



Board of Trustees' Board Meeting

Date: Monday, January 27, 2025.
 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 (Vice-Chair), Winston Francis, David Guerin, Renée Kraft, Marisa Phillips, Robert Sikora (Chair), Conrad Stanley, Tracey Weiler

Student Representatives:
 Allison-Hannah Berwick, Matteo Leone

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

Special Resource:

Recording Secretary:
 Stephanie Medeiros

ITEM	Who	Agenda Section	Method & Outcome
1. Call to Order	Chair		
1.1 Opening Prayer/Memorials	Board of Trustees		
1.2 Territorial Acknowledgement 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.	Chair		
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: Items for action arising from the Double In Camera meeting of Monday, January 13, 2025, regarding Trustee matters.	Board of Trustees		Approval
2. Consent Agenda: Director of Education (e.g.: day –to –day operational matters from the Ministry of Education that the Board is required to do)			

ITEM	Who	Agenda Section	Method & Outcome
3. Consent Agenda: Board (Minutes of meetings, staff report)			
3.1 Approval of Minutes of Regular and Special Meetings 3.1.1 Board of Trustees Minutes – Dec 9, 2024 3.1.2 Special Board of Trustees Minutes – Jan 6, 2025 3.2 CPIC Minutes – Sept 18, 2024 3.3 SEAC Minutes – Nov 6, 2024 3.4 SEAC Minutes – Dec 4, 2024 3.5 Director’s Report	Board of Trustees Board of Trustees Board of Trustees Board of Trustees Board of Trustees T. Dowling	pp. 4-7 pp. 8-11 pp. 12-15 pp. 16-18 pp. 19-21 pp. 22-24	Approval Approval Information Information Information Information
4. Delegations/Presentation			
4.1 Delegation Presentation	T. Rose	pp. 25-26	Information
5. Advice from the CEO			
5.1 Rosenburg Boundary Review - Final Recommendation Report 5.2 Annual Report on Properties and Major Construction Projects 5.3 Approval of Budget Plan 5.4 FSL 5.5 Well-Being – Healthy Active Living	S. Maharaj S. Maharaj S. Maharaj P. Mendonça J. Ritsma	pp. 27-29 pp. 30-34 pp. 35-37 pp. 38-40 pp. 41-45	Approval Information Information Information Information
6. Ownership Linkage (Communication with the External Environment)			
7. Reports from Board Committees/Task Forces			
7.1 Student Trustee Report	A. Berwick/M. Leone	pp. 46-48	Information
8. Board Education (at the request of the Board)			
8.1 OCSTA/CCSTA Communications OCSTA/CCSTA Communications Link	Chair	Link	Information
8.2 OCSTA Resolutions 1. Addressing Funding Needs for Faculties of Education 2. Cost of Sick Leave 3. Cyber Security Funding 4. Student Transportation 5. Temporary Accommodation 6. Voter Registration 7. Creation of a dedicated Catholic Faculty of Education and/or Catholic educational worker training program in the Province of Ontario	Board of Trustees	pp. 49-57	Approval
8.3 Chair of the Board Report	Chair	pp. 58-59	Information
9. Policy Discussion			
10. Assurance of Successful Board Performance			
10.1 Board Policy Review 10.1.1 Board Policy II 006 Celebration of Excellence Is there a need to review the Policy?	T. Weiler	Link	Approval
10.1.2 Board Policy III 002 Unity of Control Is there a need to review the Policy?	Chair	Link	Approval

ITEM	Who	Agenda Section	Method & Outcome
10.2 Trustee Code of Conduct Concern	Board of Trustees	--	Approval
11. Assurance of Successful Director of Education Performance			
11.1 Monitoring Reports			
11.1.1 Board Policy IV-13 – Leadership	T. Dowling	pp. 60-64	Approval
12. Potential Agenda Items/Trustee Inquiry Report (CEO)			
		--	
13. Announcements			
13.1 Upcoming Meetings/Events (all scheduled for the Catholic Education Centre unless otherwise indicated):			
<ul style="list-style-type: none"> • Feb 5 – SEAC Meeting • Feb 5 – Audit Committee Meeting • Feb 10 – Committee of the Whole • Feb 13-16 – OSTA/AECO EAC - Ottawa • Feb 17 – Family Day • Feb 24 – Board of Trustees • Feb 26 - Pink Shirt Day 	Chair	--	Information
13.2 Pending Items:	<u>Committee/Task Force</u>	<u>Due Date</u>	<u>Action Taken</u>
13.3 Pending Items for OCSTA Consideration			
14. Items for the Next Meeting Agenda			
	Trustees		
14.1 February 10, 2025 – Committee of the Whole Meeting			
<ul style="list-style-type: none"> • Early Years Report • Extended Day Report • MYSP Consultant • Interim Financial Report #1 	Board of Trustees	--	Information
15. Adjournment			
Confirm decisions made tonight			
15.1 Confirm Decisions Made Tonight	Recording Secretary	--	Information
15.2 Trustees move into Triple In Camera meeting	Board of Trustees	--	Approval
16. Closing Prayer			
16.1 Closing Prayer	All		
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



Board of Trustees' Board Meeting

A public meeting of the Board of Trustees was held on Monday, December 9, 2024, at 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

Trustees Present:

Linda Cuff (Vice-Chair), Kathy Doherty-Masters, Winston Francis, David Guerin, Renée Kraft, Marisa Phillips*, Robert Sikora (Chair), Conrad Stanley, Tracey Weiler

*-arrived at 6:03 p.m.

Student Trustees Present:

Allison-Hannah Berwick, Matteo Leone

Administrative Officials Present:

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

Special Resources For The Meeting:

Regrets:

Recorder:

Stephanie Medeiros, Executive Administrative Assistant

NOTE ON VOTING: Under Board by-law 4.7, when a decision is reached by consensus, the minutes of the Meeting shall indicate a decision by consensus with the notation in the minutes that consensus means the decision was supported by all Trustees present and eligible to vote on a matter. Under Board by-law 4.11 Whenever a vote is required, every Trustee present when a vote is taken, including the Chair but excluding any Trustee who has declared a direct or indirect pecuniary interest as required by the Municipal Conflict of Interest Act, shall vote on all questions on which the Trustee is entitled to vote and abstentions are not permitted.

1. Call to Order:

The Chair of the Board called the meeting to order at 6:02 p.m.

1.1 Opening Prayer & Memorials

Vice-Chair Cuff led prayer.

1.2 Territorial Acknowledgment

Territorial Acknowledgement declared by Chair Sikora.

1.3 Approval of Agenda

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

- Add motion to 1.5, items for action arising from the Double In Camera meeting of November 25, 2024, regarding Trustee matters for approval.
- Change the 'Who' in item 5.3 from Paul Mendonça to Lynn Garrioch, Senior Manager of Equity Services.
- Add item 15.2 motion for Trustees move into a Triple In Camera meeting.

**2024-126-- It was moved by Trustee Phillips and seconded by Trustee Francis:
THAT the agenda for Monday, December 9, 2024, be now approved, as amended.
--- Carried by consensus**

1.4 Declaration of Pecuniary Interest

1.4.1 From the current meeting – NIL

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

1.5 Items for Action –

Items for Action arising from the Double In Camera meeting of Monday, November 25, 2024 regarding Trustee matters. Chair Sikora requested a mover and seconder to approve the items for action of the Double In Camera meeting.

2024-127-- It was moved by Trustee Phillips and seconded by Trustee Cuff:

THAT the items for action arising from the Double In Camera meeting of Monday, November 25, 2024, regarding Trustee matters, be now approved.

--- Carried by consensus

2. Consent Agenda: Director of Education (e.g. day-to-day operational matters from the Ministry of Education that the board is required to do)

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

3.1 Approval of Minutes of Regular and Special Meetings

3.1.1 Inaugural Meeting of the Board of Trustees – Nov 18, 2024

3.1.2 Board of Trustees Minutes – Nov 25, 2024

3.2 Director's Report

Chair Sikora motioned for approval of the consent agenda.

2024-128-- It was moved by Trustee Stanley and seconded by Trustee Cuff:

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

--- Carried by consensus

4. Delegations

5. Advice from the CEO

5.1 Annual Report of Surpluses

Superintendent Maharaj introduced Laura Issac Senior Manager of Finance to present the Annual Report on Surpluses. The presentation reviewed the allocations of specific reserves for operational and capital requirements.

2024-129-- It was moved by Trustee Cuff and seconded by Trustee Weiler:

1. That the CEO be given permission to use up to \$93,905 from the Student Support Fund surplus to offset related costs.

2. That the CEO be given permission to use up to \$250,000 from the Early Learning Resources surplus to offset related costs.

--- Carried by consensus

5.2 Revised Estimates Report

Senior Manager of Finance, Laura Issac, presented the Revised Estimates Report. The presentation highlighted modifications to the approved budget from June 2023, reflecting adjustments due to changes in enrollment, funding, and updated operational needs.

5.3 Equity Action Plan Update

Lynn Garrioch, Senior Manager of Equity Services presented the Equity Action Plan Update. The presentation highlighted the principles of the Catholic Social Teachings and how they provide the foundation for our equity work. It also addressed the expectations set by the Ministry and the ongoing efforts of the board. It was noted that equity training and support will continue to be provided by the board. Ms. Garrioch emphasized the importance of representation in the curriculum for student success and the promotion of student voice. Additionally, the development and progress of affinity groups aimed at enhancing school and communities were reviewed, along with the partnership between WCDSB and WRPS to address hate in the Region of Waterloo.

Trustee Berwick spoke about the positive impact of affinity groups and touched on personal experience. Trustees asked clarifying questions.

5.4 CEO's Annual Report

Director Dowling provided a brief overview of the CEO's Annual Report for 2024, which assesses the progress made on the goals and objectives outlined in the Multi-Year Strategic Plan and invited questions from the Trustees.

2024-130-- It was moved by Trustee Guerin and seconded by Trustee Doherty-Masters: That the Board accept this report indicating compliance with our obligations under Section 283(3) of The Education Act.

--- Carried by consensus

5.5 MYSP Report 2022-2025

Director Dowling presented the Multi-Year Strategic Plan Report for 2022-2025, focusing on the overall objective of establishing a cohesive connection between all plans. The presentation included an examination of the MYSP indicator dashboard and its collection cycles, as well as stakeholder consultations related to the MYSP. Additionally, the data and context pertaining to each indicator were analyzed as well as their connection to each pillar.

2024-131-- It was moved by Trustee Weiler and seconded by Trustee Doherty-Masters: That the Board approve the Multi-Year Strategic Plan Update for the 2024-2025 school year, as presented in this report.

--- Carried by consensus

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

7. Reports From Board Committees/Task Forces

7.1 Student Trustee Update

Student Trustees Berwick and Leone presented the Student Trustee report and provided an update on events and activities happening in the secondary school community along with Student Trustee Role update for the month of December.

Chair Sikora recognized Student Trustee Berwick as a winner of the Young Authors contest organized by OECA.

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

8.1 Chair Sikora noted OCSTA Communications

Chair Sikora noted review of OCSTA communications.

8.2 Chair's Report

Chair Sikora delivered the Chair's report for December, highlighting the events in which Trustees engaged in across the Region.

9 Policy Discussion

10 Assurance of Successful Board Performance

10.1 Board Policy Review

10.1.1 Board Policy I 001 Ends. Is there a need to review the Policy?

Trustees confirmed review of Board Policy I 001 Ends and confirmed compliance. The policy does not require review at the Governance Committee.

Chair Sikora called for a mover and seconder to affirm compliance.

2024-132-- It was moved by Trustee Cuff and seconded by Trustee Guerin: THAT the Board of Trustees reviewed Board Policy I 001 Ends and find that the Board is in compliance.

--- Carried by consensus

10.1.2 Board Policy II 005 Consultation. Is there a need to review the Policy?

Trustee Weiler confirmed review of Board Policy II 005 Consultation and confirmed compliance. The policy does not require review at the Governance Committee.

Chair Sikora called for a mover and seconder to affirm compliance.

**2024-133-- It was moved by Trustee Weiler and seconded by Trustee Cuff:
THAT the Board of Trustees reviewed Board Policy II 005 Consultation and find that the Board is in compliance.
--- Carried by consensus**

11 Assurance of Successful Director of Education Performance

12 Potential Agenda Items

13 Announcements

13.1 Upcoming Meetings/Events

Chair Sikora reviewed upcoming meetings and events.

13.2 Pending Items: N/A

13.3 Pending Items for OCSTA Consideration: N/A

14 Items for the Next Meeting Agenda

14.1 Chair Sikora reviewed upcoming agenda items.

15 Adjournment – Confirm decisions made tonight.

15.1 The Recording Secretary confirmed decisions made tonight.

15.2 Trustees moved into a Triple In Camera meeting at 7:46 p.m.

2024-134-- It was moved by Trustee Stanley and seconded by Trustee Cuff:

THAT the Board of Trustees move into a Triple In Camera meeting.

--- Carried by consensus

16 Closing Prayer

16.1 Closing prayer.

17 Motion to Adjourn

2024-135-- It was moved by Trustee Stanley and seconded by Trustee Weiler:

THAT the meeting be now adjourned. The meeting was adjourned by consensus at 10:11 p.m.

Chair of the Board

Secretary



Special Board of Trustees' Board Meeting

A public meeting of the Board of Trustees was held on Monday, January 6, 2025, at 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

Trustees Present:

Linda Cuff (Vice-Chair), David Guerin, Marisa Phillips*, Renée Kraft*, Robert Sikora (Chair), Conrad Stanley*, Tracey Weiler*

*- attended virtually via Teams

Student Trustees Present:

Allison-Hannah Berwick*

Administrative Officials Present:

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

Special Resources For The Meeting:

Regrets: Matteo Leone, Winston Francis

Recorder:

Stephanie Medeiros, Executive Administrative Assistant

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1. Call to Order:

The Chair of the Board called the meeting to order at 7:41 p.m.

1.1 Opening Prayer & Memorials

Trustee Guerin led opening prayer.

1.2 Territorial Acknowledgment

Territorial Acknowledgment declared by Chair Sikora.

1.3 Approval of Agenda

Chair Sikora motioned for approval of the agenda.

**2025-01-- It was moved by Trustee Cuff and seconded by Trustee Guerin:
THAT the agenda for Monday, January 6, 2025, be now approved.**

--- Carried by consensus

1.4 Declaration of Pecuniary Interest

1.4.1 From the current meeting – NIL

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

1.5 Items for Action:

Items for action arising from the Triple In Camera meeting of Monday, January 6, 2025.

Chair Sikora requested a mover and seconder to approve the items for action from the Triple In Camera meeting.

2025-02-- It was moved by Trustee Cuff and seconded by Trustee Phillips:

THAT the items for action arising from the Triple In Camera meeting of Monday, January 6, 2025, regarding Trustee matters be now approved.

---No consensus

Trustee Weiler requested a recorded vote.

By Recorded Vote:

In Favour: Trustees Stanley, Cuff, Phillips, Sikora

Opposed: Trustees Guerin, Weiler, Kraft

-- Motion Passed by Majority

2. Consent Agenda: Director of Education (e.g. day-to-day operational matters from the Ministry of Education that the board is required to do)

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

3.1 Approval of Minutes of Regular and Special Meetings

3.1.1 Special Board of Trustees Minutes– Dec 19, 2024

2025-03-- It was moved by Trustee Cuff and seconded by Trustee Stanley:

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

--- Carried by consensus

4. Delegations

5. Advice from the CEO

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

7. Reports From Board Committees/Task Forces

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

9. Policy Discussion

10. Assurance of Successful Board Performance

10.1 Trustee Code of Conduct Concern

Chair Sikora asked for a mover and seconder for the following motions in the matter of a Trustee breach regarding Board Policy II-007 - Board Members' Code of Conduct.

2025-04-- It was moved by Trustee Cuff and seconded by Trustee Stanley:

THAT the Board confirm the determination made on December 19, 2024, that Trustee Doherty-Masters breached Board Policy II 007 Board Members Code of Conduct.

---No consensus

Trustee Guerin requested a recorded vote.

By Recorded Vote:

In Favour: Trustees Stanley, Cuff, Phillips, Sikora

Opposed: Trustees Guerin, Kraft, Weiler

-- Motion Passed by Majority

2025-05-- It was moved by Trustee Cuff and seconded by Trustee Stanley:

THAT the Board confirm its decision regarding the sanctions imposed on Trustee Doherty-Masters at the Special Board Meeting of December 19, 2024.

---No consensus

Trustee Weiler requested a recorded vote.

By Recorded Vote:

In Favour: Trustees Stanley, Cuff, Phillips, Sikora

Opposed: Trustees Guerin, Kraft, Weiler

-- Motion Passed by Majority

11. Assurance of Successful Director of Education Performance

12. Potential Agenda Items

13. Announcements

13.1 Upcoming Meetings/Events: N/A

13.2 Pending Items: N/A

13.3 Pending Items for OCSTA Consideration: N/A

14. Items for the Next Meeting Agenda

15. Adjournment – Confirm decisions made tonight.

15.1 The Recording Secretary confirmed decisions made tonight.

16. Closing Prayer

16.1 Recited the closing prayer

17. Motion to Adjourn

**2025-06-- It was moved by Trustee Cuff and seconded by Trustee Stanley:
THAT the meeting be now adjourned. The meeting was adjourned by consensus at 7:58 p.m.**

Chair of the Board

Secretary



Catholic Parent Involvement Committee (CPIC) Minutes

Date	Wednesday, September 18, 2024																																																																										
Time	6:00pm to 7:30pm																																																																										
Location (Hybrid)	Catholic Education Centre, 35 Weber St. W., Kitchener Teams Link:																																																																										
	<table border="1"> <thead> <tr> <th>Member</th> <th>Role</th> <th></th> </tr> </thead> <tbody> <tr> <td>Judy Merkel</td> <td>Superintendent of Learning</td> <td>In-Person</td> </tr> <tr> <td>Renee Kraft</td> <td>Trustee</td> <td>Regrets</td> </tr> <tr> <td>Marisa Phillips</td> <td>Trustee</td> <td>Regrets</td> </tr> <tr> <td>Winston Francis</td> <td>Trustee</td> <td>Regrets</td> </tr> <tr> <td>Andrew Gordon</td> <td>Elementary Administrator</td> <td>Regrets</td> </tr> <tr> <td>Monica Carlin</td> <td>Secondary Administrator</td> <td>In-Person</td> </tr> <tr> <td>John Murphy</td> <td>Diocesan Representative</td> <td>Absent</td> </tr> <tr> <td>Joy Stephen</td> <td>Monsignor Doyle Family</td> <td>In-Person</td> </tr> <tr> <td>Chetna Tomar</td> <td>Resurrection Family</td> <td>Online</td> </tr> <tr> <td>James Sebastian-Scott</td> <td>St. Benedict Family (CPIC Chair)</td> <td>In-Person</td> </tr> <tr> <td>Craig LeBlanc</td> <td>St. David Family</td> <td>In-Person</td> </tr> <tr> <td>Paul Marchwica</td> <td>St. Mary's Family</td> <td>In-Person</td> </tr> <tr> <td>Dave Perlaky</td> <td>Secondary: Cambridge (Budget)</td> <td>Absent</td> </tr> <tr> <td>Irene Vassalo</td> <td>Secondary: Kitchener</td> <td>Regrets</td> </tr> <tr> <td>Abuobeida (Obaida) Mudawi</td> <td>Secondary: Waterloo</td> <td>In-Person</td> </tr> <tr> <td>Vacant</td> <td>Member-at-Large</td> <td>N/A</td> </tr> <tr> <td>Vacant</td> <td>Member-at-Large</td> <td>N/A</td> </tr> <tr> <td>Vacant</td> <td>Member-at-Large</td> <td>N/A</td> </tr> <tr> <td>Vacant</td> <td>Member-at-Large</td> <td>N/A</td> </tr> <tr> <td>Vacant</td> <td>Member-at-Large</td> <td>N/A</td> </tr> <tr> <td>Jessey Fraga</td> <td>Recorder</td> <td>In-Person</td> </tr> <tr> <td>Tyrone Dowling</td> <td>Director of Education</td> <td>In-Person</td> </tr> <tr> <td>Bob Sikora</td> <td>Chair, WCDSB</td> <td>In-Person</td> </tr> </tbody> </table>	Member	Role		Judy Merkel	Superintendent of Learning	In-Person	Renee Kraft	Trustee	Regrets	Marisa Phillips	Trustee	Regrets	Winston Francis	Trustee	Regrets	Andrew Gordon	Elementary Administrator	Regrets	Monica Carlin	Secondary Administrator	In-Person	John Murphy	Diocesan Representative	Absent	Joy Stephen	Monsignor Doyle Family	In-Person	Chetna Tomar	Resurrection Family	Online	James Sebastian-Scott	St. Benedict Family (CPIC Chair)	In-Person	Craig LeBlanc	St. David Family	In-Person	Paul Marchwica	St. Mary's Family	In-Person	Dave Perlaky	Secondary: Cambridge (Budget)	Absent	Irene Vassalo	Secondary: Kitchener	Regrets	Abuobeida (Obaida) Mudawi	Secondary: Waterloo	In-Person	Vacant	Member-at-Large	N/A	Vacant	Member-at-Large	N/A	Vacant	Member-at-Large	N/A	Vacant	Member-at-Large	N/A	Vacant	Member-at-Large	N/A	Jessey Fraga	Recorder	In-Person	Tyrone Dowling	Director of Education	In-Person	Bob Sikora	Chair, WCDSB	In-Person		
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	Action Items	Noted in Green																																																																									

Item #	Topic	Presenter
1	Welcome, Opening Prayer & Territorial Acknowledgment, Call for Additional Agenda Items	Judy

2	<p>Approval of the September 18, 2024 Agenda Paul moved and Craig seconded approval of the Agenda.</p>	Judy
3	<p>Approval of the Minutes of May 29, 2024 Joey moved and Craig seconded approval of the Minutes.</p>	Judy
4	<p>Superintendent Update</p> <ul style="list-style-type: none"> • Released MDI Results which highlighted areas of strength and what we wish to work on • Cell phones – policy update • Completed PA Day before school began – change in policy, safety training and new endeavours for new school year. <p>Director’s Update:</p> <ul style="list-style-type: none"> • Forward Together in Christ • 1000 parishioners participated • Each parish priest invited to bring 6-8 people • Found 7 topics that came back out of these conversations • Diocese asked a couple of boards to start the work on Parish/School collaboration - WCDSB is one of them • Meeting will be set up to get this going • Administrators are updated that this will be coming and that they will be participating in this with our priests • CSAC must be established by September 30th – we will be following up with schools for the names. • Those names will be shared with CPIC also. 	
5	<p>Trustee Update</p> <ul style="list-style-type: none"> • New site – Rosenberg • Hoping for opening in 1 year time • Pursuing 9 sites • St Brigid – construction • Conrad Stanley and Renee Kraft have switched committee assignments. 	Bob Sikora
6	<p>Administrator Updates:</p> <p>Secondary</p> <ul style="list-style-type: none"> • Start-up has gone well • Safe arrivals - late slips are back, calls go home 20 minutes into the next period through School Messenger • PPM 128 - Mobile Device expectations and Vaping • Opening liturgies/masses will be happening • Fall sports are starting • OSSLT will be happening in the fall (Gr. 10) • EQAO will count for 10% of grade 9 math grade • Progress reports are emailed to parents at the 6-week mark • Parent teacher conferences will happen Oct. 24 	Monica
7	<p>Discussion Items/Updates:</p> <p>7.1 Goal Setting</p> <ul style="list-style-type: none"> • Budget • Parent Engagement \$34,203 • Onboarding • OAPCE • School Council funds 	Judy/James

Discussion - Parent Reaching Out Grant \$26,000

- Disperse All?
- Organized events via Judy's office that all schools could participate in. Provide funds for food/snacks.
- Media parties through innovation department (digital safety)
- Chris Brae event through church
- \$1000, for each high school and then the balance of to each elementary school
- Suggestion that we share funds with the schools directly but have one CPIC event
- School may not come up with something substantial enough
- \$20,000 to schools and the rest for one CPIC event
- ProGrant applications for admin, they can invite neighbouring schools – shift thinking behind application
- Can CSAC be placed for the onboarding in their Family of Schools.
- Some CSACs have not been aware of the ProGrant applications
- Letting people know is not a daunting application process
- CPIC reach out to CSACs? Invite other CSACs to one meeting and administrators
- Simply the look of ProGrant applications

Paul moved a motion that 18 available grants of \$750 and it was seconded by Joey. Further discussion from group on application process and assigned funds to schools.

Paul brought forth a second motion to keep the funding for schools as described in the ProGrant applications. Leaving remainder to CPIC to organize events for all schools. It was seconded by Joey. Motion defeated.

Monica brought forth a motion to divide monies amongst all of the schools. Making it known on the application that if not all of the monies are applied for, then schools could reapply for.

After further discussion, Monica amended her motion that all schools Allocate money to all schools (\$800) to secondary schools, \$400 to elementary schools. All schools using the money to submit an explanation of their funds by December and any unused monies go back into the pot for other schools that may require more.

Monica moved the motion and it was seconded by James. Motion was carried by consensus.

	<p>Further discussions – no longer an application process but a descriptor of the event.</p> <p>Judy, James and Jessey will revamp the ProGrant application.</p> <p>7.2 Pre-Planning for Next Year (Schedule):</p> <ul style="list-style-type: none"> • September 18, 2024 (Meeting) • October 16, 2024 (Onboarding) • November 13, 2024 (Commissioning) • December 11, 2024 (Meeting) • January 22, 2024 (Meeting) • March 26, 2024 (Meeting) • April 23, 2024 (Meeting) • May 29, 2024 (Meeting) 	
8	Gratitude and Closing Prayer	Judy
9	Adjournment Motion to adjourn made by Paul and seconded by Craig.	7:20



SEAC Committee Meeting Minutes

Date& Time:	November 6, 2024, at 6:00 p.m.
Location (Hybrid)	In-Person: St. Francis Room (2 nd Floor), Catholic Education Centre Online: Via Teams : Join the meeting now
Next Meeting:	December 4, 2024, @ 6:00 pm
Committee Members: Kim Murphy, Amanda Hennig, Cindy Benedetti, Karen Applebee, Daina Colbourne, Laura Shoemaker, Jeanne Gravelle, Monica Wenzlaff, Bob Sikora, Conrad Stanley	
Administrative Officials: Gerald Foran, Erin Lemak	
Regrets: Kim Murphy and Cindy Benedetti	

1. Opening Prayer Welcome	Erin Lemak	
2. Approval of Agenda Motion by: Jeanne Gravelle Seconded: Amanda Hennig		
3. Declared Pecuniary Interest N/A		
4. Approval of the October minutes: Motion by: Karen Applebee Seconded: Monica Wenzlaff		
5. School System Operational Business N/A		
6. Ministry Updates (10 min) N/A		
7. SEAC Committee Functions <ul style="list-style-type: none"> • 7.1. Promoting Sacraments Kits for students with special needs. Event planning session. <ul style="list-style-type: none"> ➤ Session Title: Grace for All: Celebrating the sacraments with those with special needs ➤ Task List (working version): 	SEAC & Lisa Denomme Religion and Family Life Consultant	
TASK	PERSON RESPONSIBLE	DATE to be completed
LOGISTICS		
Date of Event: Feb 5, 2025	SEAC	Nov 6, 2024



Location of Event: St Anthony Daniel/St Mary's/opportunity for online access	SEAC	Nov 6, 2024
Title of Event: Grace for All: Celebrating the sacraments with those with special needs	SEAC	Nov 6, 2024
Room Booking	Erin	Nov 7, 2024
CONTENT PREPARATION		
Liturgy	Lisa/Richard	
Content	Erin and SLP/SEL/BA	
Planning Tool	Erin	
ONE MONTH PRIOR TO EVENT		
Administrator Meeting/Rough numbers from schools	Erin and Gerald	Nov 2024
Parent Flyer: registration closed mid Jan	Erin	Dec 2024 School Messenger Dec/Jan Social media
Information to Parishes	Erin/Lisa	Deanery meeting Mailing list
Meet with Parishes/Deanery	Erin/Lisa/Richard/Gerald/Jeanne	January 2025
Request kits from schools	Erin	December 2024
FOR THE NIGHT OF...		
Parent Feedback Survey	Erin	
Kit Set up	SEAC	
<ul style="list-style-type: none"> ➤ Update at the December meeting 		
8. Policy Advice to the Board		
N/A		
9. Updates		
<ul style="list-style-type: none"> • 9.1. WRFN Updates: <ul style="list-style-type: none"> ➤ Lisa Cook has been hired as the new Family Resource Coach at Waterloo Region Family Network. You can reach her at lisa.cook@wrfn.info. Introduction for Lisa Cook – November Family Pulse Newsletter ➤ 9.2. AUTISM Updates: <ul style="list-style-type: none"> ➤ Pathways to Special Education Support: Meet & Greet for Families sessions ➤ 9.3. ADHD Updates: <ul style="list-style-type: none"> ➤ Youth Peer-facilitated Support Group - Pilot (Age 16-24) ➤ Program for parents and guardians of students with learning disabilities and/or ADHD in Grade 7 or 8 in Ontario. 		



<ul style="list-style-type: none">• 9.4. IDA Updates:<ul style="list-style-type: none">➤ IDA Ontario Conference April 25-27, 2025• 9.5. Trustee Update:<ul style="list-style-type: none">➤ Chair Sikora updated SEAC on October events	
10. Pending Items <ul style="list-style-type: none">➤ Suggestion to review the recently published census results at on of the upcoming meetings so that SEAC can advocate the needs of students of special needs with the Trustees.	
11. Adjournment <p>Motion by: Jeanne Gravelle Seconded: Karen Applebee</p>	
12. Action Items Place Holder N/A	



SEAC Committee Meeting Minutes

Date& Time:	December 4, 2024, at 6:00 p.m.
Location (Hybrid)	In-Person: St. Francis Room (2 nd Floor), Catholic Education Centre Online: Via Teams : Join the meeting now
Next Meeting:	January 8, 2025, @ 6:00 pm
Committee Members: Kim Murphy, Amanda Hennig, Cindy Benedetti, Karen Applebee, Daina Colbourne, Laura Shoemaker, Jeanne Gravelle, Monica Wenzlaff, Bob Sikora, Conrad Stanley	
Administrative Officials: Gerald Foran, Erin Lemak Regrets: Amanda Hennig	

1. Opening Prayer Welcome	Erin Lemak	
2. Approval of Agenda Motion by: Laura Shoemaker Seconded: Jeanne Gravelle		
3. Declared Pecuniary Interest N/A		
4. Approval of the November minutes: Motion by: Laura Shoemaker Seconded: Jeanne Gravelle		
5. School System Operational Business 5.1. Mental Health Update Q&A	Andrea Snyder Mental Health Lead	
6. Ministry Updates (10 min) 6.1. Minister’s Advisory Council on Special Education, MACSE, looking for input from the SEAC committee. Form shared with members and asked for feedback. 6.2. SEAC Meeting Set Up ➤ Dinner paused ➤ Form sent to members to express their preference to meeting start time and virtual/hybrid or in person option for the meetings.	G. Foran SEAC	
7. SEAC Committee 7.1. Grace for All Preparing for the Sacraments for students with special needs.	E. Lemak	
TASK	PERSON RESPONSIBLE	DATE to be completed
LOGISTICS		
Date of Event: Feb 5, 2025	SEAC	Nov 6, 2024



Location of Event: St Anthony Daniel	SEAC	Nov 6, 2024
Title of Event: Grace for All: Celebrating the sacraments with those with special needs Grace for All: Preparing for the Sacraments for Students with Special Needs	SEAC	Nov 6, 2024
Room Booking	Erin	Nov 7, 2024
CONTENT PREPARATION		
Liturgy and Presentation	Lisa/Richard	Dec 9, 2024: Meeting with: - Gerald Foran - Paul Mendonca - Richard Olsen - Laura Shoemaker - Jeanne Gravelle - Erin Lemak - Lisa Denomme
Content	Erin and SLP/SEL/BA	Erin meeting with members of Student Services on Dec 9, 2024
Planning Tool	Erin	Erin to put on board letterhead and make copies for the night of event
ONE MONTH PRIOR TO EVENT		
Administrator Meeting/Rough numbers from schools	Erin and Gerald	December 10, 2024
Parent Flyer: registration closed mid Jan	Erin	Dec 2024 School Messenger Dec/Jan Social media
Information to Parishes	Erin/Lisa	Deanery meeting – after our event Mailing list



Meet with Parishes/Deanery	Erin/Lisa/Richard/Gerald/Jeanne		
Request kits from schools Have a few kits at our event for families to look at – Erin will notify school admin which families would like to sign out the kits	Erin	December 2024	
FOR THE NIGHT OF...			
Parent Feedback Survey Planning tool	Erin		
Kit Set up	SEAC		
8. Policy Advice to the Board N/A			
9. Updates 9.1. Trustee Updates: ➤ Chair Sikora updated SEAC on October events 9.2 WRFN: ➤ IEP Workshop on January 22, 2025 Flyer 9.3. Autism Updates: ➤ Journey to Adulthood virtual session on December 11, 2024 Flyer 9.4 WWDSS: ➤ We held a very successful “DECADE of Advocacy” event on Oct 27 to celebrates 10 years of challenging stereotypes and advocating for authentic representation of individuals with Down syndrome. ➤ This winter we will continue to run our Mother’s Connection, Cooking Classes, Speech & Social Groups, Teen & Adults Hangouts 9.5 Project Search was celebrated on social media and local TV stations			
10. Pending Items N/A			
11. Adjournment Motion by: Jeanne Gravelle Seconded: Laura Shoemaker			
12. Action Items Place Holder N/A			



Date: January 27, 2025
To: Board of Trustees
From: Director of Education
Subject: January Director’s Report

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)

Executive Limitation IV 012 Communication to Board

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

Policy 1 001 Ends
Policy IV 013 Leadership

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:

As we begin 2025, the Jubilee Year – Pilgrims of Hope, we have returned from the Christmas break with a celebration of the Epiphany. This month, our Deep Learning theme is Innovation, Creativity, and Entrepreneurship. This theme aligns with the Ontario Catholic School Graduate Expectation, fostering reflective, creative, and holistic thinkers. It also connects to the Global Competency of creativity, the Learning Skills of initiative and organization, the Umbrella Skills of intrinsic motivation, mastery, and self-efficacy, and the Grandfather Teaching of bravery.

Awaken to Belong

This month, students are developing the Deep Learning skill of Innovation, Creativity, and Entrepreneurship. They are supported in turning their ideas into action to meet the needs of their community at their grade level. Developing these skills involves a willingness to assume leadership roles, take risks, and engage in independent, unconventional thinking. This includes experimenting, conducting research, and exploring new strategies, techniques, and perspectives. Students are encouraged to formulate and express insightful questions and opinions to generate novel ideas. Additionally, this month, we will begin our Community Consultation sessions on the 2021 Student Census.

Ignite to Believe

With the opening of the Holy Door on Christmas Eve to mark the beginning of the Jubilee Year, WCDSB has purchased a replica. This replica will travel to each school over the course of the next year, along with activities for teachers to use with their students. The OCSGE focus for this month is on being a reflective, creative, and holistic thinker who solves problems and makes responsible decisions with an informed moral conscience for the common good. Staff are encouraged to use available resources (e.g., ICE or CCC) to help students understand how to take action, stand up for themselves and others, and achieve a just and compassionate culture grounded in gospel values.

Strengthen to Become

As we continue our work in numeracy at the elementary panel, this month will see ongoing sessions for our math lead teachers. Our grade 3 and 6 teachers will have opportunities to prepare for the Mock EQAO assessment. The second ministry-mandated reading screening for all K-2 students who did not meet the benchmark in the first screening will also take place. Our FSL team will be holding three parent information sessions for those interested in French Immersion, with the lottery application for grade one students closing at the end of the month. Elementary educators are currently collecting culminating assessments ahead of writing and distributing term one report cards. In the secondary panel, educators have been utilizing culminating assessments and conducting exams at the end of the month ahead of semester one report card distribution. In grade 9 math classes, students have been participating in the Mock EQAO assessment. Additionally, WCDSB has been participating in and hosting numerous experiential pathway events and job fairs.



Some of the regular meetings that were held in January have included:

- Executive Council meetings – once a week
- Academic Council meetings – once a week
- Equity Services meetings – bi-weekly
- Faith, Indigenous & Equity meeting
- Human Resource Services meetings – bi-weekly
- Corporate Services meetings – bi-weekly
- RDO meeting - monthly
- MYSP Indicator Review meeting with WCDSB Research – monthly
- K-12 Administrators' Meeting - monthly

A few other highlights from this month include:

- Participated in several meetings and conversations with the Chair and Vice Chair of the Board
- Director Visits: ECPP, St. Augustine
- Monsignor Doyle Co-op Job Fair
- CCFOWR Board Meeting
- SO Meeting on AI
- OCSTA Catholic Trustees Seminar
- AI Panel Presentation at OCSTA Seminar
- ECCODE – CODE Winter Meeting
- SOQP – Leadership in the Field Presentation
- Meeting with Dean of Waterloo Region
- Board of Trustees Meeting
- Governance Committee
- CEC Mass
- Mayor Vrbanovic's State of the City Address

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Tyrone Dowling
Director of Education

*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.



To: Trustees and board members:

Once again here to advocate for our faith. The teaching that Our Lord gave us. A reminder of the hellish consequent of the decisions you are making that impact these children whom you have in your care.

Does this board advocate for the 10 commandments. Or do you advocate that hell doesn't exist and all go to heaven no matter how many mortal sins a person commits.

Do you advocate for students to make fun of confession or that God can't forgive. We need to understand what direction you are going with this continuing pushing of ideologies that don't align with the Catholic faith.

If you advocate for that sin is okay and the parents need to know so they can protect the faith of their children as well as the Catholic education which their tax dollars go towards.

If you can put these illicit books as well as questions given to them that oppose the faith around children, and you censor parent or person that oppose them. What does that say about that children should hear adult content and that adults speaking to other adults are not allowed to speak of sensitive topics such as sex or gender or trans, etc...

Book: Catholic Catechism Faerber

Fifth Commandment - Thou Shall Not Kill

179. How do we injure the soul of our neighbor?

We injure the soul of our neighbor by giving scandal.

180. By giving scandal is meant the leading of others into sin.

"But he that scandalized one of these little ones that believe in Me, it were better for him that a millstone should be hanged about his neck and that he should be drowned in the depth of the sea. ...Woe to that man by whom the scandal cometh." (Matt.18:6,7). (Page 43 179 - 180)

Nine ways of being an accessory to the sins of another; by counsel, command consent, provocation, praise or flattery, concealment, partaking, silence, defense of the evildoers.

184. Why must we shun impurity?

We must shun impurity

1. Because no sin is more shameful;

2. Because it has such evil consequences for the soul and body.

" They shall have their portion in the pool burning with fire and brimstone, which is the second death" (Apoc. 21:8).

Examples: The Deluge, Sodom and Gomorrah.

Impurity destroys innocence, making a person unfit for mental work, ruins the health, plunges into disgrace, causes despondency, and even suicide. (pg. 44-45; 18.46.)

Advocating destroying people whom just want to discuss and have an honest open dialogue where especially that of our Catholic faith is up held. So, the souls which we all have doesn't get destroyed due to someone else's agenda.

Calling someone homophobic is not right. People have phobias that can be debilitating, and this is not present when someone just opposes what someone believes.

The 10 Commandments doesn't change.

No one has that right to show or teach anything that opposes the faith in a Catholic School. The school you must adhere to the faith and be willing to defend it. In the past there were martyrs.

If you were to get book of Saint lives it will change a lot with the young whom may become courageous instead of being upset and depressed that is what your statistics show.

Children have the right to be innocent. Adults don't have a right to take that innocence away.

The Rainbow was a great sign that God gave all the world. Should not be used for any particular group. The use in the form you are using for promotes sin.

People need to study the faith in its truest form. Not just the students.

I thank you for this opportunity. God Bless and I will continue praying for you.

JMJ

Theresa Rose



Date: January 20, 2025
To: Board of Trustees
From: Director of Education
Subject: Rosenberg Boundary Review – Final Recommendation Report

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 **IV 010 “Facilities / Accommodations”**
- Information only of day-to-day operational matters delegated to the CEO

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

On October 28, 2024, the Board of Trustees approved initiating the Rosenberg Boundary Review. Staff conducted the review in accordance with [APF017 “Boundary Review Process”](#).

The Final Boundary Review report, presented on January 6, 2024, was prepared in accordance with APF017.

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

Board Policy IV 010 [Facilities/Accommodations](#)

“...the CEO shall not ...

- 6. Fail to conduct accommodation reviews process (i.e. boundary review and school closures) that is not in compliance with current Ministry of Education guidelines and directives.”

APF017 [Boundary Review Process](#)

Alignment to the MYSP:

- Awaken to Belong**
 - Every student can see themselves reflected in their learning.
 - Staff experiences a positive, healthy, and inclusive workplace.
 - Families 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.
- Families are engaged as active partners in our students' Catholic education journey.

Background/Comments:

The Rosenberg Boundary Review - Final Boundary Review Report was presented to the Committee of the Whole on January 6, 2025. The report provided an overview of the boundary review process, public engagement and input together with an evaluation of the options considered by the Staff Committee.

The Staff Committee's recommended scenario, Option 3, was presented in detail in the Final Boundary Review Report and included implementation motions for consideration by the Board of Trustees.

Option 3 moves Sub-Area E from John Sweeney CES to Rosenberg CES and Sub-Areas L, M, and N from St. Josephine Bakhita CES to Rosenberg CES. There are no students currently living in Sub-Area E.

It is recommended that Grade 7 students attending St. Josephine Bakhita CES who reside in the recommended new Rosenberg elementary school boundary be allowed to remain until they finish Grade 8.

Recommendation:

That the Board of Trustees approve the following:

1. That the boundaries of John Sweeney Catholic Elementary School (CES) and St. Josephine Bakhita CES be modified, and the boundary of the new Rosenberg CES be established in accordance with Option 3, effective September 1, 2025, namely:
 - a. Move Sub-Area E from John Sweeney to the new Rosenberg elementary school; and
 - b. Move Sub-Areas L, M and N from St. Josephine Bakhita to the new Rosenberg elementary school.
2. That Grade 7 students currently enrolled at St. Josephine Bakhita CES in the 2024/2025 school year, be granted legacy exception permission to finish Grade 8 at their current school. Further, said Grade 7 students will also be allowed to attend the new Rosenberg school in 2025/2026 for Grade 8.
3. That current year Grade 7 students who opt to remain at their current school be provided with transportation if they qualify in accordance with board procedure APO012 – Transportation.



4. That effective September 1, 2025, John Sweeney CES and St. Josephine CES remain capped in accordance with APA003 – Admission of Out of Boundary Students.
5. That new Out of Boundary admissions to St. Josephine Bakhita CES be considered by a special administrative level committee. Admission of Out of Boundary students in unusual and extraordinary circumstances will be considered if:
 - a. A student’s mental, physical, or academic well-being would likely be compromised if they were moved.
 - b. Upon the professional consideration of school and board staff, there is a determination that a student’s unique personal and educational needs are better served at the current school.
 - c. There are unique health and safety considerations pertaining to the student, which are better served at the current school, and which are verified by school and board staff.
6. That a Transition Planning Committee be formed to support all students who will be moving to the new Rosenberg school because of the Rosenberg Boundary Review.

Prepared/Reviewed By:

Tyrone Dowling
Director of Education

Jennifer Passy
Manager of Planning

Virina Elgawly
Planning Officer

Isabelle Lung Ler
Planning Technician

Shesh Maharaj
Executive Superintendent of Corporate Services

*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.





Date: January 27, 2025
To: Board of Trustees
From: Director of Education
Subject: 2025 Property and Major Capital Construction Projects

- 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 **IV-008 and IV-009**
 - Information only of day-to-day operational matters delegated to the CEO

Origin:

Annually a report is provided to the Board of Trustees summarizing various property transactions that have occurred in the past year and that are anticipated to occur in the near future. Further, a summary of major construction projects is also provided for information.

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

[Executive Limitation IV 008 “Financial Conditions and Activities”](#)

“... the CEO shall not:...

- 3. Acquire, encumber or dispose of real property”

[Executive Limitation IV 009 “Asset Protection”](#)

“...the CEO shall not:...

- 3. Subject plant and equipment to improper wear and tear or insufficient maintenance.”

Alignment to the MYSP:

Awaken to Belong

- Every student can see themselves reflected in their learning.
- Staff experiences a positive, healthy, and inclusive workplace.
- Families 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.
- Families are engaged as active partners in our students' Catholic education journey.

Background/Comments:

Property Disposition

ST. BONIFACE, MARYHILL

This property was declared surplus to the needs of the Board in 2021. The property consists of a school building on 9.29 acres of land plus a 0.35 acre vacant residential lot.

The property was circulated for public sale in early 2024. No acceptable bids were received, and the property continues to be used for the storage of surplus furniture and equipment.

Management is reviewing available options that will best serve the needs of the system and may have an update to share in the coming months.

Property Acquisition

DOON SOUTH (SOUTH WEST KITCHENER)

The City of Kitchener has approved draft plan of subdivision 30T-08203 which contains two parcels of land for a new Catholic elementary school totaling 2.45 ha (6.05 ac.) in Stage 8 of the plan. Management is discussing terms and conditions for the purchase of these parcels with the developer and anticipates an agreement will be brought for Trustee approval during calendar 2025.

ROSENBERG WEST (SOUTH WEST KITCHENER)

The City of Kitchener has approved draft plan of subdivision 30T-18201 which contains a 2.48 ha (6.12 ac.) school site reserved for a Catholic elementary school. The elementary school site will be acquired as soon as it is available, which is estimated to be in 2028.

BADEN

A 2.12 ha (5.24 ac.) elementary school block has been reserved by the board in the Snyder's Road (Baden) GP Inc. draft plan of subdivision. The Ministry of Education has committed to funding a new Catholic elementary school and childcare centre in Baden to relieve enrolment pressure at Holy Family School in New Hamburg, serve future students who will live in this new subdivision, and students living in Baden who wish to attend a nearby Catholic school. Discussions are underway with the developer, with an expectation that an agreement for purchase will be brought for Trustee approval during calendar 2025.

NORTH CAMBRIDGE

The River Mill development in North Cambridge, on the former Arriscraft site, includes a 2.33 ha (5.75 ac.) school block as requested by the board to accommodate existing and future students from this area of the City of Cambridge. The Board has made an application to the Ministry of Education for funding for a new elementary school for this future site.

The property is not yet registered and therefore cannot be purchased. This property may come available during calendar 2025.

NORTH WATERLOO

The board has identified the need for a new elementary school site in North Waterloo. A site has been requested in a future plan of subdivision in the future Beaver Creek Road / Conservation Drive area. This site may be available for purchase in 2027.



KITCHENER / WATERLOO SECONDARY

Additional secondary school capacity is needed for students living in Kitchener / Waterloo. Staff are seeking to purchase a 17 to 20 acre parcel in south west Kitchener to support construction of an additional secondary school. Informal discussions have taken place with a potential partner, though an agreement for purchase is not imminent. Staff hopes to identify a site for this purpose during the calendar 2025 year.

KITCHENER CENTRAL CORE

Staff are reviewing opportunities to purchase a site near the core area of Kitchener (i.e. north of downtown along King Street) to support overcrowding at nearby schools – St. Tersea Kitchener, Our Lady of Lourdes Waterloo, and St. Agnes Waterloo. Further details may be available in the coming months.

Major Construction Update

ST. PATRICK CATHOLIC ELEMENTARY SCHOOL, KITCHENER

In 2022, the province approved funding for a new 527 pupil place elementary school and 88 space childcare to be built on the property that was previously St. Patrick’s Catholic Elementary School. Construction is well under way and the school is on schedule to open in September 2025.



ROSENBERG CATHOLIC ELEMENTARY SCHOOL, KITCHENER

Due to rapid housing development in the south-west area of Kitchener, the province granted funding for a new 527 pupil place elementary school. The City of Kitchener is a partner in the construction of this project, which will include a community centre and gymnasium. Construction is well under way, and the school is on schedule to open in September 2025.



SOUTH EAST GALT CATHOLIC ELEMENTARY SCHOOL, CAMBRIDGE

The province granted funding to both WCDSB and the public school board to build a joint school in South East Galt. The joint school is located on property next to the City of Cambridge's future recreation centre and public library at the corner of Wesley Boulevard and Faith Street. Construction has just started with our school expected to open in September 2026.



South East Galt

7 TO 12 CATHOLIC SCHOOL, KITCHENER

The province granted funding to the Board for a 1,400-pupil place grade 7 to 12 school on the east side of Kitchener. This school will provide enrolment relief to the elementary schools in East Kitchener and to St. Mary's High School. Construction has started with a target opening date in September 2026.



7 to 12 East Kitchener School



ST. BRIGID CATHOLIC ELEMENTARY SCHOOL, AYR

Construction is ongoing for the provincially funded 8 classroom addition at St. Brigid School in Ayr. The project is on schedule and the new classrooms are expected to open for students in September 2025.



Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Tyrone Dowling
Director of Education

Adrian Frigula
Senior Manager, Facility Services

Anna Taylor
Manager of Construction

Jennifer Passy
Manger of Planning

Shesh Maharaj
Executive Superintendent, Corporate Services

*Bylaw 4.2 “where the Board of Trustees receives from the Director of Education a monitoring report that flows from a responsibility delegated to the Director under Board Policy – **except where approval is required by the Board of Trustees 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 Director, subject in all instances to what otherwise actually occurred.”





Date: January 27, 2025
To: Board of Trustees
From: Director of Education
Subject: 2025-2026 Estimates Budget Plan: Trustee Update #1

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 **IV008 “Financial Conditions”**
- Information only of day-to-day operational matters delegated to the CEO

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

This report provides Trustees with information on the development of the 2025-2026 school year Estimates budget.

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

[Board Policy IV 007 “Financial Planning/Budgeting”](#)

“The CEO shall not ...

1. Develop a budget without conducting a formal process for soliciting input on the needs and priorities of the system ...
6. Present a budget that does not allow sufficient time for decision-making
7. Present a budget that cannot be readily understood by persons without a financial/education background”

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

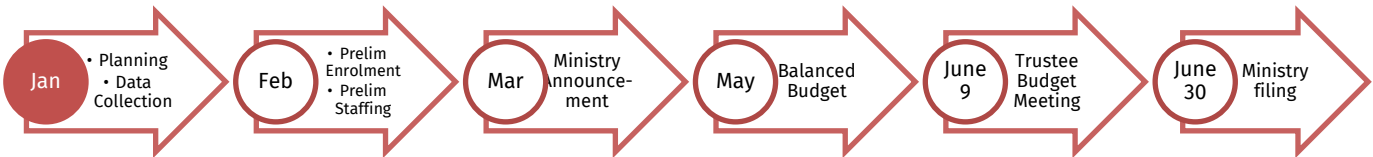
- Every student reaches their full potential.
- Staff see their impact on student achievement.
- Are engaged as active partners in our students' Catholic education journey.

Background/Comments:

Board Executive Limitation IV007 dictates the criteria to which staff must adhere in the preparation, planning, and presentation of the proposed school year budget. Planning commences in January and will conclude with the presentation of the budget to Trustees on June 9, 2025. Management will request budget approval on June 23, 2025 in order to file the school year Estimates budget with the Ministry on time.

For the **2025-2026 budget**, the budget development process will follow a similar structure to prior years.

The major timelines are proposed below:



1. Monthly Trustee updates will commence in January 2025
2. Balancing of budget by **May 6, 2025**
3. Budget finalization and presentation:
 - a. Budget materials available: **June 2, 2025**
 - b. Formal budget presentation: **June 9, 2025**
 - c. Budget deliberation period: **June 10 – 23, 2025**
 - d. Budget approval: **June 23, 2025**
 - e. Ministry submission: **June 30, 2025**

Management may need to alter timelines depending on the timing and content of Ministry of Education budget announcements. Monthly updates will be provided to Trustees on the progress of budget development. These reports will also highlight any significant issues that may arise prior to the June presentation.

Management will need to make several assumptions as the budget for 2025-2026 is prepared. These assumptions will be disclosed in budget materials for purposes of transparency and decision-making.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Tyrone Dowling
Director of Education

Laura Isaac
Senior Manager of Financial Services



Renée King
Manager of Budget

Shesh Maharaj
Executive Superintendent of Corporate Services

*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.





Date: January 27, 2025
To: Board of Trustees
From: Director of Education
Subject: FSL Report

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)

- [A Framework for French as a Second Language in Ontario Schools, Kindergarten to Grade 12, 2013](#)
- [The Ontario Curriculum: French as a Second Language – Core, Grades 4–8; Extended, Grades 4–8; Immersion, Grades 1–8, 2013](#)
- [The Ontario Curriculum: French as a Second Language – Core, Extended, and Immersion French, Grades 9 to 12, 2014](#)

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

- [School Effectiveness Framework \(2013\)](#)

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:

The vision for FSL in Ontario is that FSL Students in English-language school boards will have the confidence and ability to use French effectively in their daily lives. In the WCDSB there are three specific goals identified in this report.

Goal 1: Increase student confidence, proficiency, and achievement in FSL.

- 27 students in grades 7-12 participated in the [Concours Oratoire](#) this Fall, and additional students in grades 4-6 and in 9-12 are preparing to participate in the Winter session. This impromptu speaking opportunity is a great way for students to use their oral French skills, and an opportunity to move on to Provincial and National contests where students can win scholarships and cash prizes.
- For students looking for an additional challenge in French, we offer [AP French](#) courses in secondary and the [French Immersion](#) program from grades 1-10. We look forward to adding grade 11 and 12 courses over the next two years.
- In May, Grade 12 students are invited to challenge the B1 level [DELFL exam](#), which provides them with an international diploma that can be used in post-secondary and in the workplace to confirm French proficiency.
- Looking ahead, the [France Exchange](#) for grade 10 students happening next Fall will be an excellent opportunity for students to increase their confidence in navigating authentic situations in French.

Goal 2: Increase the percentage of students studying FSL until graduation.

- The French Immersion program has expanded to St Benedict for grade 9 this year, and courses are being offered in grades 9 & 10 at St David as part of the [phase-in](#) to Secondary school.
- All five of our secondary schools offer Core French through to grade 12.

Goal 3: Increase student, educator, parent, and community engagement in FSL.

- Over 1000 students attended an interactive French performance with Greg Le Rock this Fall. Upcoming opportunities to use French outside the classroom include an Intermediate cultural day trip in June called Classes Vertes.
- FSL Educators have been participating in a variety of professional development opportunities after school including a monthly in-person collaborative network and online linguistic coaching.
- Parents and community members have responded positively to content on our public facing [website](#) that includes downloadable handouts from grade 8 information meetings, and French immersion registration information meetings for students going into grade 1 in September.

Recommendation:

This report is for the information for the Board.

Prepared/Reviewed By:

Tyrone Dowling
Director of Education

Paul Mendonca



Superintendent of Learning

Jennifer Kruithof
FSL 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.





Date: January 27, 2025
To: Board of Trustees
From: Director of Education
Subject: Healthy Active Living Report

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
- Information only of day-to-day operational matters delegated to the CEO

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

PPM 138 – DPA

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

PPM 138 – Daily Physical Activity in Elementary Schools (2017)
 Ontario Ministry of Health – Standards for Public Health Programs & Services (School Health Standard)
 Ontario’s Well-Being Strategy for Education: Discussion Document (2016)

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:

The 2023-24 school year saw many positive developments in the Healthy Active Living portfolio.

Sport Stacking

The focus on non-traditional physical activity opportunities continued as part two of the Speed Stack investment was completed. Each school is now equipped a class set of Speed Stacks to use to support Daily Physical Activity (DPA) programming. Educators have also been supported with online resources to assist with knowing how to use the Speed Stacks spanning skill levels from Kindergarten through Gr. 12.

Canadian Intramural Recreation Association (CIRA) Conference

On a Saturday in October 2023, ten Waterloo Catholic educators were financially supported with the opportunity to attend a 1-day workshop focused on DPA and low organized games from our partners at CIRA Ontario in Cambridge. Teachers were exposed to new games and ideas rooted progressive physical activity learning strategies. It was a great learning experience for all those who attended.

Mental Health & Well-Being

WCDSB's Gr. 7 and 8 teachers facilitated learning in mental health and well being as mandated by the Ministry of Education. School Mental Health Ontario developed three lessons to support Health programming for both Gr. 7's and Gr. 8's that were shared with educators across Ontario in January 2024. All educators completed these lessons by June 2024. These lessons will now be completed annually by intermediate teachers. Grade 6 lessons have been procured and will be available to classroom teachers by the fall of 2025.

Staff Wellness & Pickleball

There was a continued investment in staff wellness through the purchasing of two sets of pickleball equipment. One set was purchased for St. Benedict's (Winter 2024) and another for Monsignor Doyle (Fall 2024). Staff now have access to play pickleball during the evenings at 3 of our high schools (St. David, St. Benedict, Monsignor Doyle) on three different days during the week. Attendance is high with many eager participants. Students also benefit from this as the pickleball equipment is being used during the day in our Physical Education classes.

School Step Challenge

In March 2024, our schools participated in the 4th annual School Step Challenge whereby staff counted the number of steps taken in a day over the course 30 days. The school with the highest mean stepping days, had the opportunity to earn money to spend on Physical Education equipment at their schools. The winner of the 2024 campaign was Blessed Sacrament! The Bears earned \$1000 to purchase additional equipment to supplement their current supply. Our second through fourth places schools, St. Elizabeth, St. Michael & Resurrection earned \$500. All other participating schools were entered into a draw for the final \$500 spend and John Sweeney was the victorious school! Congratulations to all!

Looking Ahead: 2024-25

Moving into the 2024-25 school year, there will be a significant investment in our Secondary school programming and support with respect to menstrual equity and cannabis & vaping education.



Investment and support in our Elementary panel will mainly be focused on positive movement and the PALS programming.

Menstrual Equity

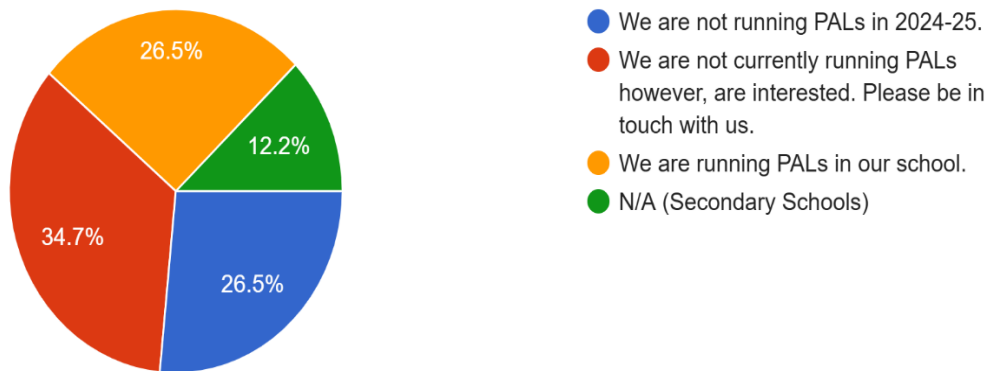
On August 6th, 2024, the Ministry of Education sent notification to all school boards indicating that the 3-year pilot program, in which the government supported Menstrual Equity initiatives by providing schools with pads and some dispensers, would be extended for an additional 3-years. There was feedback across the province for the ministry to extend their supplies to include tampons. Student-voice was heard and as a result, in this package, pads, tampons and nine tampon dispensers will be received by WCDSB. Each of our five secondary schools will receive dispensers with the remaining 4 to be placed in our St. Louis and Don Bosco campus’.

PALS (Playground Activity Leaders in Schools)

In October of 2024, all administrators were surveyed regarding the PALS practices in their schools. See the results of this survey below. For those who indicated that they were, “not currently running PALS however, are interested”, the Healthy Active Living Consultant, connected with each of these schools to identify teachers that would take responsibility for this initiative. Information sessions were offered after school on two different dates to assist schools in understanding more about the program. Materials were given to teachers to assist with the development of junior leaders, including red vests to help identify these leaders on the schoolyard. Certificates of celebration will also be provided to all schools participating in PALS - allowing teachers to recognize the efforts of their junior leaders at the end of the year.

Indicate the PALS status at your school for 2024-25 (elementary only)

49 responses



Cannabis and Vaping Education

Students in grades 6 -12 will be supported with intentional education regarding cannabis & vaping. According to the Ontario Student Drug Use and Health Survey, 2023, both cannabis and vaping use continues to be on the rise within this age group across our region, through the province and within Canada.



	Total	Males	Females	G7	G8	G9	G10	G11	G12
Cannabis	17.6	14.8	20.7 *	s	5.4	8.9	21.8	25.7	34.0 *
Vapes/Electronic Cigarettes	13.4	9.4	17.7 *	s	5.0	9.1	16.7	19.1	21.8 *

s=estimate suppressed due to unreliability

For the past three years, WCDSB’s Gr. 9-12 students have been participating in a peer-to-peer learning model through the Youth Champions Initiative, in collaboration with public health nurses at the Region of Waterloo Public Health, to assist one another in learning how to resist the pressures to participate in vaping or other substance use. As part of this Youth Champion initiative, representatives from each of our five secondary schools were invited to participate in training on October 30th, 2024. A day was spent learning about the latest data available with respect to cannabis & vaping trends in Waterloo’s youth population, as well as educational materials youth can share with their peers. Students participated in a variety of interactive learning games designed to engage high school students to learn more facts and fiction about cannabis and vaping use. This group will gather once again on April 30th to report back on the experiences within each of their schools, which will in turn direct how the program continues to move forward in subsequent years.

Also, with the support of our Region of Waterloo Public Health Partners, WCDSB will provide new resources for teachers to use at the Gr. 6, 7 and 8 level in February 2025, to assist students in understanding the short and long-term effects of using these substances, including how the use or abuse of these substances can affect an individual’s mental health. Interactive activities have been designed to engage students’ knowledge building regarding marketing ploys as well as ways to seek help for oneself or a peer. It is the hope that early education can assist students in making good decisions.

Outdoor Education

In April of 2025, 15 of our educators will receive mandatory training to continue the support of our Gr. 11 & 12 Outdoor Education trips. These multi-day trips include backpacking, hiking, and canoeing opportunities for our students. Students spend three days moving throughout the terrains of the Bruce Peninsula trails, making their own food over an open fire, sleeping in tents under the stars while covering many kilometers of hiking throughout the day. These courses continue to be popular with our students and as a result, the recertification of our teachers that provide these opportunities is necessary. Our teachers will spend two full days in training with the Wilderness Medical Associates International in April, establishing that they have all the knowledge necessary to ensure the safety of their students.





PHE Canada Conference

Additionally, ten of our Secondary school physical education teachers will attend the PHE Canada (Physical & Health Education Canada) conference in Niagara Falls on May 1st and 2nd, 2025. This is the first time in ten years that WCDSB will engage in this professional development opportunity to our educators as it has previously been offered out of province. This conference will allow teachers to build capacity with respect to leading program development rooted in Ontario’s curriculum, assessment and evaluation, and will assist in the expansion our equity, diversity and inclusion knowledge including how to support our Indigenous learners, in the Health & Physical Education space.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By:

Tyrone Dowling
Director of Education

Jennifer Ritsma
Superintendent of Learning

Brigitte Webster
Healthy Active Living Consultant

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Date: January 27th, 2025
To: Board of Trustees
From: Director of Education
Subject: Student Trustee Report – January 2025

- 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)

Policy II 011 Student Representation on the Board
 Policy II 012 Student Trustee Role Description

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

Policy II 011 Student Representation on the Board
 Policy II 012 Student Trustee Role Description

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:

Summary: This month the WCDSB schools have been focused on preparing the student community for exams. Creating a multitude of activities and events that continue to bring the school community together and prepare students' mental health for the rigorous work expected of them.

St. Benedict's:

- Bennies Dance Showcase
 - On January 15th, students were invited to watch dance performances from a variety of styles and cultures. This was held as an afterschool event starting at 7:00 pm. Tickets were sold on School Cash Online for \$5.
- Cookies & Cram
 - Like many other schools, St. Benedict's has hosted a Cookies & Cram session on January 20th. Students are invited to the cafeteria from 2:00 pm-4:00 pm, during which course material review will be presented. Students will be met by teachers in assistance to comprehend course material for culminating and exam preparation. Snacks will be provided by SAC to students who are participating to ensure a comfortable studying.

St. David's:

- Thriving Thursday - Breath Work/Organizational Tools for Exams
 - To prepare students for exams and the toll they can take on their mental health, this event was held on January 16th. It included the handing out of study organizers and breathwork exercises to help promote stress management.

Monsignor Doyle:

- New Year Idea Initiative
 - Following a very successful Christmas week in December, the MDCSS student council began to think of ideas to bring into semester two. Through this there was a consensus that January should be more of a "rest month", recouping, and dealing with academic responsibilities in exams. Each sector instead, was tasked to come up with a "semester two bucket list" and present it to the rest of the student council.

St. Mary's:

- Anything But Blue Monday
 - To promote mental wellness in a stressful time of exams and studying, St. Mary's encouraged students to be positive and shift their perspective of a "blue" Monday on January 20th. Students had the opportunity to participate in the St. Mary's kindness wall where staff and students are encouraged to take sticky notes and write kind, meaningful, and uplifting messages to either post on the wall or hand out to other students.
- Father Tony Ricard and the Choir
 - On January 21st, select period 1 classes were invited to Alumni Hall to watch the public speaker, Father Tony Ricard, and his all-boys choir. Father Tony comes from the Archdiocese of New Orleans and is the Director of the Office of Black Catholic Ministries. He is the Campus Minister at St. Augustine High School, an Instructor of Church Doctrine



and Youth Ministry for the Institute for Black Catholic Studies at Xavier University of Louisiana and the Catholic Chaplain of the New Orleans Saints.

Resurrection:

- Yoga Sessions
 - To help students manage stress, a yoga session during exam week has been organized for January 21st. A yoga video was played on the dance room TV for guided sessions, with options like Star Wars yoga and yoga for stress. Announcements and an Instagram post promoted the event, inviting all students and staff to join.

Student Senate

- Although there has been no Student Senate meeting this month due to exams, applications for the next year's student trustees have gone out and interviews have been done to see which applicants will move on to the next stage.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Allison-Hannah Berwick and Matteo Leone
Student Trustees.

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Moved by: Kathy Doherty-Masters

Waterloo CDSB

Seconded by: Tracey Weiler

Topic: **Addressing Funding Needs for Faculties of Education**

Whereas: In 2015 the province cut the number of Bachelor of Education seats at universities by 50% and extended the program from 1 year to 2 years, and

Whereas: At Ontario universities, Faculties of Education are producing 1,400 fewer grads per year than needed because of lack of provincial funding to expand the programs, and

Whereas: the Teacher deficit in Ontario will grow to 1,500 per year by 2030, and

Whereas: Ontario is experiencing a historic population growth and an increased wave of teacher retirements amplified by the pandemic.

Whereas: Teacher education programs offered by Faculties of Education in Ontario are carefully designed to ensure graduates are prepared to teach competently after 4 semesters of courses and integrated practicum experiences, and

Whereas: Faculties of Education receive thousands of applications for a limited number of funded Bachelor of Education spaces each year. There is capacity at universities to admit and develop hundreds more, and

Whereas: Faculties of Education co-operated with the Ministry of Education, Ontario College of Teachers and school boards to facilitate the implementation of the Temporary Certificate as an interim measure to increase teacher supply, and

Whereas: As many boards across the province have noted that the availability of qualified personnel, namely teachers in this case, remains a significant concern.

Therefore, be it Resolved that:

OCSTA continue to petition the Ministry of Education to provide adequate funding to University Bachelor of Education programs in Ontario. This will better enable universities to train and support those wanting to enter the catholic teaching profession. Increased and stable funding will also allow universities to invest in innovative upskilling programs to help those in established careers transfer into teaching, especially in the areas of health, technology, business and hospitality.

Moved by: Tracey Weiler

Waterloo CDSB

Seconded by: Robert Sikora

Topic: **Cost of Sick Leave**

Whereas: The the cost of sick leave to school boards continues to grow with a limited ability for school board leaders to intervene, and

Whereas: To ensure budgets are not overspent, funds are redirected from other programs and services that are intended to support students, and

Whereas: The cost of sick leave is not just financial. Programs and services for students are less effective when there is no consistent educator available in classrooms, and

Whereas: When staff are absent, their colleagues cover classrooms using their planning time periods; this creates a workload and morale issue. Missed planning time must also be paid as a further cost to school boards.

Therefore, be it Resolved that:

OCSTA petition the Ministry of Education to work with sector leaders to implement temporary funding supports for school boards to offset the increased costs of sick leave, and as part of the 2026 central negotiations, the province must renegotiate sick leave provisions for employee groups to ensure school boards' classrooms are staffed consistently and costs are contained.

Moved by: Tracey Weiler

Waterloo CDSB

Seconded by: Robert Sikora

Topic: **Cyber Security Funding**

Whereas: School boards' number one risk continues to be falling prey to a cyber-attack. According to the Ontario School Boards' Insurance Exchange, one in four boards have reported being compromised in the past 5 years. PowerSchool is the most recent example of a breach that has impacted Ontario boards. Claims have ranged from \$20,000 to \$3M, with most claims exceeding the cyber insurance policy limit; and

Whereas: In addition to the significant impact on a board's financial well-being, victims of a cyber-attack can expect their student and staff personally identifiable information (PII) to be accessed and potentially sold on the dark web.; and

Whereas: Boards that are severely compromised can expect disruption to the continuity of many systems, including, but not limited to: HR and Payroll Systems, Student Management Systems, and Transportation Systems; and

Whereas: The province has made progress in creating supports and educational resources for those in the Ontario Public Sector and Broader Public Sector with its Cyber Security Centre of Excellence hub. The province has moved funding for Broadband Modernization into Core Education Funding which is appreciated, and

Whereas: There remains however a significant gap between funding available for school boards for cyber security and the actual spending required to provide stakeholders with secure infrastructure, and

Whereas: Staff with expertise in cyber security are difficult to attract and retain within the existing funding provided by the province. Because of this, many boards struggle to present a credible cyber posture as they simply do not have ready access to funding to pay for subject matter experts, and

Whereas: School boards' IT practices with respect to the safeguarding of information and systems has evolved significantly in the past five years. Security processes that each board would be expected to employ include multi-factor authentication for network access, a shift away from passwords, use of secure sign-on for cloud-based applications, a regular cyber training/awareness program for staff and students, and a proactive patch management regime. Two specific cyber security platforms are critical to supporting boards' data and systems: Endpoint security, and Cloud security, and

Whereas: To ensure students receive a high quality publicly funded education, modern teaching and learning practices have evolved to incorporate the use of technology and apps, many of which address specific student learning needs. Boards must pay

close attention to the terms and conditions of apps where the PII of students and or staff are shared. Vendors may resell PII to third parties, or use it in unethical ways to harm students, staff, and families. The Educational Computing Network of Ontario (ECNO) offers a Vetting of Applications for Security and Privacy (VASP) service to perform this function on behalf of school boards. Unfortunately, there is a limit to how many apps ECNO can review

Therefore, be it Resolved that:

OCSTA petition the Ministry of Education to provide funding through Core Education funding:

1. For school boards to hire at minimum one dedicated Information Systems Security Manager with the appropriate qualifications and experience to ensure their systems and data are safe. This should be provided to school boards with enveloping provisions to ensure the funds are directed as intended and adjusted on an annual basis with sector salary and benefit benchmarks, and
2. For school boards to support the proactive protection of systems and data, each school board should be provided with annual funding for a modern endpoint security platform and tools to manage data stored in the cloud. This should be provided to school boards with enveloping provisions to ensure the funds are directed as intended and adjusted on an annual basis with sector non-salary and benefit benchmarks, and
3. For a centralized on-demand Vetting of Applications for Security and Privacy (VASP) which would have the capacity to vet apps within a prescribed amount of time so school boards can deliver effective programs and services to students. The province should work with the Educational Computing Network of Ontario (ECNO) and/or another third party to invest in capacity for the benefit and safety of students.

Moved by: Tracey Weiler

Waterloo CDSB

Seconded by: Robert Sikora

Topic: **Student Transportation**

Whereas: OCSTA has delivered a prebudget presentation to representatives of the Ministry of Finance, including the Minister of Finance and key PC MPPs, on OCSTA's priorities for the forthcoming provincial budget, and

Whereas: OCSTA has highlighted their priorities related to Student Transportation including:

- that the Ministry of Education carefully review the student transportation funding model and establish short term transitional funding available to school boards in managing the new costs of the model;
- a revision to the new funding model to include inflationary costs for bus operators and adjust formulas for the calculation of driver wages and the driver recruitment amount;
- that the competitive procurement process be revised so as to restore school board autonomy and flexibility in negotiating school bus operator contracts;
- that the Ministry increase funding within the Local Priorities component to reflect the additional costs associated with the new reporting and data requirements, and

Whereas: The funding formula for transportation is in part based on a walking distance guideline of 1.6 km for elementary aged students; and

Whereas: Parents with children who do not qualify for transportation drive their children to school if it is too far to walk; and

Whereas: Traffic congestion around schools creates an unsafe environment for students who walk to school, unnecessary greenhouse gas emissions, disruption to neighbours living around schools; and

Whereas: Many school boards have reduced walking distances for students in JK to Grade 3, recognizing that 1.6 km is too far for 3 and 4 year old students to walk twice per day.

Therefore, be it Resolved that:

OCSTA include this resolution as an additional recommendation in their prioritization to the provincial government under the student transportation recommendations.

Moved by: Tracey Weiler

Waterloo CDSB

Seconded by: Robert Sikora

Topic: **Temporary Accommodation Funding**

Whereas: School boards manage student accommodation pressures at school sites with portables and or the lease of temporary spaces. In recognition of this practice, the province provides Temporary Accommodation Funding in the amount of \$40M annually. Boards receive a portion of the \$40M based on their share of the total number of portables in the province, and

Whereas: The Temporary Accommodation Funding table amount has not been increased since the 2012-13 school year. Accounting for inflation between 2012 and 2024, boards should be receiving \$52.8M, a difference of 32.3%, and

Whereas: Providing a proportional share of a fixed funding amount forces school boards to offset portable costs by reducing spending in other areas where limited flexibility exists. A formula that better recognizes boards' actual costs and need to be responsive should be developed.

Therefore, be it Resolved that:

OCSTA petition the Ministry of Education to provide increased funding for temporary accommodation. For the 2025-26 school year, the total table amount used to allocate funds to boards for temporary accommodation costs should be updated to reflect inflation between 2012 and 2024 and during the 2025-26 school year, the Ministry of Education engage with sector representatives to review boards' funding requirements for temporary accommodation and develop a new funding formula for school boards effective for the 2026-27 school year.

Moved by: Kathy Doherty-Masters

Waterloo CDSB

Seconded by: Robert Sikora

Topic: **Addressing the Voter Registration Default to English Public-School Support**

Whereas: Property Owners in Ontario are required to support a school system, regardless of their child status, and

Whereas: School support designation helps property owners identify which school board they wish to support in a school board election, and

Whereas: The number of registered English/French separate (Catholic) supporters directly influences the number of trustees per municipality, and

Whereas: As per legislation, school board support defaults to the English Public-School Board, and

Whereas: If property owners have supported English/French separate (Catholic) schools according to MPAC in the past, and they move, even within the same city/region, the school board support defaults back to English Public School Board support, and

Whereas: Property owners who want to support English/French separate (Catholic) schools must change their support on the MPAC (Municipal Property Assessment Corporation) portal, complete a paper application or fill out an “Application to Amend Voter’s List” form.

Therefore, be it Resolved that:

In addition to all of the advocacy work that OCSTA does with Members of Provincial Parliament and the Ministry of Education regarding this default feature, OCSTA engage in a marketing campaign to raise the awareness of the issue at the school board and community level.

OCSTA would be the province-wide source for consistent messaging that Catholic Boards and other Catholic organizations such as the Dioceses, Parishes, Catholic Women’s League and the Knights of Columbus can use in their communications regarding school support designation.

This campaign would also support OCSTA’s strategic priority of building positive relationships with organizations that support Catholic Education in Ontario.

Move by: Conrad Stanley
Seconded: Winston Francis

Topic: Creation of a dedicated Catholic Faculty of Education and/or Catholic educational worker training program in the Province of Ontario

Whereas: there is a chronic shortage of various education workers across the Province of Ontario, and the Teacher deficit is projected to grow to 1,500 per year by 2030, and

Whereas: the population of Ontario has grown especially quickly in the last three years (half a million new residents a year) and changing demographics caused by immigration have led to the rapid growth of student enrolment and need for new staff hiring at Catholic school boards in particular, and

Whereas: there is a particular difficulty for Catholic school boards in finding specialty education workers at the intersection between specialized education training requirements and their unique Catholic faith requirements, and

Whereas: the government of Ontario has a legal requirement under Section 93 of the BNA Act of 1867 and Constitution Act of 1982 to fully fund and support public Catholic education, which should include the training of publicly funded Catholic education workers in Ontario, and

Whereas: there is a need to simplify, streamline and fast track the educational process for new students who know they want to work at a Catholic board upon their graduation from teacher's college or related education sector program:

THEREFORE, BE IT RESOLVED THAT:

OCSTA petition the Ministry of Education to investigate the feasibility of creating a new Faculty of Education (teacher's college), or new program at an existing college, that is dedicated solely to training education workers to work at Catholic school boards across the province of Ontario.

What would make this new college or program uniquely valuable is that Catholic values, teachings, practices and priorities would be fully integrated into the daily professional curriculum to much more effectively train the next generation of educational talent for the Catholic system. Without the establishment of this new college or program, the inequitable

funding gap that has developed between public and private boards when it comes to the training of education workers will continue to widen, in direct legal contravention of Section 93 guaranteeing equal public funding of both school systems in the province of Ontario.



Date: January 27, 2025
To: Board of Trustees
From: Chair of the Board
Subject: Chair's Report

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 activities of Board Chair

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

N/A

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

Policy I 001 Ends
 Policy II 003 Board Job Description
 Policy II 004 Advocacy and Advertising

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:

As we begin a new calendar year which is also a Jubilee Year, we look forward to the Promise of Hope.

Calendar Activities

Several discussions with Director Dowling and Vice-Chair Cuff

January 8 – SEAC

January 10 – Monsignor Doyle Co-op Job Fair

January 13 – Committee of the Whole.

Trustees discussed several draft resolutions to be presented to OCSTA which are advocating for school board needs.

January 17 & 18 – OCSTA Trustee Seminar – Trustees Guerin, Francis, Weiler also in attendance

January 20 – Governance Committee

January 27 – Board meeting

Trustees will finalize several resolutions to be presented to OCSTA.

January 30 – Mayor Vrbanovic's State of the City

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Robert Sikora
Chair of the Board

*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.





Date: January 27, 2025
To: Board of Trustees
From: Director of Education
Subject: Board Policy IV 013 Leadership

- 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 IV 013
 - Information only of day-to-day operational matters delegated to the CEO

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

Executive Limitation IV 013 Leadership

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

Policy 1 001 Ends
 Policy IV 013 Leadership
 Ontario Catholic Leadership Framework

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:

The CEO shall not cause or allow leadership at the top levels of the organization that is unskilled, unethical, uninspiring and that is inconsistent with our Catholic values.

CEO Interpretation:

The CEO will ensure that our school and system leaders will be well prepared and qualified for the positions for which they hold responsibility. Additionally, the CEO will ensure that all practices of WCDSB leaders will be actions of integrity, aligned with our legal responsibilities, our Catholic values and our social teaching. Finally, it suggests that the authenticity and actions taken by our leaders will inspire those they presume to lead.

Evidence:

Leaders for the WCDSB are required to have achieved all the required qualifications or accreditations associated with their respective positions. The required qualifications are listed in all job postings for the WCDSB. The courses required to attain this certification will always reflect teaching and learning containing the most recent legal responsibilities associated with the various positions for which leadership is possible, regardless of the department in the organization.

As outlined in the report to the Board on the WCDSB Leadership Strategy, there is a well-developed and evolving leadership strategy open to all employees of the WCDSB. The leadership strategy programs address a wide variety of relevant and evolving topics grounded in Catholic values and teachings. The resources selected, the focus of discussions, and the speakers who present are continually examined and invited to reflect a unique perspective of the Catholic Leadership Framework and the distinct nature of our Catholic schools and system.

Further, without limiting the scope of the foregoing, the CEO shall not fail to:

1. Lead by example;

CEO Interpretation:

That the CEO, along with other system and school leaders will model those behaviours and work habits that would engender confidence and that nothing would be asked of employees that is not being modelled in the dedication and efforts of our WCDSB leaders.

Evidence:

The CEO holds themselves and the team to a high standard. Goals are set each year, and senior team members share indicators reflective of their goals. The CEO and senior team remain available to those they lead, specifically the departments within their portfolio, as well as stakeholders from the schools in our system and the community.

The CEO and senior team make a point to model leadership that is present, ensuring they are seen in schools, departments, and facilities throughout the system. They are attentive to feedback and work hard to address concerns that are raised.



The CEO and senior team continue to maintain and develop a strong presence provincially. They regularly go beyond their expected duties to ensure the system is well-reflected and connected to the most current practices, information, and strategies.

2. Address the future needs of the system with a succession plan for formal leaders in the organization;

CEO Interpretation:

That the CEO would have systemic ways to ensure that the leadership needs of the system are being proactively considered and that new and aspiring leaders are being nurtured, with opportunities to foster their skills and leadership attributes.

Evidence:

The recent report to the Board on the WCDSB Leadership Strategy reflects the work and vision of the CEO and the Superintendent responsible for Leadership. It also includes input from other stakeholders, such as the Leadership Strategy committees, the Superintendent for Human Resources, the Academic Council, and the Senior Manager of Equity.

There is also informal nurturing and succession planning, as Superintendents and Principals are encouraged to identify prospective candidates for leadership positions and to encourage them to enroll in relevant courses.

It should be noted that postings for leadership positions within WCDSB are receiving a strong response. For example, since the fall of 2023, three postings for Principal and Vice-Principal candidates received 27 and 31 applicants, respectively.

3. Positively manage change;

CEO Interpretation:

That the CEO will ensure practices that develop leaders who are flexible and adaptable to their evolving circumstances, with a focus on personal leadership resources which assist in this regard.

Evidence:

The WCDSB Leadership Strategy has continued to evolve, responding to the different skills leaders require. There is a strong focus on equity education through the lens of our Catholic Social Teachings, ensuring that all WCDSB students can work toward and maximize their potential as part of the training for leaders within the WCDSB. Specifically, our senior team and administrators have participated in:

- Supporting 2SLGBTQIA+ Students
- Artificial Intelligence – Faith, Instruction and Assessment, Communication

The strategy continues to support our school administrators and candidates in the respective pools, providing more training for school and board staff.

As outlined in the Leadership Strategy Report to the Board, there is a concerted focus on deepening skills through Crucial Conversations training. Additionally, there has been a review of the Diocese of Hamilton's Forward Together in Christ and preparatory work ahead of the upcoming parish school



collaboration, explicitly looking at our work to bolster parish, home, and school relations and their impact on our leadership as school and system leaders.

4. Foster innovation and creativity;

CEO Interpretation:

That the CEO will have processes and forums that allow our leaders to foster their aptitude and strength in transferable skills, and in leading edge thinking that will serve our staff and students as future citizens and learners.

Evidence:

Outlined in the Leadership Strategy Report to the Board, the offerings also focus on innovative and responsive practices. Examples include:

- Workshops provided by CPCO to principals on Practical Tips & Strategies for Challenging Conversations Respectful of Race & Identity in Catholic Schools and Catholic Leadership & Wellness
- Book clubs offered to prospective and current leaders in the system

Additionally, there has been a continued focus on conflict resolution, crucial conversations, mentorship opportunities, and equity – all aimed at building leaders with transferable skills that will serve the system well.

5. Enlist others in creating and implementing a shared vision

CEO Interpretation:

That the CEO will ensure that through his or her own actions, as well as those of system and school leaders that there is a common understanding of the direction and purpose of the organization; rooted in common aspirational principles.

Evidence:

The CEO consistently reinforces the system's goals and aspirations, rooted in its mission and vision, in all communications. The strategic plan is grounded in our faith, with actions driving us forward. We will continue to engage in ongoing conversations with all our stakeholders to assess our progress and identify areas for improvement.

The Leadership Strategy, along with many accompanying initiatives, is the result of extensive work aimed at accurately reflecting the diversity of our system and bringing a shared vision of multiple leaders to life

6. Apply the guiding principles of holism, lifelong learning, equity, collaboration, excellence and accountability, reflection and reconciliation.

CEO Interpretation:

That the leadership of the system will reflect the characteristics of a Catholic Graduate and the Catholic Leadership Framework in their word and lived example.

Evidence:



The Catholic Leadership Framework (CLF) has been a foundational document throughout the evolution of the work of the Catholic Leadership Strategy Committee of WCDSB. As evidenced in the Report to the Board on the Leadership Strategy, the various evolutions of the program have always adhered to the principles of the CLF.

Questions in interviews for leadership positions are rooted in the indicators of the CLF, and when candidates build their Leadership Portfolios, the organizing principle is the CLF. Within our leadership strategy modules, candidates are continually invited to reflect on their work and what they have learned through additional coursework. The Information to Transformation Program, sponsored by the Diocese, invites the Director to meet with candidates who reflect on their program and personal journey/learning. The Induction for Newly Appointed Administrators Program allows all individuals new to their position to continue learning and reflecting on being a Catholic Leader in these times.

The CEO and the senior team hold themselves to a standard of excellence and continue to be on a learning journey themselves. They continually seek out professional learning experiences, both as attendees and presenters. Regular reflection occurs in formal and informal conversations to share learning and ask probing questions as we continue to be lead learners at WCDSB.

Recommendation:

That the Board accept this report indicating compliance with Policy IV 013 Leadership.

Prepared/Reviewed By: Tyrone Dowling
Director of Education

*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.

