Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Agenda

Board of Trustees' Board Meeting

Date: Monday, October 19, 2026.

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 W, Kitchener

Attendees:

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

Student Representatives:
Rashid Abu Ghazaleh, Brayden Thompson

Senior Administration:
Patrick Eby, Jordan Figueiredo, Gerald Foran, Shesh Maharaj, Angela McHardy, Paul Mendonça, 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 Chonnonton 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 1.4.1 From the current meeting 1.4.2 From a previous public or in-camera meeting	Individual Trustees		
1.5 Items for Action: Items for action arising from the In Camera meeting of Monday, October 19, 2026, regarding HRS matters.	Board of Trustees		Approval

ITEM	Who	Agenda Section	Method & Outcome
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 (Minutes of meetings, staff report)			
3.1 Approval of Minutes of Regular and Special Meetings			
3.1.1 Board of Trustees Minutes – Sept 28, 2026	Board of Trustees	pp. 4-7	Approval
3.1.2 Special Board of Trustees Minutes – Oct 5, 2026	Board of Trustees	pp. 8-11	Approval
3.2 SEAC Minutes – Sept 9, 2026	Board of Trustees	pp. 12-13	Information
3.3 CPIC Minutes – Apr 22, 2026	Board of Trustees	pp. 14-17	Information
3.4 Audit Committee Minutes – Jun 15, 2026	Board of Trustees	pp. 18-20	Information
3.5 Chair of the Board Report	Chair	pp. 21-22	Information
3.6 Audit Committee Annual Report	S. Maharaj	pp. 23-27	Approval
3.7 Governance Minutes – Oct 13, 2026	Governance Committee	pp. 28-29	Approval
4. Delegations/Presentation			
5. Advice from the CEO			
5.1 EQAO	J. Ritsma	pp. 30-38	Information
5.2 School Names – St. Bernadette and St. Francis Kitchener	S. Maharaj	pp. 39-43	Approval
5.3 CEO's Report	A. Varano	pp. 44-48	Information
6. Ownership Linkage (Communication with the External Environment)			
7. Reports from Board Committees/Task Forces			
7.1 Student Trustee Report	R. Abu Ghazaleh, B. Thompson	pp. 49-51	Information
8. Board Education (at the request of the Board)			
8.1 OCSTA/CCSTA Communications OCSTA/CCSTA Communications Link	Chair	Link	Information
9. Policy Discussion			
9.1 Governance Recommendations Report	Board of Trustees	pp. 52-61	Approval
10. Assurance of Successful Board Performance			
10.1 Board Policy Review 10.1.1 Board Policy II 003 Board Job Description Is there a need to review the Policy?	D. Guerin	Link	Approval
11. Assurance of Successful Director of Education Performance			
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): • Nov 5 – SEAC Meeting • Nov 6 & 13 – St. Louis Graduations	Chair	--	Information

ITEM	Who	Agenda Section	Method & Outcome
• Nov 10 – Audit Committee • Nov 11 - Remembrance Day • Nov 16 – Inaugural Election Chair/Vice-Chair & PD Day • Nov 24 - Board of Trustees • Nov 25 – CPIC Meeting			
13.2 Pending Items: **13.3** Pending Items for OCSTA Consideration	Committee/Task Force	Due Date	Action Taken
14. Items for the Next Meeting Agenda	Trustees		
14.1 November 16, 2026 – Inaugural Meeting	Board of Trustees		Information
15. Adjournment **Confirm decisions made tonight**	Director of Education		
15.1 Confirm Decisions Made Tonight	Recording Secretary	--	Information
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

Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Minutes

Board of Trustees' Board Meeting

A public meeting of the Board of Trustees was held on Monday, September 28, 2026, at 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

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

*- arrived at 6:08 p.m.

Student Trustees Present:
Rashid Abu Ghazaleh, Brayden Thompson

Administrative Officials Present:
Patrick Eby, Jordan Figueiredo, Gerald Foran, Shesh Maharaj, Angela McHardy, Paul Mendonça, Kerry Pomfret, Annalisa Varano

Special Resources For The Meeting:

Regrets: Renée Kraft (Chair), Jennifer Ritsma

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 Vice-Chair of the Board called the meeting to order at 6:00 p.m.

1.1 Opening Prayer & Memorials

Paula Rush, Spiritual Animator, led prayer and provided a blessing and commissioning for the new Student Trustees and Superintendents Figueiredo and McHardy. Student Trustees recited and signed the Declaration of Oath.

1.2 Territorial Acknowledgment

Territorial Acknowledgement declared by Vice-Chair Weiler.

1.3 Approval of Agenda

Vice-Chair Weiler motioned for approval of the agenda:

2026-87-- It was moved by Trustee Stanley and seconded by Trustee Sikora:
THAT the agenda for Monday, September 28, 2026, 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, June 22, 2026, regarding HRS matters.

2026-88-- It was moved by Trustee Sikora and seconded by Trustee Francis:
THAT the items for action arising from the Triple In Camera meeting of Monday, June 22, 2026, regarding HRS 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 Board of Trustees Minutes – June 22, 2026
3.2 Chair of the Board Report
3.3 SEAC Minutes – Jun 15, 2026

Vice-Chair Weiler requested a mover and seconder for approval of the consent agenda.

2026-89-- It was moved by Trustee Sikora and seconded by Trustee Doherty-Masters:
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 Major Capital Projects (Summer update)
Superintendent Maharaj introduced Chandler Kinzie, Supervisor of Construction & Renovations, to present the Major Capital Projects summer update. The presentation review additions, renovations, project timelines and portable moves. Trustees asked clarifying questions.

5.2 Summer Transition Programs/Update on Summer Boost/Headstart
Superintendent Foran introduced Sean Spitzig, Principal of Summer Boost and St. Paul CES, who presented the Summer Transition Programs Report. The presentation highlighted Summer Boost achievements in reading and mathematics, along with enrollment, staffing, and location-specific data. Trustees asked clarifying questions.

5.3 External Community Member to Audit Committee
Superintendent Maharaj presented the External Community Member to Audit Committee. Following the recruitment process, Ali Ahmed was recommended and appointed for a three-year term effective September 28, 2026.

2026-90-- It was moved by Trustee Guerin and seconded by Trustee Sikora:
That the Board of Trustees appoint Ali Ahmed to the Audit Committee as an External Member effective September 28, 2026 for a term of three years with a renewal provision for a further three years in alignment with Ontario Regulation 361/10 "Audit Committees".
--- Carried by consensus

5.4 Election Expense Compliance Audit Committee
Superintendent Maharaj presented a report on the Election Expense Compliance Audit Committee, outlining the requirement under the Municipal Elections Act to appoint members to the committee.

2026-91-- It was moved by Trustee Francis and seconded by Trustee Cuff:
That Zeynep Danis, Ali Ahmed, Tracy Williams, and Graham Rumble be appointed to the Board's Election Expense Compliance Audit Committee effective November 15, 2026, until the next municipal election.
--- Carried by consensus

5.5 Trustee Honoraria
Superintendent Maharaj presented the Trustee Honoraria report, outlining proposed changes to trustee remuneration in response to the Ministry's proposed honoraria cap and the allowable compensation amounts. Trustees asked clarifying questions and engaged in discussion regarding the timing of approving the proposed changes as the regulations are not yet confirmed.

2026-92-- It was moved by Trustee Stanley and seconded by Trustee Phillips:
That the Board of Trustees defer the approval for annual Trustee honoraria for the 2026-2030 term to the next board meeting on October 19, 2026.
--- Carried by consensus

5.6 CEO's Report
CEO Varano presented the CEO's report for the month of September. The report provided an overview of recent and upcoming activities, including school visits, partnerships with local institutions, and participation in professional development and community engagement events.

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

7. Reports From Board Committees/Task Forces
7.1 Student Trustee Update
Student Trustees Abu Ghazaleh and Thompson 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 September.

8. Board Education (at the request of the Board)
8.1 Vice-Chair Weiler noted OCSTA Communications.

9. Policy Discussion

10. Assurance of Successful Board Performance
10.1 Board Policy Review
10.1.1 Board Policy II 002 Governing Style. Is there a need to review the Policy?
Vice-Chair Weiler confirmed review of Board Policy II 002 Governing Style and confirmed compliance. The policy does not require review at the Governance Committee.

Vice-Chair Weiler called for a mover and seconder to affirm compliance.

2026-93-- It was moved by Trustee Cuff and seconded by Trustee Phillips:
THAT the Board of Trustees reviewed Board Policy II 002 Governing Style and find that the Board is in compliance.
--- Carried by consensus

10.1.2 Board Policy III 006 CEO Compensation of Benefits. Is there a need to review the Policy?
Trustee Sikora confirmed review of Board Policy III 006 CEO Compensation of Benefits and confirmed non-compliance. The policy requires review at the Governance Committee.

Vice-Chair Weiler called for a mover and seconder to affirm non-compliance.

2026-94-- It was moved by Trustee Sikora and seconded by Trustee Cuff:
THAT the Board of Trustees reviewed Board Policy III 006 CEO Compensation of Benefits and find that the Board is not in compliance and to refer the policy to the Governance Committee for review.
--- Carried by consensus

11. Assurance of Successful Director of Education Performance

12. Potential Agenda Items

13. Announcements

13.1 Upcoming Meetings/Events
Vice-Chair Weiler 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 Vice-Chair Weiler noted upcoming agenda items.

15. Adjournment – Confirm decisions made tonight.

15.1 The Recording Secretary confirmed decisions made tonight.

16. Closing Prayer

16.1 Closing prayer.

17. Motion to Adjourn

2026-95-- It was moved by Trustee Stanley and seconded by Phillips:
THAT the meeting be now adjourned. The meeting was adjourned by consensus at 7:47 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, October 5, 2026, at 1st floor Board Room, Catholic Education Centre, 35 Weber Street, Kitchener.

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

*-joined via Teams

Student Trustees Present:
Rashid Abu Ghazaleh

Administrative Officials Present:
Patrick Eby, Gerald Foran, Shesh Maharaj, Angela McHardy, Paul Mendonça, Kerry Pomfret, Jennifer Ritsma, Annalisa Varano

Special Resources For The Meeting:

Regrets: Brayden Thompson, Jordan Figueiredo

Recorder:
Alice Figueiredo, 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 6:05 p.m.

1.1 Opening Prayer & Memorials

Opening Prayer & memorials led by Trustee Doherty-Masters and guest Mary Jane Schlegel. Prayer for World Teacher Day was shared.

1.2 Territorial Acknowledgment

Territorial Acknowledgement declared by Chair Kraft

1.3 Approval of Agenda

Chair Kraft motioned for approval of the agenda:

2026-96-- It was moved by Trustee Francis and seconded by Trustee Sikora:
THAT the agenda for Monday, October 5, 2026, 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
N/A

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)

4. Delegations

5. Advice from the CEO

5.1 Trustee Honoraria 2026-2030
Shesh Maharaj, Chief Financial Officer, presented the report regarding trustee honoraria for the 2026-2030 term of office. Trustees discussed the proposed honoraria amounts.

Chair Kraft introduced the motions outlined in the report:

1. That the Board of Trustees approve annual honoraria for the 2026-2030 term as follows:
    - All Trustees: $9,000 per annum
    - Vice-Chair: An additional allowance of $500 per annum
    - Chair: An additional allowance of $1,000 per annum
2. That the Board of Trustees refer Board Policy II 013, *Cost of Governance*, to the Governance Committee for amendments to reflect these changes, effective November 15, 2026.
3. That the Board of Trustees refer any Board Policies impacted by Bill 101 to the Governance Committee for review and amendment, as required.

The motions were moved by Trustee Guerin and seconded by Trustee Francis.

Prior to consideration of the motions, Trustee Stanley proposed an amendment to Motion 1 respecting attendance allowances for statutory committee meetings. The proposed amendment stated:
"That an attendance incentive of $50 be provided to any trustee who attends a provincially mandated statutory committee meeting, provided that the trustee's total honoraria (annual allowance plus attendance incentive) does not exceed $10,000 per annum."

Discussion followed regarding the intent of the amendment, applicable regulations, and the need for legal and Ministry clarification. Trustee Sikora seconded the proposed amendment.

CEO Varano noted the importance of approving the honoraria resolution within the required timelines and recommended seeking legal clarification regarding the language and permissibility of adding attendance incentives to legislation that has been passed that did not include those incentives.

Following the discussion, Trustee Stanley withdrew his proposed amendment.
Chair Kraft then returned the Board's attention to the original motions and recommended that each motion be considered separately. Chair Kraft proceeded to read motion 1 and requested a mover and seconder.

2026-97-- It was moved by Trustee Cuff and seconded by Trustee Sikora:
That the Board of Trustees approve annual honoraria for the 2026–2030 term as follows:
All Trustees: $9,000 per annum
Vice-Chair: An additional allowance of $500 per annum
Chair: An additional allowance of $1,000 per annum
---Carried by Consensus

Chair Kraft read the second motion and requested a mover and seconder. Discussion followed regarding amendments to include legal and Ministry review and clarification.

2026-98-- It was moved by Trustee Stanley and seconded by Trustee Cuff:
That the Board of Trustees send Board Policy II 013 Cost of Governance to its Governance committee and that the question of maintaining the current attendance amount for statutory committee meetings be referred to legal counsel, the Ministry of Education, and the Governance Committee for review, with a report back to the Board.
---Carried by Consensus

Chair Kraft requested a mover and seconder for the third motion. Trustees discussed amending the motion to more clearly reflect policies related to trustee honoraria, noting that the current wording was too broad. Trustee Sikora suggested a proposed amendment to replace “impacted by” with “impacting honoraria.”

2026-99-- It was moved by Trustee Sikora and seconded by Trustee Stanley:
That the Board of Trustees send any Board Policies impacting honoraria by Bill 101 to its Governance Committee.
---Carried by Consensus

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

11. Assurance of Successful Director of Education Performance

12. Potential Agenda Items

13. Announcements
13.1 Upcoming Meetings/Events
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 Closing prayer differed to Committee of the Whole.

17. Motion to Adjourn

2026-100-- It was moved by Trustee Guerin and seconded by Trustee Cuff:
THAT the meeting be now adjourned. The meeting was adjourned by consensus at 6:49 p.m.

Chair of the Board

Secretary

Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Minutes

SEAC Committee Meeting Minutes

Date& Time:	September 9, 2026@ 6:00 pm
Location (Hybrid)	In-Person: St. Francis Room (2nd Floor), Catholic Education Centre Online: Via Teams: Join the meeting
Next Meeting:	October 7, 2026@ 6:00 pm
Committee Members: Kim Murphy, Amanda Hennig, Cindy Benedetti, Karen Applebee, Laura Shoemaker, Jeanne Gravelle, Monica Wenzlaff, Bob Sikora, Conrad Stanley **Administrative Officials:** Gerald Foran, Angela McHardy, Erin Lemak	

1. Opening Prayer Welcome	Erin Lemak
2. Approval of Agenda Motion by: Bob Sikora Seconded: Jeanne Gravelle	
3. Declared Pecuniary Interest N/A	
4. Approval of the June minutes: Motion by: Cindy Benedetti Seconded: Bob Sikora	
5. School System Operational Business: 5.1 Welcoming the new Superintendent of Special Education, Angela McHardy 5.2 Summer Boost and Transition Update Gerald provided an update on the Elementary and Secondary Transition programs, including student participation numbers, and shared information about the Summer Boost program offered at the beginning of the summer. 5.3. 26/27 Special Education Plan Checklist Review of the checklist that was sent to Ministry with the 26/27 Special Education Plan. Q&A 5.4. Professional Development Plan for the Year. Erin shared the 2026-27 professional development (PD) plan for staff.	G. Foran E. Lemak
6. 6. Ministry Updates (10 min) N/A	

7. SEAC Committee Functions: 7.1. 26/27 SEAC Topics Members were asked to submit topic ideas via email and consult with their respective organizations to identify and suggest topics of value for future SEAC discussions. A form will be created to capture both previously discussed topics and new suggestions and will be shared with the committee for input and review. 7.2. SEAC Terms of Reference Laura reviewed the document and highlighted its key details for the committee. The committee will be asked at the December meeting to indicate their interest in continuing their membership on the committee.	A. McHardy L. Shoemaker
8. Policy Advice to the Board N/A	
9. Updates **9.1. WRFN Updates** PDA support group met through the summer and will be meeting again in person on Sept 10. Camp Day registration filled very quickly, and we are excited to welcome 32 families to Camp KI-Wa-Y on September 27. Details are being finalized for the School Navigation Workshop series. Once finalized, a flyer will be shared **9.2. Autism Updates** Autism Ontario - September 2026 Update	
10. Pending Items Submit the Special Education Plan checklist with the edit in section 19 – add the SEAC recommendation	
10. Adjournment Motion by: Bob Sikora Seconded: Jeanne Gravelle	
12. Action Items Place Holder N/A	

Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Minutes

Catholic Parent Involvement Committee (CPIC) - Minutes

Date:	April 22, 2026
Time:	6:00pm – 7:30pm
Location (Hybrid):	In-Person: St. Francis Room (2nd Floor), Catholic Education Centre Online: Via Teams : Join the meeting
Committee Members: Joey Stephen, Leslie Ciampaglia, James Sebastian-Scott, Craig LeBlanc, Paul Marchwica, Tooba Mohtsham, Irene Vassalo, Akpos Ohwofaraye, Paulina Ebie, Jennifer Allore, Tracey Antonio-Uttley, Nicole McKelvie, John Murphy, Marisa Phillips, Linda Cuff, Laura Shoemaker **Administrative Officials:** Paul Mendonca, Andrew Gordon, Monica Carlin **Regrets:** Craig LeBlanc, Irene Vassalo, Paulina Ebie, John Murphy, James Sebastian Scott	

TOPIC	Presenter	Minutes
1. Land Acknowledgment, Opening Prayer/Intentions & Welcome, Call for additional Agenda items We would like to acknowledge that the land on which we gather today is the traditional home of the Haudenosaunee, Anishinaabe and Neutral People. We acknowledge the enduring presence and deep traditional knowledge, laws and philosophies of the Indigenous Peoples with whom we share this land today. We seek a new relationship with the Original People of this land; one based on honour and deep respect. We are grateful for the opportunity to learn here and reaffirm our collective commitment to make the promise and the challenge of Truth and Reconciliation real in our community.	Paul	5
2. Approval of Agenda Motion by: Paul Marchwica Seconded: Joey Stephen	Paul	2
3. Approval of the March minutes: Motion by: Nicole McKelvie Seconded: Jennifer Allore	Paul	2
4. Superintendent Updates 4.1. Logo Update – Logo not finalized yet. Email will be sent to the committee when completed.	Paul	15

DRAFT

4.2. CPIC Membership Update: Terms ending- Next steps • The following members will be ending their terms: Craig LeBlanc, Irene Vassalo, James Sebastian Scott, Paul Marchwica and Joey Stephen. • New call to parents to fill the roles. First step will be the expression of interest. Q&A 4.3. Innovation Action Network Flyer information 4.4. CPIC Flyer • Sent on Administrator announcements to all Principals on April 1st and system wide to all parents. 4.5. Revised Terms of reference regarding attendance for next year. • ***Attendance and Participation*** *Members of the Catholic Parent Involvement Committee (CPIC) are expected to participate regularly in committee meetings in accordance with APSC001.* *A member who is absent from three (3) consecutive meetings without prior notification or reasonable explanation may be deemed to have vacated their position. In such circumstances, the committee may declare the position vacant and proceed to fill the vacancy in accordance with established CPIC procedures.*		
5. Discussion Items/Updates: *5.1. MAAP – Math Achievement Plan Update* • Third Year of working with Priority schools – report on achievements. • Math @ Home Monthly on our website • Math Action Actin Plan 25-26 Key Strategies and Actions • Board, School and Classroom Strategies • Ministry of Education and SO MAAP Visits • MOCK EQAO Participation 2026 G3 90%, G6 – 91.2% • Board Wide PD for Math Lead Teachers – 6 after school sessions • Math Guru – Math Event on March 31st Q&A	Petra Le Duc, Math Lead	30

5.2. MYSP, MDI • Student Census Report Update ➢ Pastoral Plan Implemented ➢ Cycle 1 –2021 grades 4-12+ ➢ Cycle 2 –2025 grades 4-12+ • MDI survey from March 25 – April 10 (12000+ students participated) ➢ Audio-translations in variety of questions ➢ Paper copies available for students that needed a family member to complete the MDI on their behalf ➢ EAs, CYW's and MLST's invited to support students • Data cleaning & analysis over the summer • Wellbeing Index and Assets Index reported first • Next Steps Q&A	Courtney Brewer, Research Coordinator	
6. Faith/Diocesan Update • Welcoming the new incoming Bishop Joseph Dabrowski • The Partnership for Catholic Education and Information to Transformation • A Celebration of School – Parsh Relationships at its finest– Mt Mary Retreat program 50 years young and still going strong! • WCDSB friend and former Spiritual Animator Fr Toby Collins move on, but we are excited that Fr. Raphael Ma was named Pastor of St. Mary's • Theology on Tap • Chris Bray – award winning Catholic Musician and Speaker spent time with all our Secondary Religion classes during Lent • Lenten Activities marked the past 40 days • Parish/School Event	John Murphy presented by Paul Mendonca	5
7. Trustee Updates 7.1 Linda Craft and Marisa Phillips shared most recent Trustee updates.	Marisa Linda	5
8. Administrator Updates **8.1 Elementary Updates:** • Catholic Education week in May • Grade 8 Transitions and High Needs Verification meetings	Andrew	5

• EQAO • Gr. 4 Bible Celebrations • Gr. 8 Mount Mary Trips • International Students coming to schools • Welcome to Kindergarten Nights in May • Folk Dance • Confirmations and Communions • Graduations • Year End Mass • Report Cards **8.2. Secondary Updates:** • Term 2 beginning • Mid Term report cards • PA Day in April • Scheduling for the next year • Convocation celebrations • June evaluations • Spring Literacy Test • Math EQAO in June • June 1st – Ontario Day	Monica	
9. Pending Items N/A	Paul	
10. Gratitude and Closing Prayer	Paul	5
11. Adjournment Motion by: Joey Stephen Seconded: Paul Marchwica	Paul	1

Audit Committee Open Meeting

Date: **June 15, 2026**

Time: 6:00 p.m.

Location: **MS Teams**

Next Meeting: **TBD**

Attendees:

Committee Members:
Marissa Phillips, Bob Sikora, Winston Francis

Community Members:
Jennifer Gruber, Zeynep Danis

Administrative Officials:
Annalisa Varano, Shane Durham, Laura Isaac, Shesh Maharaj

Guests:
Andrea Eltherington (RIAT), Melanie Dugard (Doane Grant Thornton), Kashif Khan (Doane Grant Thornton)

Regrets:

1. Welcome and Opening Prayer
2. Territorial Acknowledgement

3. Approval of Agenda
   Motion: That the Audit Committee Open Agenda of June 15, 2026 be approved as submitted.
   Moved by: Bob Sikora
   Seconded: Winston Francis
   Carried by consensus

4. Declared Pecuniary Interest
   None

5. Approval of the Minutes
   Motion: That the Audit Committee Open Meeting Minutes from April 8, 2026 be approved.
   Moved by: Bob Sikora
   Seconded: Jennifer Gruber
   Carried by consensus

6. Discussion Items

6.1 Q3 Dashboard Report

- Laura reviewed Q3 financial position showing a balanced budget. It was highlighted that supply costs have increased significantly over last quarter.

Motion: That the 3rd Quarter Dashboard Report for the year ended August 31, 2026 be sent to the Board of Trustees for information.
Motion: Jennifer Gruber
Seconded: Bob Sikora
Carried by consensus

6.2 Regional Internal Audit Team

- June Status update
- 2026-2027 Audit Plan Proposal
  - Andrea reviewed progress on open projects to date
  - Andrea highlighted that, in discussion with management, an Equity Review will be performed for the 2026-2027 school year. Further to this, follow-up will continue on open items

Motion: *That the 2026-2027 Regional Internal Audit Plan be approved as presented.*
Moved by: Winston Francis
Seconded by: Jennifer Gruber
Carried by consensus

6.3 Audit Committee Administration

- Community Member change
  - Jennifer's term on the Audit Committee has come to an end; Shane, Zeynep and Shesh extended gratitude to Jennifer for her contributions to the Audit Committee
- Community Member recruitment
  - Trustee Sikora, Shesh and Annalisa will sit on the selection committee
  - Board of Trustees will appoint the new external member based on recommendation from selection committee
  - Posting will be sent out late August
- 2024-2025 Audit Committee Self- Assessment
  - Shane presented the responses to the self-assessment
- 2026-2027 Terms of Reference (TOR)
  - Shane highlighted changes
  - Main change was to remove term "whistleblower" and replace with "complainant"
  - Update made to Shesh's title, change to mention of Director/CEO
  - Added section on Fraud & Accountability oversight
  - Will be reviewed at first meeting of 2026-27
  - Shesh indicated that our Terms of Reference indicate a CPA is required but regulation does not stipulate it needs to be a CPA; posting will show experience only
  - Shane will amend the Terms of Reference to match legislation

Motion: That the Audit Committee approve the Terms of Reference with the amendment to remove CPA requirement to align with regulation
Moved by: *Bob Sikora*
Seconded*: Jennifer Gruber*
Carried by consensus

- 2026-2027 Audit Committee Meeting Dates
  - Future meeting dates will be sent to members via a Doodle Poll

6.4 Audit Committee Closed Session
Motion: That the Audit Committee move into Closed Audit Committee agenda at 7:06 pm
Moved by: *Marisa Phillips*
Seconded*: Bob Sikora*
Carried by consensus

7. Pending Items
   None

8. Adjournment
   8.1 Audit Committee Adjournment
   Motion: That the Audit Committee meeting of June 15, 2026 is adjourned at 8:02pm
   Moved by: *Marissa Phillips*
   Seconded*: Jennifer Gruber*
   Carried by consensus



Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Report

Date: October 19, 2026

To: Board of Trustees

From: Chair of the Board of Trustees

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 day-to-day operational matters delegated to the CEO

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

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

Policy I Ends
Policy II 003 Board Job Description

Alignment to the MYSP:

☐ **Learning**
- ☐ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

☒ **Serving**
- ☒ Celebrate & promote our distinct Catholic identity
- ☐ Develop faith & live gospel values
- ☐ Strengthen connections between home, school, & parish
- ☐ Connect faith formation to learning

☒ **Belonging**
- ☐ Create safe, welcoming environments that reflect our diversity
- ☐ Promote a sense of mattering & dignity
- ☐ Foster equitable, inclusive, & barrier-free learning & work environments
- ☒ Engage families & build community partnerships

Background/Comments:

Several discussions with Director Varano
Oct 2 – Guardian Angels Grand Opening Ceremony
Oct 3 – Feast of St. Jerome Fundraiser for Student Scholarships
Oct 5 – Committee of the Whole
Oct 8 – St David's Academic Awards Night
Oct 13- Governance Meeting
Oct 15 -St. Mary's Academic Awards Night
Oct 19 – Board Meeting

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Renée Kraft
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.

Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Report

Date: October 19, 2026

To: Board of Trustees

From: Zeynep Danis, Chair, Audit Committee

Subject: Audit Committee Annual Report to the Board of Trustees

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 on Board policy
- ☐ Information only about day-to-day operational matters delegated to the CEO

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

Ontario Regulation 361/10 *Audit Committees*

15(3) - An audit committee of a board shall submit a report to the board in each fiscal year on or before a date specified by the board, and at any other time as may be requested by the board, that includes,

(a) a summary of the work performed by the committee since the last report,
(b) an assessment by the committee of the board's progress in addressing any findings and recommendations that have been made by the internal or external auditor,
(c) a summary of the matters addressed by the committee at its meetings,
(d) the attendance record of members of the committee, and
(e) any other matter that the committee considers relevant.

Alignment to the MYSP:

☐ **Learning**
- ☐ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

☐ **Serving**
- ☐ Celebrate & promote our distinct Catholic identity

☐ Develop faith & live gospel values
☐ Strengthen connections between home, school, & parish
☐ Connect faith formation to learning

☐ **Belonging**
☐ Create safe, welcoming environments that reflect our diversity
☐ Promote a sense of mattering & dignity
☐ Foster equitable, inclusive, & barrier-free learning & work environments
☐ Engage families & build community partnerships

Background/Comments:

Audit Committee Members
The Audit Committee was composed of the following members for 2025-2026:

- Jennifer Gruber and Zeynep Danis (Chair) – External Members
- Marisa Phillips, Bob Sikora, Winston Francis – Trustees

Governance
The Audit Committee operated throughout the fiscal year. All members were independent in accordance with provisions 3(1) and 3(2) of Ontario Regulation 361/10.

Summary of Work Performed
The Audit Committee met on October 2 and November 12, 2025, and January 28, April 8 and June 15, 2026. The following are highlights of the committee's work during the 2025-2026 school year:

- Elected Zeynep Danis as Chair of the Audit Committee
- Reviewed quarterly dashboard reports from management
- Monitored the Fraud and Accountability Line
- Completed the annual review of the Audit Committee Terms of Reference
- Reviewed the 2024-2025 audited financial statements and recommended their approval to the Board of Trustees
- Received and reviewed the 2024-2025 Annual Internal Audit Report
- Prepared and reviewed the Audit Committee Annual Report to the Ministry of Education
- Reviewed the Regional Internal Audit Mandate
- Reviewed the following RIAT Audits:
    a. Attendance Support
- Reviewed the following RIAT Follow-ups:
    a. Entity
    b. Effect of Staffing Shortages on Student Achievement
    c. Health and Safety
    d. IT Security and Vulnerability Assessment
    e. HR & Payroll
    f. Privacy
    g. Staffing Processes
- Reviewed the WCDSB Internal Auditor Mandate
- Reviewed the following WCDSB Internal Audit reports:
    a. 2025-2026 School Generated Funds updates, as completed
    b. 2025-2026 Enrolment & Attendance updates, as completed

c. 2024-2025 Trustee Expenses Audit Report and Statement of Trustee Expenses
d. 2024-2025 Director's and Director's Office Expenses Audit Report
e. Q1, Q2 and Q3 Internal Audit Plan Status Reports

- Completed the annual Audit Committee self-evaluation
- Monitored activity on the WCDSB Fraud & Accountability Line

Internal Auditors

The Audit Committee reviewed the 2025-2026 Internal Audit Plan. Prepared by the Internal Audit Officer, the plan considered the RIAT risk assessments and was coordinated with the RIAT Audit Plan to produce a risk-based internal audit plan. The Audit Committee reviewed and endorsed the Board's internal audit strategies and annual plan and received regular reports on the outcomes of audit work and the recommendations made.

Assessment

Throughout the year and in accordance with recommended good practices, various administrative tasks were completed. These included:

- Reviewing the Audit Committee Terms of Reference
- Developing a meeting schedule and agenda for each meeting
- Reviewing the annual Internal Audit Plan and recommending it for approval
- Performing a self-evaluation of the Audit Committee's effectiveness and discussing the results

The Committee agreed to meet five times during the year, and all meetings were held as planned. Members' attendance was as follows:

Member's Name	October 2, 2025	November 12, 2025	January 28, 2026	April 8, 2026	June 15, 2026
Robert Sikora	✔	✔	✔	✔	✔
Marisa Philips	✘	✔	✔	✔	✔
Conrad Stanley*	✔	N/A	N/A	N/A	N/A
Zeynep Danis	✔	✔	✔	✔	✔
Jennifer Gruber	✔	✔	✔	✔	✔
Winston Francis	✔	✔	✔	✔	✔

*Conrad Stanley was a non-voting attendee at the October meeting.

Attachment:

Appendix C: Annual Report to the Board of Trustees, forwarded to the Ministry of Education for the year ended August 31, 2026.

Recommendation:

1) That this report be provided to the Board of Trustees for information.
2) That the Board of Trustees approve the submission of Appendix C to the Ministry of Education SharePoint site.

Prepared By: Shane Durham
Internal Audit Officer

Reviewed By: Zeynep Danis
Chair, Audit Committee

Annalisa Varano
Chief Executive Officer

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.

Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

35 Weber St. W., Unit A
Kitchener, ON, Canada N2H 3Z1
519-578-3660
info@wcdsb.ca

Appendix C
Annual Report to the Board of Trustees and Forwarded to the Ministry of Education
For the year ended August 31, 2026

District School Board Name: Waterloo Catholic District School Board

Fiscal Year: 2025-2026

Re: Annual audit committee report to the Ministry of Education per Ontario Regulation 361/10

Audits:

1. Attendance Support – Started

Audit Follow-ups:

2. Staffing Processes
3. HR & Payroll
4. IT Security and Vulnerability
5. Privacy
6. Health & Safety
7. Entity
8. Effect of Staffing Shortages on Student Achievement

Based on the internal audit plan, we are not expecting any enrolment audits to be performed.

October 6, 2026		Audit Committee Chair
Date	**Signature**	**Title**

Governance Committee

Date:	October 13, 2026, 5-7 pm
Time:	5:00 PM
Location:	CEC, St. Teresa of Avila
Next Meeting Date(s):	

Governance Committee:
Tracey Weiler (Chair of Governance), David Guerin, Renée Kraft

Regrets: Kathy Doherty-Masters

Administrative Officials: Annalisa Varano

Recording Secretary: Alice Figueiredo

1. Call to Order
Time: 5:10 PM

1.1 Territorial Acknowledgement
Chair Weiler delivered the Territorial Acknowledgement. It was noted that the Territorial Acknowledgement included in the agenda should be updated.

1.2 Prayer
Chair Weiler led in prayer.

2. Approval of Agenda
CEO Varano proposed that II 001 -Global Governance Commitment, II 008 – The Role of the Chair, II 014 Trustee Expenses and II 003- Board Job Description be reviewed and discussed. Trustee Weiler noted that the policies can be added to agenda at 5.5 and discussed if time allows.

Trustee Weiler requested a mover and seconder for approval of the amended agenda.

First: Trustee Guerin
Seconder: Trustee Kraft
Carried by Consensus

3. Declared Pecuniary Interest
NIL

4. Approval of the Minutes
N/A

5. Discussion Items (Trustee Weiler)

5.1 Board Policy II 001 Global Governance Commitment
The Governance Committee noted that the policy was compliant in June; however, it was anticipated to be non-compliant in September due to the absence of a Committee of the Whole meeting that month.

The Committee reviewed the policy and discussed proposed revisions and recommendations.

5.2 Board Policy III 006 CEO Compensation of Benefits
Governance Committee noted that the policy was not in compliance and reviewed and discussed proposed revisions and recommendations.

5.3 Board Policy II 013 Cost of Governance
The Committee reviewed the policy and discussed potential revisions and recommendations. CEO Varano advised that responses from legal counsel and the Ministry of Education were still pending. The Committee agreed to wait for this feedback before making any recommendations to the Board.

5.4 Set Governance dates
Governance Committee discussed and confirmed the following Governance Committee dates for 2026-2027. The following dates were approved:

- January 11, 2027 (5:30-7:30 pm)
- March 2, 2027 (5:30-7:30 pm)
- May 17, 2027 (5:30-7:30 pm)

5.5 Review of II 001 -Global Governance Commitment, II 008 – The Role of the Chair, II 014 Trustee Expenses and II 003- Board Job Description
The Governance Committee reviewed Board Policy II 014 – Trustee Expenses and discussed potential revisions and recommendations. Committee members reviewed provisions related to mileage expenses and sought clarification regarding eligible expenses. The CEO was requested to provide additional information regarding mileage reimbursement.

The Committee agreed that Board Policy II 014 – Trustee Expenses is ready to proceed to the October Board meeting for consideration. The remaining policies will be referred to a future Governance Committee meeting for further discussion and review.

6. Pending Items
Trustee Weiler requested that Board Policies II 001 – Global Governance Commitment, II 003 – Board Job Description, and II 008 – The Role of the Chair be brought forward for review at the next Governance Committee meeting.

7. Recommendations to Board

That the Governance Committee send proposed Board Policy II 001 Global Governance Commitment, Board Policy III 006 CEO Compensation of Benefits and II 014 Trustee Expenses to the upcoming Board meeting for review and approval and That the Governance Committee send Board Policy II 013 Cost of Governance for legal and Ministry of Education opinion and report back to the Governance Committee.
First: Trustee Guerin
Seconder: Trustee Kraft
Carried by Consensus

8. Adjournment
Chair Weiler requested and mover and seconder to adjourn the meeting at 7:03 p.m.
First: Trustee Kraft
Seconder: Trustee Guerin
Carried by Consensus

Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Report

Date: October 19, 2026

To: Board of Trustees

From: Chief Executive Officer

Subject: 2025-26 EQAO Achievement Summary 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)

Education Act Section 169. (1)

- Every Board shall:, (a) promote student achievement and well-being; (b) ensure effective stewardship of the board's resources; (c) deliver effective and appropriate education programs to its pupils; f) develop a multi-year plan aimed at achieving the goals of student achievement and well-being, positive school climate, inclusive and accepting schools, stewardship of resources, and effective and appropriate education programs to its pupils
- Education Quality and Accountability Office Act, 1996, S.O. 1996, c. 11, April 1, 2024 – (e-Laws currency date)

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

- Growing success: assessment, evaluation, and reporting in Ontario's schools, kindergarten to Grade 12 – Grades 1 to 12 (2010); Mathematics addendum (grades 1 to 8) (2020), Language addendum, grades 1 to 8 (2023) and Mathematics addendum, Grade 9 (2024)
- Ministry Communications to All District School Boards 2026-27: Math Action Achievement Plan Supports and Literacy Supports
- Better Schools and Student Outcomes Act, 2023 - Bill 98 & PPM 119 Equity & Inclusion (2013)
- Putting student achievement first (2026)
- Public Schools, School Boards and the Ministry of Education – Access and Reporting (updated 2026)

Alignment to the MYSP:

☒ **Learning**
- ☒ Support multiple pathways & tools for success
- ☒ Accelerate excellence & innovation while building transferable, future-ready skills
- ☒ Engage students as co-creators in their learning
- ☒ Transform learning through leadership & staff support & development

☐ **Serving**
- ☐ Celebrate & promote our distinct Catholic identity

☐ Develop faith & live gospel values
☐ Strengthen connections between home, school, & parish
☐ Connect faith formation to learning

☒ **Belonging**
☐ Create safe, welcoming environments that reflect our diversity
☒ Promote a sense of mattering & dignity
☐ Foster equitable, inclusive, & barrier-free learning & work environments
☒ Engage families & build community partnerships

Background/Comments:

PURPOSE:
This report will highlight the board and provincial Education Quality and Accountability Office (EQAO) data from the 2025-26 assessments, which marks the fifth year of reporting on student achievement results of EQAO's digitalized and modernized provincial assessments. *(Note: EQAO data was publicly released on September 25, 2026-Provincial results)*

CONTEXT:
Results from 2025-26 are provided along with those from the four previous years to show trends in achievement. Such analysis of results contributes to a better understanding of student learning over time. ***Note: The results reported below represent the data for fully participating students only***

The results in Grades 3, 6, 9 and OSSLT highlight the importance of continuing the work through the Literacy Achievement Action Plan and the Math Achievement Action Plan.

TERMS:
Provincial Standard: The provincial standard (Level 3, B or 75%) is not used to determine whether a student "fails" or "passes"; the provincial standard is simply a target level of achievement established by the government.

Fully Participating (FP) Students: Students who took part in the assessment by answering at least one question in each session and, as a result, have data (excludes "no data," "exempt" and "absent" categories).

First Time Eligible (FTE) Students: Students working toward an Ontario Secondary School Diploma (OSSD) who are in their second year of secondary school (Grade 10); also students who entered Grade 10 from out of province.

Previously Eligible (PE) Students: Students working toward an OSSD who were included in one of the following: absent or deferred in a previous school year; not yet successful during one or more previous school years' administrations; provided insufficient evidence to determine an outcome during one or more previous school years' administrations; previously exempted but are now working toward an OSSD; who entered Grade 11 or 12 from out of province; enrolled in an adult education program and began Grade 9 in or after the 2000–2001 school year; or are mature students.

1. Language | Literacy Grades 3, 6 and OSSLT
2. Mathematics Grades 3, 6 and 9
3. Strategies for Continued Improvement

5-YEAR OVERVIEW: % of fully-participating (FP) students at or above provincial standard (Level 3 or 4)

Grade 3	2022		2023		2024		2025		2026	
	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.
Reading	76.9%	73.2%	75.3%	72.6%	72.7%	71.2%	74.9%	74.2%	**77.4%**	74.9%
Writing	70.7%	64.9%	66.0%	65.5%	63.3%	63.7%	64.8%	64.6%	**68.0%**	66.9%
Math	64.2%	59.0%	62.1%	59.7%	63.6%	61.3%	65.1%	63.6%	**66.9%**	65.1%

Grade 6	2022		2023		2024		2025		2026	
	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.
Reading	87.0%	84.9%	83.5%	83.7%	80.7%	82.0%	84.3%	85.6%	**84.5%**	85.7%
Writing	86.1%	84.1%	85.4%	83.6%	79.3%	80.4%	82.3%	84.7%	**83.9%**	85.5%
Math	51.5%	47.2%	54.4%	49.5%	52.6%	50.2%	53.5%	51.4%	**51.4%**	51.9%

Grade 9	2022		2023		2024		2025		2026	
	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.
Math	52.0%	52.3%	50.0%	53.7%	54.7%	53.9%	53.2%	57.8%	**58.3%**	58.7%

Grade 10	2022		2023		2024		2025		2026	
	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.	WCDSB	Prov.
OSSLT	85.6%	82.1%	83.3%	84.7%	86.3%	84.5%	92.0%	85.2%	**88.4%**	85.6%

PE = Previously Eligible Students

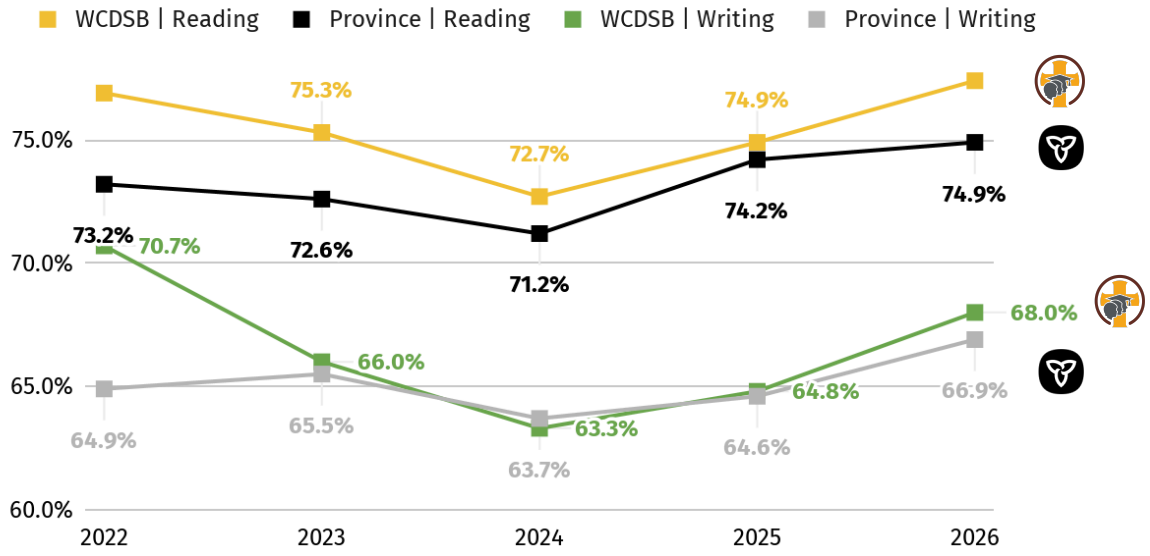
OSSLT	86.1%	85.2%	52.6%	62.9%	56.9%	51.7%	57.2%	50.5%	**48.8%**	48.9%

NOTE: In the 2021-2022 school year, previously eligible students included the Grade 11 students who were unable to write the OSSLT in Grade 10 due to the pause on EQAO assessments. 2021-2022 results are not comparable to subsequent years.

LANGUAGE | LITERACY Grades 3, 6 and OSSLT

Grade 3 EQAO Results | Reading and Writing | 2022-2026

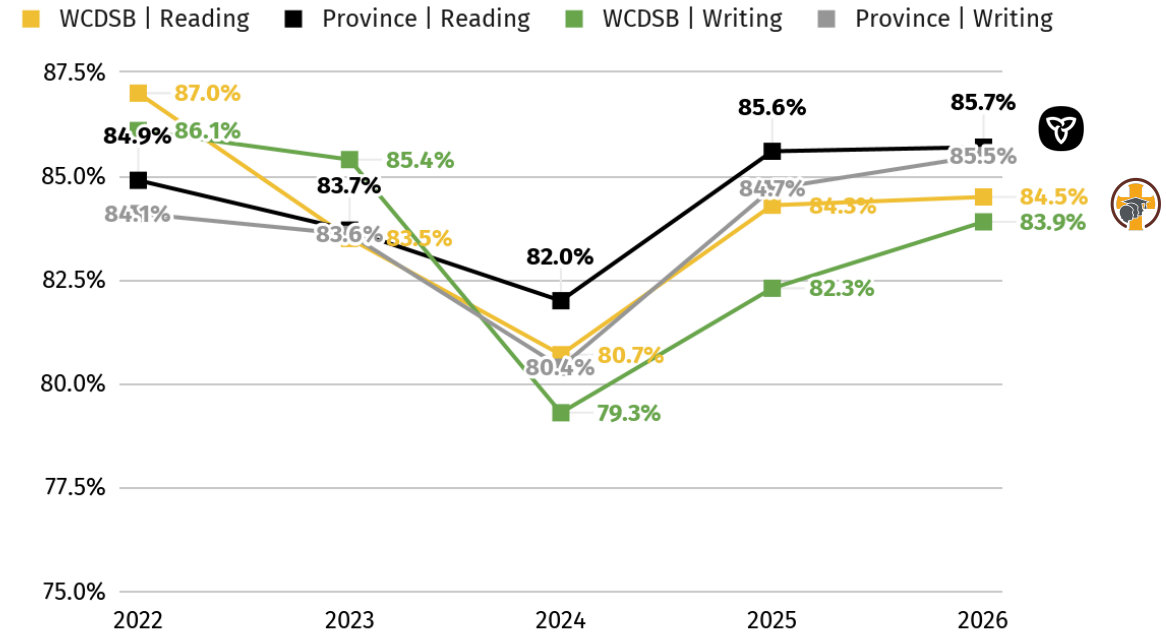
*■ ■ % of WCDSB students meeting or exceeding the provincial standard (level 3 & 4)



■ **77.4%** Grade 3 students met the provincial standard in reading (+ **2.4%** over 2025, +2.5% over prov.)
■ **68%** Grade 3 students met the provincial standard in writing (+ **3.2%** over 2025, +1.1% overprov.)

Grade 6 EQAO Results | Reading and Writing | 2022-2026

*■ ■ % of WCDSB students meeting or exceeding the provincial standard (level 3 & 4)

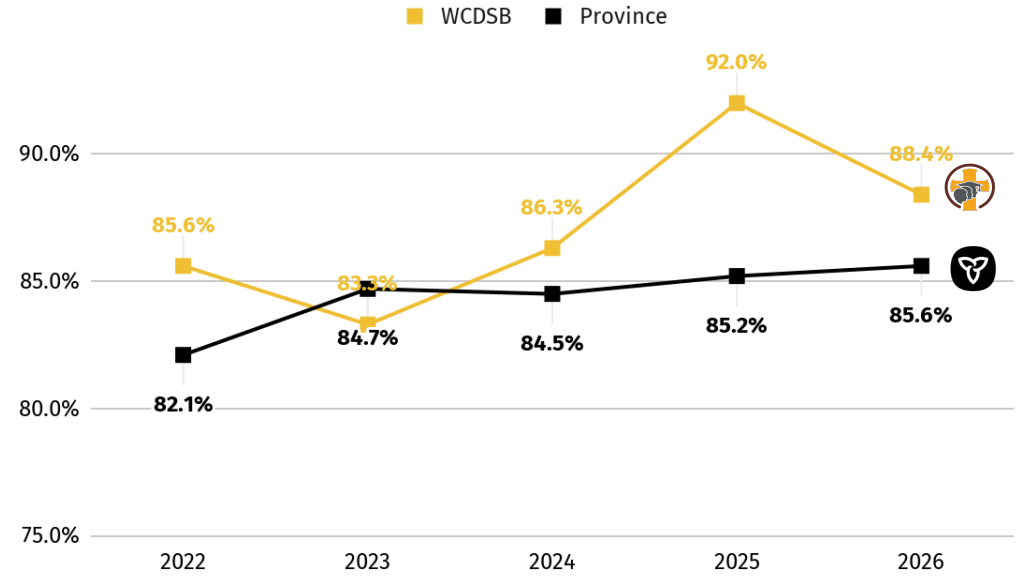


■ **84.5%** Grade 6 students met the provincial standard in reading (+ **0.2%** over 2025, -1.2% under prov.)
■ **83.9%** Grade 6 students met the provincial standard in writing (+ **1.6%** over 2025, -1.6% underprov.).

Ontario Secondary School Literacy Test | OSSLT Results

Grade 10 OSSLT Results | Ontario Secondary School Literacy Test | 2022-2026

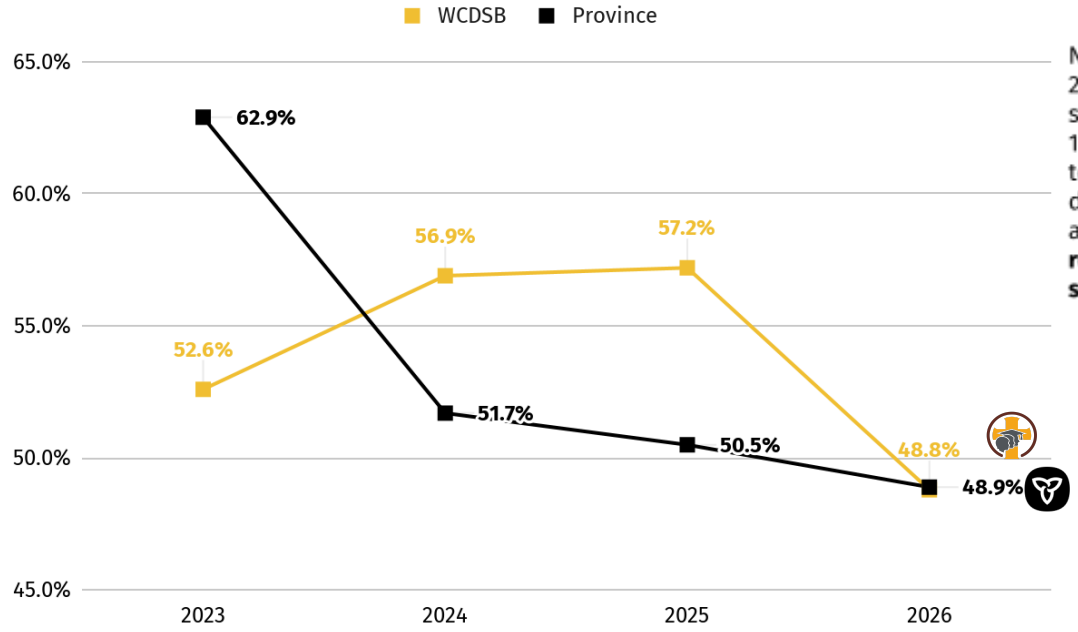
*■ % of WCDSB first-time eligible (FTE) students who were successful completing OSSLT



■ **88.4%** of Grade 10 first-time eligible students were successful when completing the OSSLT (- **3.6%** under 2025, +2.8% over prov.)

OSSLT Results PE | Ontario Secondary School Literacy Test | 2023-2026

*■ % of WCDSB Previously Eligible (PE) students who were successful completing OSSLT



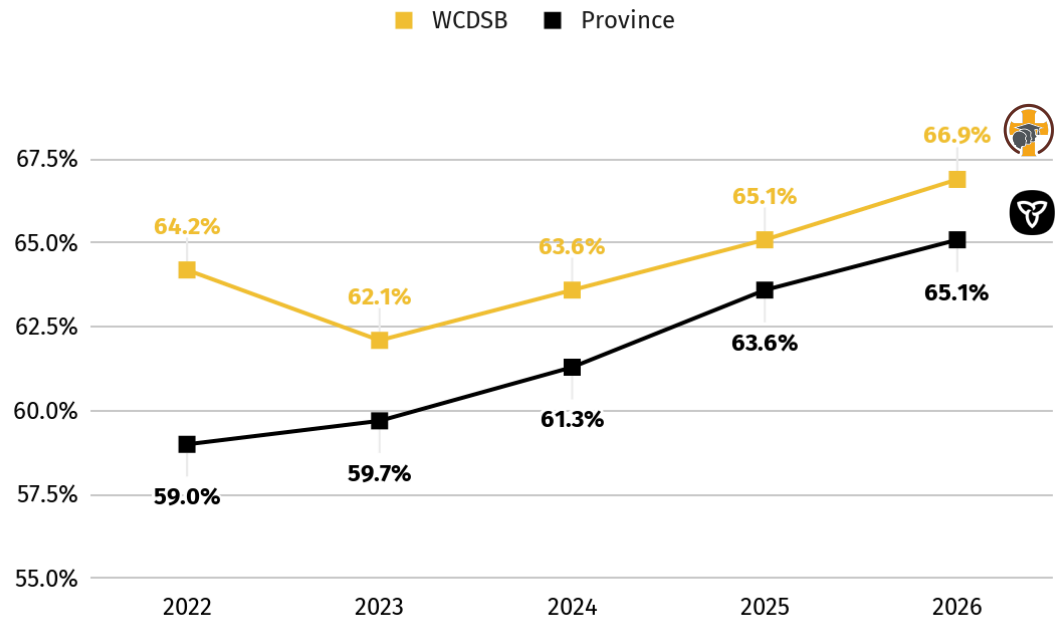
NOTE: **2022 not displayed**, in 2022, previously eligible students included the Grade 11 students who were unable to write the OSSLT in Grade 10 due to the pause on EQAO assessments. **2021-2022 results are not comparable to subsequent years.**

■ **48.8%** of previously eligible students were successful when completing the OSSLT (-**8.4%** under 2025, -0.1% under prov.)

MATHEMATICS Grades 3, 6 and 9

Grade 3 EQAO Results | Mathematics | 2022-2026

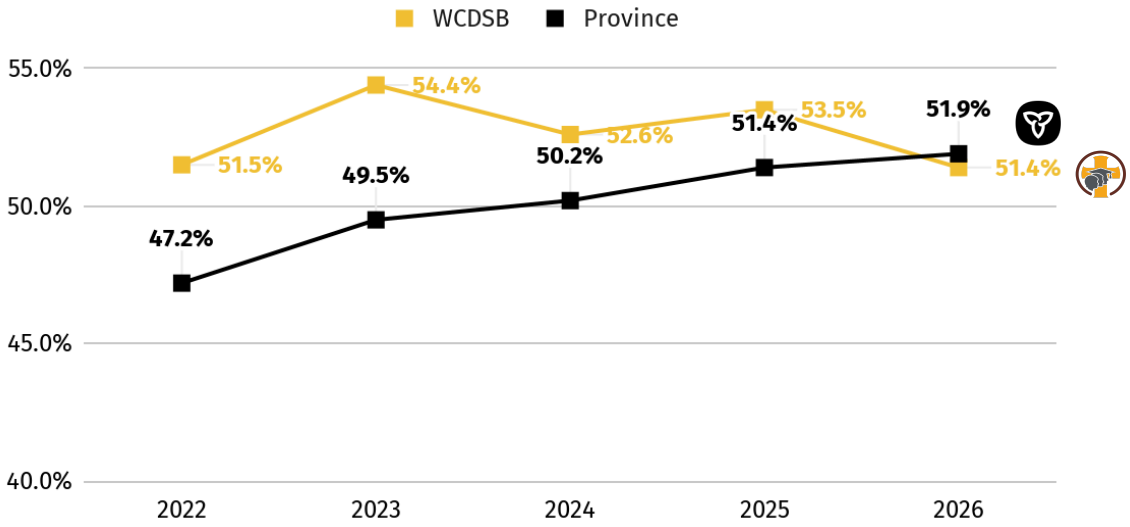
*■ % of WCDSB students meeting or exceeding the provincial standard (level 3 & 4)



■ **66.9%** of WCDSB Grade 3 students met or exceeded the provincial standards in math (+**1.8%** over 2025, +1.8% over prov).

Grade 6 EQAO Results | Mathematics | 2022-2026

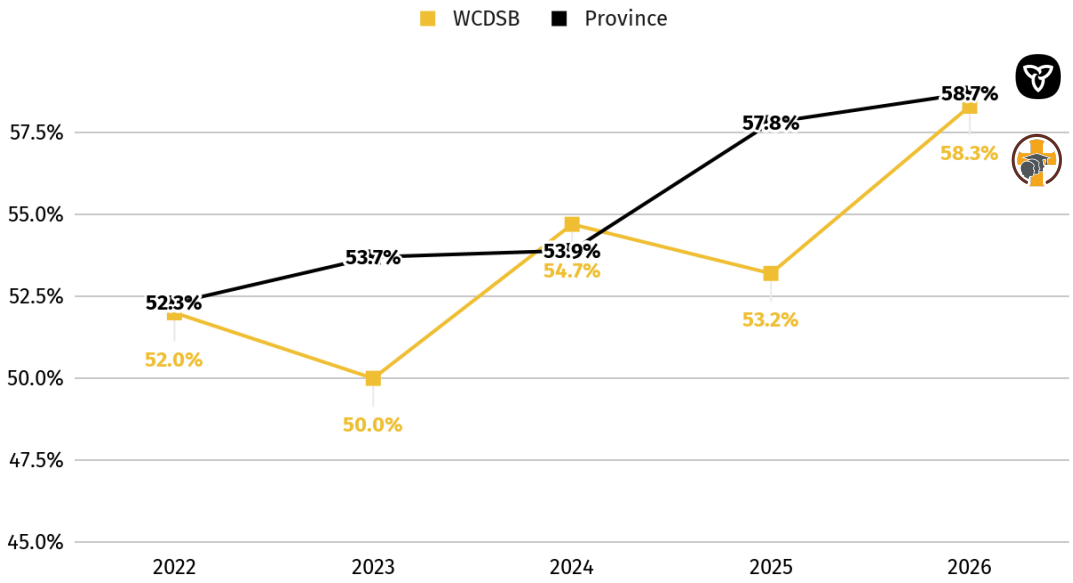
*■ % of WCDSB students meeting or exceeding the provincial standard (level 3 & 4)



■ **51.4%** of WCDSB Grade 6 students met or exceeded the provincial standards in math (-**2.1%** under 2025, -0.5% under prov).

Grade 9 EQAO Results | Mathematics | 2022-2026

*■ % of WCDSB students meeting or exceeding the provincial standard (level 3 & 4)



■ **58.3%** of WCDSB Grade 9 students met or exceeded the provincial standards in math (+ **5.1%** over 2024-25, -0.4% under prov.)

Strategies for Continued Improvement

- Utilize the data platform enCOMPASS for all educators — allowing the triangulation of historical and real-time achievement data from multiple sources within a single student profile, to pinpoint the individual learning needs of each student across Language and Mathematics
- Immediate update of current (in-the-moment) data in school Student Achievement Plans (SAPs) using PowerBI
- Annual professional learning sessions for Grade 3 and 6 teachers and administrators on EQAO preparation/administration

Mathematics

- Increased focus on Math Coaching for Priority Schools identified by the ministry of education and math coaching to board-identified schools targeting expectations through the use of Teaching Sprints
- Implementation of the Math Achievement Action Plan 2026-27
- Build the capacity of Math-Lead Teachers in every school (1-2 teachers per elementary school)
- Support for sustained use of thoughtfully developed long range plan pacing guides (plans for learning) for grades 1-8 teachers to ensure curriculum fidelity
- Continue with MOCK EQAO for grades 3 & 6 across all schools mid-year to close gaps and provided focused next steps moving towards the EQAO assessment window in May-June
- System resource (Mathology) interventions as part of the A1 to A2 process through math tracker groups

- Math Lead Teachers led capacity building at school sites with a focus on Tier 2 interventions, UDL and small group instruction in math using mathology.ca interventions and remediation supports on knowledgehook
- Resource support in partnership with Special Education for Tier 3 intervention programming (Key Math)
- Continue with MOCK EQAO assessments in Grade 9 to align Gap Closing measures
- Continue to implement Entry, Mid-year & Exit Math Assessments for ALL grades K-9 on a digital platform - to identify areas of need early in the academic year
- Continue to offer GLS10M (Grade 9 Math prep course) to support gap closing prior to taking the de-streamed math course
- Offer subsidized Mathematics Additional Qualifications (AQ) courses instructed through WCDSB

Language/Literacy

- Ongoing professional learning for K-12 educators focusing on curriculum-aligned assessment and instruction in Language and Literacy across the grades
- Resource updates focused on the connection between reading and writing, including *Edwin (1-12)*, *Know Your Code/Words/Texts (3-6)*, and *Cross-Curricular Writing Project (K-6)*
- Spaced practice using EQAO-type tasks with *Edwin*, *Bug Club Morphology*, *Better Reading Now/Write to Read*, *Mood Meters*, and *EQAO Sample Assessments*
- Supporting Multiple Pathways Through Differentiated Instruction and Universal Design for Learning including:
    - Early Reading Screening (ERS) for all kindergarten (year 2) - grade 2 students to support early identification/intervention for students at-risk for early reading difficulties
    - Literacy Special Assignment Teachers (LSAT) supporting comprehensive literacy instruction and assessment, early screening, and targeted classroom interventions
    - Gap closing/interventions using *Know Your Code, Lexia Core5, PowerUp*, *Edwin*, *Chart for Multiple Perspectives (CHAMP),* and *Persuasion Map Graphic Organizer*
    - Community partnership with *Strong Start* to support early foundational skill development
- Continued leverage of the WCDSB OSSLT D2L platform for structured student/staff/family support, preparation, cross-curricular quizzes, and e-assessment navigation
- Embedded OSSLT literacy skills and Grade 9 Mock OSSLT practice into Grade 9 De-streamed English (ENL1W) and ESL Programming
- Targeted small-group Instruction providing tailored reading, writing, and digital assessment skills for students at risk of being unsuccessful, as identified through report card data, Cat-4 Level 17, mock OSSLT data, and previous administration results
- Extended learning opportunities will continue through lunch and after-school sessions offering additional support with key literacy skills
- Culturally relevant library partnerships to increase access to diverse, faith-enriched, cross-curricular texts that foster inclusion, belonging, and student engagement

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By:

Annalisa Varano
Chief Executive Officer

Jennifer Ritsma
Superintendent of Learning

Patrick Eby
Superintendent of Learning

Petra LeDuc
K-12 Mathematics Coordinator

Kimberley DeGasperis
Literacy Consultant K-6

Amy Healy
Literacy Consultant 7-12

Sarah GonzalezDay
Mathematics Consultant 7-12

*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.

Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Report

Date: October 19, 2026

To: Board of Trustees

From: Chief Executive Officer

Subject: School Names – St. Bernadette and St. Francis Kitchener

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)

This report seeks Trustee endorsement of two existing Catholic school names in alignment with the Ministry's School Naming Policy.

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

Education Act Section 174(4) "School names"
School Naming Policy

Alignment to the MYSP:

☐ **Learning**
- ☐ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

☒ **Serving**
- ☒ Celebrate & promote our distinct Catholic identity
- ☐ Develop faith & live gospel values
- ☒ Strengthen connections between home, school, & parish
- ☒ Connect faith formation to learning

☒ **Belonging**
- ☐ Create safe, welcoming environments that reflect our diversity
- ☐ Promote a sense of mattering & dignity
- ☐ Foster equitable, inclusive, & barrier-free learning & work environments
- ☒ Engage families & build community partnerships

Background/Comments:

Section 174 of the Education Act requires Ministerial approval for a new school name or a change to an existing school name. The Ministry's July 30, 2026 School Naming Policy expressly defines a replacement school constructed on or after November 20, 2025, including a replacement school retaining the same name, as a "new school name."

St. Bernadette Catholic Elementary School

Trustees are aware that funding was approved by the Ministry of Education for a rebuild of St. Bernadette Catholic Elementary School in Kitchener. The Ministry's School Naming Policy requires Ministerial approval even though a name change is not being contemplated. Construction will start on the new St. Bernadette in July of 2027, with a re-opening date of September 2028.

Local History

St. Bernadette opened in Kitchener in 1953. Re-using the name would carry forward more than seven decades of identity, tradition and alumni connection.

St. Bernadette School has a rich history of faith and community-building and excels in providing support for the most vulnerable families as the heart of its community.

For former students, families and staff, the name connects the replacement building to the same school community rather than presenting the project as an unrelated new school.

St. Bernadette Soubirous was an example of humility, perseverance and faith and these characteristics remain well aligned with the school's Catholic identity and its long-standing emphasis on care for others.

Appendix A contains information on St. Bernadette Soubirous.

St. Francis Catholic Elementary School (Kitchener)

St. Francis Catholic Elementary School closed its doors in June of 2004. It re-opened in September 2004 to serve as a St. Louis / Con Ed facility. An EarlyON centre was added to the school shortly thereafter. Today it is fully occupied by St. Louis and is used to deliver language instruction and associated supports for newcomers. The building also houses WCDSB's Newcomer Centre.

During the summer of 2027, the site will be vacated. Facility Services will then undertake renovations which will return the school to its former glory as a Catholic elementary school. In September of 2027, St. Francis will be occupied by St. Bernadette students and staff during their construction.

Management is considering options to re-open St. Francis Catholic Elementary School permanently to provide much needed pupil places to our Catholic communities.

Management would like to have the St. Francis Catholic Elementary School name re-approved by the Minister to ensure the community recognizes the site as the same faith-based quality school it was and will continue to be.

Local History

The Kitchener school was built in 1957 and began as St. Francis of Assisi School in 1958. The parish was established in 1959 and initially celebrated Mass in a double classroom at the school while the church was being built.

The school and St. Francis of Assisi Parish share a closely connected history. The original land arrangement enlarged the school site so it could later accommodate the church, creating an enduring school-parish relationship at the Blueridge Avenue and Gatewood Road site.

St. Francis Parish's records explain that local developer Frank Voisin played an important role in the school's early history. At the time, Mr. Voisin was building homes in the area and entered into what he described as a favourable arrangement with the Kitchener Separate School Board for land. The same account notes that Mr. Voisin suggested the name St. Francis of Assisi, pointing to the connection between the name Francis, his own name Frank, and the contributions of Frank Kraemer, who had served for many years as secretary to the Board. Sister Aloysia, Supervising Principal of the Kitchener Separate School Board, supported the suggestion and added that Bishop Ryan's second name was Francis. The Board of Trustees subsequently approved the name St. Francis of Assisi.

Maintaining the name when the building returns to elementary use recognizes the site's original purpose, its place in the Forest Hill community, the experiences of past students, and the school's immediate proximity to St. Francis of Assisi Church.

Appendix B contains information on St. Francis of Assisi.

Recommendation:

That the Board of Trustees endorses the following school names:

1. St. Bernadette Catholic Elementary School for the school being built at 245 Lorne Avenue, Kitchener when it opens in September 2028.
2. St. Francis Catholic Elementary School for the school to be re-opened in September 2028, located at 154 Gatewood Road, Kitchener.

Prepared/Reviewed By: Annalisa Varano
Chief Executive Officer

Jennifer Passy
Manager of Planning

Shesh Maharaj
Executive Superintendent of Corporate Services

*Bylaw 5.2 "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

Appendix A – St. Bernadette Soubirous

Saint Bernadette Soubirous (1844-1879) was a young French girl whose humility, faith, and courage made her one of the most beloved saints in the Catholic Church. Born into a poor family in Lourdes, France, Bernadette experienced hardship throughout her childhood. Despite limited education and poor health, she possessed a deep faith and a remarkable trust in God.

In 1858, at the age of 14, Bernadette reported a series of apparitions of the Blessed Virgin Mary at a grotto near Lourdes. Between February and July, she experienced 18 apparitions. During one apparition, Mary identified herself as the "Immaculate Conception," confirming a doctrine that had been formally proclaimed by the Church only a few years earlier.

Bernadette endured intense scrutiny from civil authorities, Church leaders, and the public. Many questioned her truthfulness, yet she remained consistent and unwavering in her account. She sought no fame or personal benefit and continued to live a life marked by simplicity and humility.

At Mary's instruction, Bernadette uncovered a spring at the grotto. This spring became associated with numerous reports of physical and spiritual healings. Today, Lourdes is one of the world's most important pilgrimage destinations, attracting millions of visitors annually.

In 1866, Bernadette entered the Sisters of Charity and Christian Instruction in Nevers, France. She spent the remainder of her life in prayer, service, and suffering, accepting chronic illness with remarkable patience and faith. She died on April 16, 1879, at the age of 35.

Bernadette was canonized as a saint in 1933. Her life provides a powerful example of humility, honesty, perseverance, and complete trust in God's plan. She reminds Catholics that holiness is not measured by wealth, education, or status, but by faithfulness and love.

Key Virtues:

Humility
Honesty
Perseverance
Trust in God
Courage under adversity



Appendix B – St. Francis of Assisi

Saint Francis of Assisi (1182-1226) is one of the most recognized and influential saints in Christian history. Born into a wealthy merchant family in Assisi, Italy, Francis enjoyed a privileged upbringing and dreamed of becoming a knight. However, a profound religious conversion transformed his life and redirected his ambitions toward serving God and the poor.

Francis freely gave up wealth, comfort, and social status to live a life of poverty and simplicity. He devoted himself to helping the poor, caring for the sick, and rebuilding churches. His radical commitment to the Gospel inspired many followers.

In 1209, Francis founded the Order of Friars Minor, commonly known as the Franciscans. The order emphasized humility, simplicity, prayer, and service. Francis taught that true joy comes from living close to God and caring for others.

Francis is especially remembered for his love of creation. He viewed all living things as gifts from God and often referred to nature as brothers and sisters. His famous "Canticle of the Creatures" praises God through the beauty of the natural world. For this reason, he is recognized as the patron saint of animals and ecology.

His commitment to peace was equally remarkable. During the Crusades, Francis traveled to Egypt and met with Sultan al-Kamil in an effort to promote understanding and peace. This encounter remains an enduring example of dialogue and respect across cultures and religions.

Near the end of his life, Francis received the stigmata, the wounds of Christ, becoming the first recorded saint to do so. He died on October 3, 1226, and was canonized only two years later. Today, Saint Francis continues to inspire people through his example of humility, compassion, stewardship of creation, and service to those in need.

Key Virtues:

Humility
Compassion
Simplicity
Stewardship of Creation
Peace and Reconciliation



Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Report

Date: October 19, 2026

To: Board of Trustees

From: Chief Executive Officer

Subject: CEO – October 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-XX**
- ☒ 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
Education Act, Ontario Regulation 298, Section 283 - Duties of Director of Education

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

Policy 1 001 Ends
Policy IV 013 Leadership
The Director of Education shall provide leadership and direction for the effective operation of the board and ensure compliance with applicable legislation, regulations, and board policies

Alignment to the MYSP:

☒ Learning
- ☒ Support multiple pathways & tools for success
- ☒ Accelerate excellence & innovation while building transferable, future-ready skills
- ☒ Engage students as co-creators in their learning
- ☒ Transform learning through leadership & staff support & development

☒ Serving
- ☒ Celebrate & promote our distinct Catholic identity
- ☒ Develop faith & live gospel values
- ☒ Strengthen connections between home, school, & parish
- ☒ Connect faith formation to learning

☒ Belonging
- ☒ Create safe, welcoming environments that reflect our diversity
- ☒ Promote a sense of mattering & dignity
- ☒ Foster equitable, inclusive, & barrier-free learning & work environments
- ☒ Engage families & build community partnerships

Background/Comments
October has been a month of milestones, momentum, and mission. We celebrated the grand opening of Guardian Angels Catholic Elementary School with a Mass celebrated by Bishop Joseph Dabrowski, formally welcoming this new community into the full life of our system. We deepened our parish-school collaboration through a meaningful gathering in Kitchener and advanced our literacy and numeracy priorities. That work included preparing for system implementation of Edwin and launching professional learning for our Math Lead Teachers. We also held an important MYSP monitoring session with Executive Council, a key step on our journey toward public reporting in December.
With Faith at the centre of all we do, the activities reflected in this report demonstrate our continued commitment to the pillars of Learning, Serving, and Belonging, and to the ongoing implementation of our Multi-Year Strategic Plan 2025-2030.

FAITH

Parish School Collaboration – October 14, 2026
On October 14, I joined superintendents and all system administrators at Holy Family Croatian Roman Catholic Parish in Kitchener for our Parish School Collaboration gathering. Father Ed Henhoeffer joined us for this meaningful afternoon, which brought school and parish communities together in shared purpose. These gatherings advance our Serving pillar objective of strengthening the connection between home, school, and parish, and they continue our tradition of intentional relationship-building between our Catholic schools and the parishes that anchor our communities. Catholic education is at its most powerful when it is animated by genuine partnership with the communities it serves.
Elementary and Secondary PA Day: Faith – October 26, 2026
On October 26, staff across our elementary and secondary schools will take part in a Faith-focused Professional Activity Day. This day offers our educators the opportunity to deepen their own faith formation and to connect their professional practice to our Catholic mission and pastoral theme. It reflects our belief that the adults in our system must be spiritually nourished in order to animate faith in the lives of our students.

LEARNING

MYSP Monitoring Update to Executive Council – October 6, 2026
On October 6, Research Coordinator Kelly Roberts presented a comprehensive MYSP monitoring update to Executive Council. The session reviewed the status of our 26 indicators across the pillars of Learning, Serving, and Belonging, with Faith at the centre. Each Executive Council member reviewed the indicators assigned to their portfolio, confirmed the accuracy of the associated logic models, and set individual timelines for data submission. The session also introduced a framework for indicator page design that balances transparency, public readability, and AODA compliance. This work is foundational to the public launch of our MYSP Dashboard at the December 7 Board meeting, as we move from internal planning to public monitoring and accountability.

Edwin: Comprehensive Language and Literacy Instruction – October 7, 2026
We are preparing for system implementation of Edwin, which will give every Grade 1 to 8 classroom a consistent, comprehensive approach to language and literacy instruction and assessment. On October 7, I met with the Ministry of Education to confirm the supports available as we integrate these resources into classroom practice. Edwin supports cross-curricular learning and gap closing through regular progress checks. Implementation will be supported by our Literacy Lead Teachers and Literacy Special Assignment Teachers through classroom-embedded professional learning, along with a system

professional learning day in April 2027. This work supports our strategic objective of providing multiple pathways and tools for success for every learner.

Acadience Literacy Dashboard Review – October 8, 2026
On October 8, superintendents and system leaders met to review our Acadience Literacy Dashboard in preparation for Supervisory Officer school visits. Acadience data provides a critical early-literacy picture of our students across the system, enabling targeted conversations and support during school visits. This work aligns our student achievement monitoring with our MYSP Learning indicators and our Student Achievement Plan. It also reflects our commitment to evidence-informed decision-making at every level of the organization.

Graduation Coach Program for Black Students – October 8, 2026
On October 8, our team participated in the Ministry of Education's Virtual Kickoff Meeting for the 2026-2027 Graduation Coach Program for Black Students. This provincial program supports equitable graduation pathways for Black students through targeted coaching and mentorship. Our participation reflects our commitment to addressing gaps in achievement by identity group, a key indicator within our MYSP Learning pillar, and to fostering the sense of mattering and dignity for every learner that sits at the heart of our Belonging pillar.

Math Lead Teacher Professional Learning
Our Math Lead Teacher sessions are underway, beginning with the first of three half-day sessions for all 65 Math Lead Teachers, one from each elementary school. Over the year, these three sessions and two after-school sessions will build math content knowledge and focus on high-impact practices such as small-group instruction and the use of tools and representations. They will also prepare these teachers to lead and mentor colleagues in their home schools. This initiative reflects our commitment to transforming learning through leadership and staff support and development.

Innovation Action Network (IAN):
The Innovation Action Network (IAN) launched its 2026-27 learning cycle on the evening of October 8, bringing together educators from across the system to begin a year-long collaborative inquiry focused on innovation in teaching and learning. Participants engaged in networking, reflection, and planning activities designed to support the development of classroom-based innovation inquiries. The session established the foundation for future release-day learning opportunities, collaborative action research, and the sharing of promising practices that will culminate in a showcase and celebration of learning later in the year.

SERVING

ECCODE Online Check-In – October 13, 2026
On October 13, I participated in the ECCODE Online Check-In, continuing our engagement with Catholic education priorities across Ontario. These regular provincial check-ins keep our system connected to the broader Catholic education landscape and support collaborative leadership across the province.

Community Safety and Wellbeing Plan Steering Committee – October 28, 2026
On October 28, I will attend the Community Safety and Wellbeing Plan (CSWP) Steering Committee meeting in Waterloo, alongside regional partners including the Region of Waterloo, Waterloo Regional Police Service, area municipalities, and school board representatives. Our participation at this multi-

sector table reflects our commitment to building community partnerships and to the safety and wellbeing of all students and staff.

BELONGING

Guardian Angels Catholic Elementary School Grand Opening – October 2, 2026

On October 2, we celebrated the official Grand Opening of Guardian Angels Catholic Elementary School in Cambridge, our newest elementary school community. This was a milestone moment for the families, staff, students, and community members who have built this school community from the ground up. The school's opening, alongside its partnership with Giinawind, reflects our commitment to creating safe, welcoming environments that honour our diversity and celebrate our shared humanity. We are grateful to the trustees and community members who joined us for this joyful occasion.

On October 2, the Guardian Angels Catholic Elementary School community gathered to celebrate the official opening of the school with a special Mass held in the school library. Celebrated by Bishop Joseph Dabrowski, the liturgy brought together students, staff, parents, parish representatives, and community guests in a spirit of faith and thanksgiving. The celebration marked an important milestone for the school community and highlighted the strong partnership between home, school, parish, and the broader Catholic community as they blessed and welcomed this new learning environment.

Father Patrick Fogarty Awards Dinner

On October 24, Superintendent Patrick Eby joined families, school representatives, and student award recipients from the WCDSB graduating Class of 2026 at the annual Father Patrick Fogarty Awards Dinner in Toronto. The event celebrated outstanding student achievement, faith, leadership, service, and commitment to Catholic education, recognizing one exceptional student from each Ontario Catholic secondary school. The evening provided an opportunity to honour the accomplishments of these graduates and celebrate the important role that families, educators, and school communities have played in supporting their success.

OTHER MEETINGS, EVENTS AND SCHOOL VISITS

- October 2: Guardian Angels Catholic Elementary School Opening Mass and Grand Opening
- October 6: Co-Chair Admin Meeting (CEC, St. Francis)
- October 6: Edwin Launch Call (Nelson Education)
- October 6: MYSP Update to Executive Council with Research Coordinator Kelly Roberts
- October 7: Edwin Implementation Meeting with the Ministry of Education
- October 8: Acadience Literacy Dashboard Review
- October 8: Graduation Coach Program for Black Students Virtual Kickoff (Ministry of Education)
- October 8: Innovation Action Network 2026-2027 Launch
- October 13: ECCODE Online Check-In
- October 13: CODE Webinar, Bill 101: Effective Board Meetings
- October 14: Parish School Collaboration, Holy Family Croatian Roman Catholic Parish
- October 21: K-12 Administrators' Meeting (St. Anthony Daniel Catholic Church)
- October 24: Father Patrick Fogarty Awards Dinner (Toronto)
- October 26: Elementary and Secondary PA Day: Faith
- October 28: Community Safety and Wellbeing Plan Steering Committee

ONGOING MEETINGS

- Weekly: Communications
- Weekly: Executive Assistants
- Weekly: Human Resources and Corporate Services
- Weekly: Executive and Academic Council
- Biweekly: Equity Services
- Biweekly: Research Coordinator (MYSP)
- Monthly: Administrators
- Monthly: Co-Chairs

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Annalisa Varano
Chief Executive Officer

*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.

Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Report

Date: October 19, 2026

To: Board of Trustees

From: Chief Executive Officer

Subject: Student Trustee Report – October 2026

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:

☐ **Learning**
- ☐ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☐ Transform learning through leadership & staff support & development

☒ **Serving**
- ☐ Celebrate & promote our distinct Catholic identity
- ☒ Develop faith & live gospel values
- ☐ Strengthen connections between home, school, & parish
- ☐ Connect faith formation to learning

☒ **Belonging**
- ☒ Create safe, welcoming environments that reflect our diversity
- ☐ Promote a sense of mattering & dignity
- ☐ Foster equitable, inclusive, & barrier-free learning & work environments
- ☐ Engage families & build community partnerships

Background/Comments:

Summary: The new school year is in full swing. This month schools focus on celebrating their students and the new year as well as giving back to their local communities.

Celtic Suggestions – October 1

- St. David's students can contribute to the betterment of their school community and voice their opinions through the Celtic Suggestions Form.
- Students fill out an online form displayed through various resources around their school.
- St. David's co-presidents and student council review all suggestions on a regular basis and take the opinions of their student body into consideration when discussing council activities.

Camp Kintail Retreat – October 1 – 2

- St. Mary's Student Council attended their annual two-day long retreat at Camp Kintail on Lake Huron.
- They participated in team bonding activities such as archery, ice breakers, communication challenges, high ropes, etc.
- Student council members grew as a team and as individual leaders to better serve their school community.

Thanksgiving Food Drive – October 5 - 9

- Students at St. Mary's and Monsignor Doyle were encouraged to bring in non-perishable food items to donate to local food banks and charities.
- Friendly competition raised donations by rewarding classes with the highest amount of donations with prizes.

Senior Sunrises – October 7 & 9

- St. Mary's, St. Benedict's, and Monsignor Doyle all invited their graduating class to watch the sunrise together.
- This event commemorates the beginning of their exciting final year of high school.
- Schools offered photoshoot opportunities, snacks, warm drinks, and music.
- St. Mary's also offered custom senior sunrise stickers to serve as a memento of the nostalgic event.

October Dress Down Days – October 7, 22 & 28

- Schools had their monthly dress down or 'civvies'' day.
- Students raised money to donate to charitable causes; St. Mary's specifically raised money to donate to UNICEF this month.
- St. Benedict's conjoined their dress down day to co-inside with a fall photobooth to give students an opportunity to show off their individual style.

Academic Awards Nights – October 7, 8, & 15

- Most schools are celebrating the academic achievement of their students from the previous school year.

- After school, friends and family are invited to the school of their student(s) to watch them receive any award they were nominated for.
- Students are eligible for subject awards, celebrating their prowess in individual classes, or academic excellence awards, recognizing students who achieved high academic averages.
- The events often featured congratulatory speeches from administrative staff and light refreshments for all guests.

Pep Rally – October 15, 23 & 27

- Most schools hosted a pep rally to commemorate the beginning of school sports seasons.
- These high energy events build school spirit and get students excited for the year to come.
- These events offered food, drinks, music, games, halftime shows, dance performances, activities like face paint to entertain students all during various sports games.

Spirit/Homecoming Weeks – October 13 – 16 & 19 - 23

- Several schools are hosting spirit weeks featuring week-long activities to celebrate the beginning of a new school year.
- St. David's' spirit week involves hosting cafeteria games, themed dress down days, barbeque lunches, and more.
- Resurrection's homecoming week is Willy Wonka themed. Activities include week-long candy sales with prize opportunities, movie showings, themed dress down days, and more.

Halloween Weeks – October 27 – 30

- Most schools planned a Halloween week to celebrate the holiday as a school community.
- Schools offered pumpkin painting nights, scary movie nights, cafeteria games, lunchtime trivia, scavenger hunts, trick or treating, and more.

Recommendation:

This report is for the information of the Board.

Prepared/Reviewed By: Rashid Abu Ghazaleh
Student Trustee

Brayden Thompson
Student Trustee

*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.

Waterloo Catholic District School Board
Quality, Inclusive, Faith Based Education

Report

Date: October 19, 2026
To: Board of Trustees
From: Chief Executive Officer
Subject: Governance Recommendations

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)

N/A

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

N/A

Alignment to the MYSP:

☐ **Learning**
- ☐ Support multiple pathways & tools for success
- ☐ Accelerate excellence & innovation while building transferable, future-ready skills
- ☐ Engage students as co-creators in their learning
- ☒ Transform learning through leadership & staff support & development

☐ **Serving**
- ☐ Celebrate & promote our distinct Catholic identity
- ☐ Develop faith & live gospel values
- ☐ Strengthen connections between home, school, & parish
- ☐ Connect faith formation to learning

☒ **Belonging**
- ☐ Create safe, welcoming environments that reflect our diversity
- ☒ Promote a sense of mattering & dignity
- ☐ Foster equitable, inclusive, & barrier-free learning & work environments
- ☐ Engage families & build community partnerships

Background/Comments:

On October 13, 2026, the Governance Committee conducted a review of Board Policy II 001 – Global Governance Commitment, Board Policy III 006 – CEO Compensation and Benefits, and Board Policy II 014 – Trustee Expenses. Proposed amendments to each policy are attached to this report for Board consideration.

Recommendation:

That the Board of Trustees approve the proposed amendments to Board Policies II 001 – Global Governance Commitment, III 006 – CEO Compensation and Benefits, and II 014 – Trustee Expenses, as recommended by the Governance Committee.

Prepared/Reviewed By: Tracey Weiler
Trustee, Chair of Governance Committee

*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.

,

Number: II 001
Subject: Global Governance Commitment

Approval Date: September 29, 2008
Effective Date: September 29, 2008
Revised: May 31, 2010, January 25, 2021, November 25, 2024, October 19, 2026

ACCESSIBILITY:
To request this file in large print, please email aoda@wcdsb.ca or call (519) 578-3660.

Policy Statement:
On behalf of the Catholic School Ratepayers of Waterloo Region, the Board will govern the Waterloo Catholic District School Board with a faith-filled future focused perspective while achieving appropriate results at an appropriate cost and avoiding unacceptable actions and situations.

Governing Style:
The Board will govern with an emphasis on:

a) outward vision rather than an internal preoccupation,
b) encouragement of diversity of viewpoints,
c) strategic leadership more than administrative detail,
d) clear distinction of board and chief executive roles,
e) collective rather than individual decisions,
f) future rather than past or present, and
g) proactivity rather than reactivity.

Board Job Description:
The responsibility of the Board is to serve as trustees for the Catholic School Ratepayers of Waterloo Region in determining and ensuring appropriate organizational performance within the legal requirements of the Province of Ontario. The Board will establish its priorities and the work to be completed at the first Committee of the Whole Board meeting of the new school year ~~in September~~, concentrating its efforts on the following outputs:

a) The link between the organization and the Catholic School Ratepayers of Waterloo Region.

b) Clarity of values and vision in written governing policies which, at the broadest levels of all organizational decisions and situations, address: Aims/Ends: Organizational products, impacts, benefits, outcomes, recipients, and their relative worth (what good, for which people and needs, at what cost), Governance Process: Description of how the Board conceives, carries out and monitors its own work, Board-CEO ~~Director of Education~~ Relationship: Delegation of power and

its proper use monitored; the CEO ~~Director of Education~~ role, authority and accountability, Executive Limitations: Constraints on executive authority which establish the prudence and ethics boundaries within which all executive activity and decisions must take place.

c) The assurance of CEO ~~Director of Education~~ performance as described in all Board policies and detailed in legal responsibilities.
d) Advocacy for positive change to legislation and government policy that impact the organization.
e) Orientation of all new Board members.
f) The priorities of the Board will be set in at the first Committee of Whole of the school year ~~September~~, with progress of the work of the Board reviewed in January and a report prepared and brought to the June Board meeting, of each year.
g) Continuous improvement including a self-evaluation every year, to be presented at the May Board meeting

Advocacy and Advertising:

The Board of Trustees has a responsibility to act as advocates on behalf of the Catholic School Ratepayers. Advocacy involves telling our story with the purpose of soliciting support for our students, system and Catholic Education. As per Ministry of Education directive, advocacy activities will not use students, report cards or annual reports as vehicles for Board or school advocacy to the public, education partners or government. The Board will not expend Board funds for specific political party events, recruit students from other boards, provide inaccurate information, or use paid advertising or communications with parents, teachers, or students for the sole purpose of advocating the government or other education partners.

Action, however, may~~,~~ result from the activities of the members of the Board of trustees directly, or indirectly through supporting the activities of groups like the Ontario Catholic School Trustees Association (OCSTA), the Ontario Catholic Supervisory Officers Association (OCSOA) or the Ontario Catholic School Business Officials (OCSBOA).

Consultation:

The Board of Trustees values a culture that holds consultation at its core. Consultation occurs to gain different perspectives. We believe that meaningful consultation is planned, purposeful, and equitable and that it contributes to enhanced decision making. Consultation occurs because the views and experiences of our Catholic School Ratepayers, stakeholders and other partners in Catholic education are valued and informs the work of the Board.

Celebration of Excellence:

As a Board that appreciates and recognizes the achievements of our staff and students and the contributions made by stakeholders in our Catholic education system, we wish to foster a culture of celebration of excellence.

Board Members' Code of Conduct:

Waterloo Catholic District School Board Trustees represent all the citizens of Waterloo Region and are responsible to Catholic School Ratepayers through the democratic process. The Catholic School Ratepayers of Waterloo Region have entrusted Trustees, through the democratic process, with the education of all students in its schools and serve as their advocates. The public is entitled to expect the highest standards from ~~the~~ school Trustees ~~it elects.~~

The Role of the Chair:

The work of the Chair is primarily to be the Chief Governance Officer of the Board, assuring the integrity of the Board's process and, secondarily, occasionally representing the Board to outside parties. The Chair is first among equals and accords no special privileges or knowledge over other members of the Board.

Board Committee Principles:

The Board of Trustees specifies the roles of committees and its relationship to them. It uses committees to facilitate effective and efficient governance. Committees do not do the work of the Board nor compromise the Board of Trustees' integrity, authority and responsibility. Board of Trustee committees will be used sparingly and time limited and will be created to reinforce the wholeness of the Board's job and to never interfere with delegation from the Board to CEO ~~Director~~.

Board Committee Structure:

A committee is a Board committee only if its existence and charge comes from the Board, regardless of whether Board members sit on the committee. Unless otherwise stated, a committee ceases to exist as soon as its task is complete.

Student Representation on the Board:

As per the Education Act and Regulation 7/07 it is the policy of the Waterloo Catholic District School Board that the interests of pupils be represented on the Board through the position of student trustee.

Student Trustee Role Description:

As per the Education Act, Regulation 7/07 and this policy, the position of Student Trustee of the Waterloo Catholic District School Board has three distinct roles; as members of the Board of Trustees, as school and student representatives and as leaders within the system.

Cost of Governance:

Because poor governance costs more than learning to govern well, the Board will invest in its governance capacity.

Trustee Expenses:

The Waterloo Catholic District School Board is committed to an organizational culture that operates with integrity and promotes responsibility, excellence and accountability with respect to decisions and practices. The Board recognizes the need to reimburse trustees for expenses reasonably incurred as per Board Policy II 014 Trustee Expenses.

Ownership Linkages:

It is the ~~job~~ responsibility of the Board of Trustees of the Waterloo Catholic District School Board to ~~be~~ serve as the link between the organization and the Catholic School Ratepayers of Waterloo Region. As such, the Board of Trustees will ensure that opportunities exist for communication with the ratepayers for the purposes of determining community values and vision for the school system, demonstrating accountability for what has been achieved, and to build on-going support for Catholic education.

Number: II 014
Subject: Trustee Expenses

Approval Date: February 22, 1999
Effective Date: February 22, 1999
Revised: September 25, 2000; August 30, 2002; December 19, 2005;February 26, 2007; May 2008; September 29, 2008, November 30, 2009, January 30, 2017, June 24, January 26, 2026, October 19, 2026

ACCESSIBILITY:
To request this file in large print, please email aoda@wcdsb.ca or call (519) 578-3660.

POLICY STATEMENT:

The Waterloo Catholic District School Board is committed to an organizational culture that operates with integrity and promotes responsibility, excellence and accountability with respect to decisions and practices. The Board recognizes the need to reimburse Trustees for expenses reasonably incurred in carrying out their role as Trustee. Therefore, it is a policy of the Waterloo Catholic District School Board that Trustees shall be reimbursed for travel and out-of-pocket expenses reasonably incurred in connection with carrying out the responsibilities of a Trustee. Trustee expenses shall not be incurred or reimbursed where prohibited by applicable legislation or binding Ministerial policies and guidelines respecting Board expense policies.

References:

WCDSB Professional Standards of Ethics
Broader Public Sector Expenses Directive 2020
Education Act, R.S.O. 1990, c. E.2, s. 8(1), paragraph 3.7
Putting Student Achievement First Act, 2026, S.O. 2026, c. 4, Schedule 2
Ministerial policies and guidelines respecting Board expense policies issued May 14, 2026

COMMENTS AND GUIDELINES

Travel

- The Board will reimburse Trustees for automobile travel at the current mileage rate prescribed by Canada Revenue Agency.
- Trustees will be reimbursed for travel for business to/from their home.

- Trustees will be reimbursed based on the standard travel distance, where applicable or for actual mileage travelled.

~~Conference Expenses~~ Conference, Professional Development and Association Expenses

~~The Board will pay for expenses incurred by Trustees who attend approved conferences in the following manner:~~

The Board shall not incur or reimburse expenses for a Trustee to attend or participate in a discretionary event or activity where attendance or participation is not essential to the Board's core business operations and the expense is incurred by choice rather than operational necessity. This includes registration fees and related travel, meal, accommodation and hospitality expenses for professional development activities, professional association or sector organization events or activities, and education-related symposiums, conferences and conventions.

- ~~When accommodation is required, the traveller should stay at the host hotel in the standard room offered to attendees. Reasonable hotel expenses eligible for reimbursement include telephone, internet, and standard parking charges. Expenses of personal nature such as hotel movies, mini bars, and valet parking (where a self-serve option is available) are not eligible for reimbursement.~~
- ~~Where possible, registrations, including the payment of any fees, will be processed by support staff prior to the conference.~~
- ~~Travel expense is defined as the most practical mode of transportation to suit to the occasion at standard pricing. The reimbursable cost of air travel shall be up to Economy Air Fare or equivalent.~~
- ~~The Chair has the right to approve conference attendance and number of persons at any conference, etc. to ensure the Board operates within budget allowances.~~

Meals

- Meals will be reimbursed at actual cost up to a maximum of $75.00 (CDN) per day including taxes, gratuities and other reasonable sundry expenses while ~~at conferences, conventions, or other~~ on Board related business. The lesser of the actual cost or the maximum will be reimbursed. Gratuities will be capped at 15% and the ~~employee~~ Trustee will be responsible for anything above the maximum. Meals related to a discretionary event or activity are not eligible for reimbursement.

Gifts and Donations

- Gifts to any groups or individuals will not be reimbursed unless approved in advance by Board of Trustees.
  Donations may be made on behalf of the Board of Trustees if approved by the Board in advance.
  Supporting a fundraiser or event for a specific political party is not eligible for reimbursement.

Advertising and Communications

- Trustees will not be reimbursed for expenses related to political advocacy. Only Board approved advertising and communication will be reimbursed

Office Supplies

- The Board does not reimburse Trustees for home office equipment. The Board will reimburse Trustees for printer paper and toner. Any other purchases require special approval from the Board.
- All equipment provided to Trustees must be returned to the Board, and all expenses will cease to be covered upon the Trustee's end of term or date of resignation.

Alcohol

- Alcohol will not be reimbursed under any circumstance. Alcoholic beverages appearing on meal receipts will not be reimbursed.

Other Considerations

- ~~The Board recognizes that certain expenses (such as those incurred for professional development and conferences) may create a financial burden for elected Trustees or Student Trustees. As such these costs will be expensed through the Chair of the Board of Trustees or the Executive Administrative Assistant of the Board of Trustees purchase card.~~

Other Expenses and Purchasing Cards

- Any other extraordinary or unusual expenses that a Trustee feels should be paid by the Board must be submitted to the Chair of the Board for approval with a written explanation and request for payment. Trustees must obtain approval from the Chair for any extraordinary or unusual expenses prior to incurring any expenses~~. If it is a Chair expense, please refer to item 21.~~ No approval may authorize an expense prohibited by legislation or binding Ministerial policy or guideline.
- The Chair of the Board may be issued a Board Purchase Card with a limit of $1,000. This is in recognition of the extraordinary expenses incurred in this role. The Purchase Card must be used for board expenses as noted above. When purchases made on the Purchasing Card are reconciled, the Chair must submit original receipts as per the normal Purchasing Card expenditure process outlined on Staffnet. A Board purchasing card shall not be used to pay an expense that the Board is prohibited from incurring or reimbursing.
- Personal expenses incurred on Board purchasing cards or submitted as part of an expense reimbursement request must be reimbursed.

Approval of Expenses

- An expense reimbursement request may be submitted at the end of each month for payment but must be submitted at least quarterly listing dates, location and reasons for the claim.
- All expenses must be accompanied by original receipts and the original bill/invoice providing the details of the expense.
- At year end, all expenses must be approved and submitted to accounting for reimbursement prior to the second Friday in September. Claims filed after that date will be denied.
- All Trustee expense claims must be approved by the Chair.
- The expense claims of the Chair must be approved by the Executive Superintendent of Corporate Services.

- On an annual basis, the Internal Audit Officer will review and make available a summary report on all Trustees and their compliance with this policy.

Where an expense claim is denied

- When a Trustee's expense claim has been denied, the Trustee will be informed of the reason in writing. If the Chair of the Board denies the claim, the Chair will inform the Trustee. If the Executive Superintendent of Corporate Services denies the claim, the Executive Superintendent of Corporate Services will inform the Trustee outlining the reason(s) for the denial.
- If the Trustee disagrees with the denial, the Trustee may bring the matter to the next regular meeting of the Audit Committee for a recommendation. In making their decision, the Audit Committee will determine whether or not the denial is consistent with the terms of the Board Policy. No review may authorize payment of an expense prohibited by legislation or binding Ministerial policy or guideline.

Number: III 006
Subject: CEO Compensation & Benefits

Approval Date: April 28, 2008
Effective Date: April 28, 2008
Revised: November 24, 2014, October 19, 2026

ACCESSIBILITY:
To request this file in large print, please email aoda@wcdsb.ca or call (519) 578-3660.

POLICY STATEMENT:

The Board shall negotiate a contract with the CEO that will stipulate compensation and benefits based on fair market value for services within the context of fiscal responsibility and relevant legislation.

~~The Board will review benefits and adjustments to the range annually in April. In the event of a multi-year agreement, in April of the year the contract ends.~~