community.

In every facet of our institution, from curriculum development to extracurricular activities, our Catholic Faith is a driving force. We instill in our students the values of compassion, social justice, and a profound sense of responsibility to care for one another, reflecting the teachings of Christ. This commitment extends beyond the walls of our schools, as we actively engage with the broader community, advocating for equality, justice, and the dignity of every human being.

Our educators and staff are not just teachers; they are mentors and role models who embody the principles of Catholic Social Teachings in their daily lives. Through their dedication, our students witness the transformative power of faith in action, inspiring them to become responsible citizens who actively contribute to the betterment of society.

At the Waterloo Catholic District School Board, our Catholic Faith and Catholic Social Teachings are not just a part of our mission—they are the very heart and soul of all that we do, both within and beyond the classroom. We are committed to nurturing a community that reflects these principles in its entirety, fostering a culture of compassion, empathy, and service to others, as we prepare our students to be the leaders of tomorrow.

Additionally, our Multi-Year Strategic Plan indicates that nurturing our Catholic community will be a priority area with opportunities to bear witness to our faith through joyful discipleship and our relationships with and in Christ, as an essential strategic direction. To this end, we endeavor to provide opportunities to live out and inform our faith through the implementation of our Pastoral Plan, which is informed by the Ontario Bishops' pastoral letter, "*Renewing the Promise*".



Last year we transitioned to *AWAKEN*, the first year of our new three-year Pastoral Plan. Reminded that **"We are the People of God, diverse yet united, awakened to heal in community,"** we responded to the 'signs of our time' to bring about a material and spiritual **AWAKENING** in our communities.

With great hope and conviction, we were reminded in Paul's Letter to the Romans, that despite great difficulties, **"That it is now the moment for you to wake from sleep!"**

During our 2022 **Spiritual Development Day**, we celebrated and reflected upon our Pastoral Year theme, *AWAKEN*.





In the morning, staff gathered in their school communities to listen to our keynote speaker. Archbishop Bolen, who has walked for years with Indigenous communities toward healing and reconciliation as the Church led us in conversation. Archbishop Bolen recently participated in a delegation that met with Pope Francis, at the Vatican, to share stories of Canadian Residential Schools as he served as a bridge between Indigenous peoples and the Church, for Pope Francis' recent visit to Canada. We were challenged by Archbishop Bolen's reflections and advocacy on behalf of Indigenous peoples, as we continue to unpack the specific ways we can proclaim and participate in the crucial work of Reconciliation.



Inspired by our Spiritual Development Day – the work of **AWAKENING** began in earnest. Picking up on the **Walking Together, Pope Francis Reconciliation Visit to Canada and Indigenous Reconciliation** theme, we commissioned an art project which now hangs proudly in our CEC. Dianne Montreuil – a Métis Knowledge keeper and artist, created this original **AWAKEN** art piece which reflects our Pastoral Year and some of the broader Reconciliation efforts currently underway.



The **AWAKEN** theme lends itself to raising awareness around local, national, and international issues which pertain to our faith and student's wellbeing. Building on the momentum of our previous year's efforts, the crucial work of addressing Human Trafficking will continue this year, resuming from where we left off in the previous year. Our commitment remains unwavering as we strive to educate and empower our community. To achieve this, we will collaborate closely between the dedicated teams at the Safe Schools office and the Religion and Family Life office, ensuring that elementary and secondary schools receive immersive, in-person presentations. These face-to-face, hands-on sessions will play a pivotal role in raising awareness and fostering a safer, more informed society. Together, we will continue to combat this pressing issue.



We will center these presentations around the recent artistic effort, "Let the Oppressed Go Free" by the modern-day Michelangelo – Kitchener's very own Timothy Schmalz, which now resides at the Vatican!



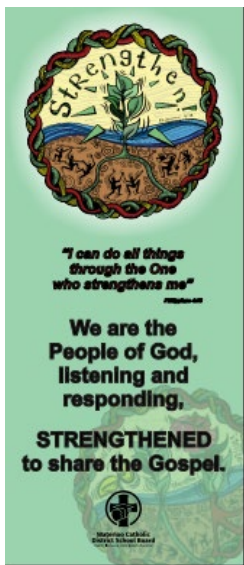
Last year we re-AWAKENED School Pastoral Teams by 'calling them forward' to support their formation and the critical work of animating our faith in their schools. We were excited to offer a **Theology on Tap** for Pastoral Team members at the Waterloo Brewery to listen to the inspiring words of Fr. Rafael Ma and the sweet sounds of musician Will Penney.



For the 2023-2024 school year, our Pastoral Plan's focus will be the Year 2 theme, **Strengthen**. Anchored in St. Paul's exhortation to the burgeoning Christian community at Philippi, the Waterloo Catholic District School Board community proclaims in faith: "I can do all things through the One who strengthens me" (Phil. 4.13), because we are the People of God, listening and growing, and called to share the Good News!



Catholics find their strength in the sacramental life of the Church: through the Eucharist, through communal and personal prayer, and through deepening our relationship with Jesus Christ. This strengthens us to be the body of Christ, and so we go out to the margins, as Pope Francis has frequently told us we must do. The Church is Mission! As we grow stronger in our faith, we are emboldened to go out into the world to share the good news of God's saving love in Christ Jesus.



We reach out to all who have been relegated to the margins of society, all who have been lost or forgotten. Growing out of the gospel message, our Catholic social teachings guide us in our mission to serve. We champion the dignity of all people. We walk in solidarity with all who seek justice: locally, regionally, internationally. We work intentionally for the common good. We are stewards of the natural world. We actively include those who have diverse identities and experiences so that they have full participation and agency in social affairs, and we encourage and empower decision-making at grass-root levels. These are the guiding principles of Catholic social teaching, and they are aligned with the provincial educational mandates for equity, diversity, and inclusion. We accompany students and staff in their journeys of faith, encountering them as they are and walking beside them as they draw closer to the tender mercy of God the Father, through Jesus his Son, and in unity with the Holy Spirit. All the planning for this year in animating our pastoral plan is guided by the key principles outlined above.



This year we look forward to continuing to partner with **Development and Peace** and their education team (led by Emily Lukasik, Youth Program Coordinator) to explore our Catholic social teachings and train staff in all school communities in their age-appropriate application.

While the last few years have proved challenging to pastoral teams, we began the process to **AWAKEN** their efforts last year. The work of our pastoral team members within our school communities is **invaluable** – and in the spirit of our Strengthen pastoral theme this year - ***I can do all things through the One who Strengthens me*** - we look forward to meeting with all members and helping to **STRENGTHEN** their efforts! Our Initial Family of Schools pastoral meetings, with all communities, have been scheduled for the early fall (to be held in all five high school chapels) and will continue through the year in the larger St. Anthony Daniel Parish Hall location. The work to support and reanimate school pastoral teams is a priority in this pastoral year.



Last year Administrators across our system had the chance to hear from the engaging and energetic Greg Rogers. Greg was one of the early pioneers of the Ontario Catholic School Graduate Expectations, and his work with students to give shape



to these expectations is truly inspiring. We are partnering again with Greg this year to work with our student leaders in all our Secondary Schools for half day OCSGE retreats to Strengthen our



awareness of **WHO WE ARE!** Staff and students in our schools will also see greater temporary and permanent signs of visibility of the OCSGE during the coming year.



In late October, Catholic educators, from across the province, will once again gather in Toronto for the **When Faith Meets Pedagogy Conference**. This year marks the return of the Youth Forum. Waterloo Catholic will be bringing fifty students from across our system to Toronto on October 27th to participate in a day of song, prayer, reflection and to experience the Joy of the Gospel. This year's theme is **Awake, Arise, Announce – The Glory of the Lord is Within and Among You**. We know that staff, and students alike, will be Strengthened and inspired by the words and example of Fr. Tony Ricard and Susan Hookong-Taylor.





Look for a full complement of Theology on Tap events this year as we look to be Strengthened in Community and Mission! Our first Theology on Tap in October promises to pour forth good spirits as we launch our series in Cambridge at Four Fathers Brewing.



Some other Highlights of STRENGTHEN activities will include the following:

STRENGTHEN activities intentionally connected to our Catholic Education Week theme, "We are Called to Love."



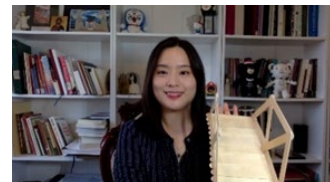
We are Called to Love / Appelés à aimer

"If we love one another, God lives in us."
(1 John 4:12)
«Si nous nous aimons les uns les autres, Dieu demeure en nous.»
(1 Jean 4. 12)

During this year's Catholic Education Week, noted Catholic speaker and musician **Chris Bray** will be joining the **WCDSB for the entire week** as he looks to STRENGTHEN and inspire staff and students with his uplifting words and music!



- STRENGTHEN Divisional Videos and Liturgies (Prepared by our Elementary Chaplains, Lei Ann Oullette-Wade and Andrea Laughlin).



- Gr. 8 Retreats based on the theme and mission of STRENGTHEN, incorporating meaningful activities to support and connect with our pastoral theme to support the faith development of our students.
- Video Read Aloud of Pastoral Support Books - by our Learning Commons staff for primary students.

- Continue and build upon Google meet experience with **Saint John's Bible** to explore how we **Learn from our Mistakes**: 30 to 40-minute session where all grade 8 participants learn that even professional artists and calligraphers make mistakes, viewing the corrections in the finished Bible and strategies for learning from mistakes.



- Kindergarten Virtual Tours of Parish Churches continue with new and enhanced software providing opportunities for schools and parishes to partner, and especially to promote the connections and importance of the Sacraments. This year we are partnering Gr 7 students receiving the Sacrament of Confirmation with Gr 2 students receiving Eucharist to work on developing these virtual tours together!
- Adult faith formation activities including Advent and Lenten Retreats.

Summary:

Reminded that **“We are the People of God, Listening and Responding, STRENGTHENED to share the Gospel,”** – we look to respond to the needs of our present time and situation to continue to Strengthen our communities. As we look forward to our upcoming year of **IGNITE**, we keep our efforts this year firmly rooted in the fertile soil of our Faith as we call forth into life all who have experienced a particularly difficult time these past few years. With great hope and conviction, we are reminded in Philippians 4:13, that despite all obstacles, **“I can do all things through the One who strengthens me.”**

Recommendation:

That the Board receive this report as an information update on the Pastoral Plan.

Prepared for your information.

Prepared/Reviewed By:

Tyrone Dowling
Director of Education

Paul Mendonca
Superintendent of Learning

John Murphy
Religion, Family Life, Equity, and Inclusion Consultant

*4.2 DIRECTOR Monitoring Reports: Where the Board receives from the CEO a monitoring report that flows from a responsibility delegated to the Director under Board Policy – except where approval is required by the Board on a matter delegated by policy to the Board – the minutes of the Meeting at which the Report is received shall expressly provide that the Board has received and approved of the Report as an action consistent with the authority delegated to the CEO, subject in all instances to what otherwise actually occurred.