

DIRECTOR'S
ANNUAL REPORT
2014-2015

Vision

Achieving Excellence in Catholic Education through
Learning, Leadership and Service



*Peterborough Victoria
Northumberland and Clarington
Catholic District School Board*



Director's Annual Report -2014/2015

Achieving Excellence in Catholic Education through Learning, Leadership and Service

The Director's Report offers a concise overview of our collective efforts in 2014-2015 to move deeper in the implementation of PVNC's Strategic Plan 2014-2017. A purposeful focus on our shared vision and strategic priorities has resulted in a more coherent and aligned approach to creating the optimum teaching and learning conditions to support the achievements and well-being of all students.

We are pleased to share that data from a survey of the system and our partners in January 2015 and again in June 2015 indicated very positive results in most areas of PVNC's Strategic Plan and also demonstrated where more learning is needed. A total of 91% of respondents confirmed that they are familiar with our vision statement.

Each month, our [From the Boardroom Report and PVNC Learns Newsletter](#) highlight the best in Learning, Leadership and Service in our school communities, offering a great look into the actions and events that support our vision and strategic priorities.

Barbara McMorrow, Director of Education

Strategic Priorities	Strategy/Actions	Progress Indicators
<p>Ensure our structures, processes, relationships, and actions reflect our Gospel values and Catholic Social Teachings</p>	<p>Purposeful use of Vatican, and the Assembly of Catholic Bishops and Institute for Catholic Education resources to build a deeper understanding at all levels of the system about the alignment between our collective work and the Gospel and Catholic Social Teachings (eg. <i>Laudato Si</i>, <i>Pastoral Letter on Refugees</i>, <i>Canadian Conference of Catholic Bishops Response to the Truth and Reconciliation Commission</i>, <i>Respecting Differences</i>, <i>Health and Physical Education Resources</i>, <i>Growing in Faith</i>, <i>Growing in Christ</i>)</p>	<p>Our June 2015 survey on Strategic Priorities indicated that 92% of respondents agreed that our structures, processes, relationships, and actions reflect the Gospel and Catholic Social Teachings</p> <p>Coherence and alignment evident in:</p> <ul style="list-style-type: none"> • Catholic Board Improvement Plan for Student Achievement and Well-Being • Strategy for Mental Health and Well-being • Math Action Plan • First Nation, Métis, and Inuit Plan
	<p>Board and School Improvement Plans moved to three pillars from five. The new pillars (Teaching and Learning, Personal Pathways and Well-Being, Living Our Catholic Faith) aligned with the board vision (Learning, Leadership, Service)</p>	<p>June 2015 Survey results showed 69% of staff/students were aware of Catholic School Improvement Plans</p> <p>Survey showed need for ongoing communication</p>
	<p>Continued practice of Christian meditation at Administrative Council and Director's Meeting and use of the Daily Examen at Board of Trustees Meetings</p>	<p>Meditation helps us to be more mindful and intentional in our actions where we place our energies - <i>Fr. Laurence Freeman</i></p>
	<p>Framework for Policy Development continued to guide work of establishing Directional Policies and supporting Administrative Procedures</p>	<p>Directional Policies Developed in 2014:</p> <ul style="list-style-type: none"> • Recruitment, Talent Development, Leadership, and Succession Planning • Student Achievement and Well-Being • Equity and Inclusive Education

Strategic Priorities	Strategy/Actions	Progress Indicators
<p>Implement the most effective, evidenced-based instructional and assessment practices to help all students meet the Catholic School Graduate Expectations</p>	<p>Continue to build instructional leadership capacity through focused job-embedded learning focused on:</p> <p>Assessment for, of, and as Learning</p> <p>Leading Collaborative Inquiry</p> <p>New Religion Curriculum Document (<i>Learning Partnership with Dioceses in implementation of Growing in Faith, Growing in Christ</i>)</p> <p>New Pedagogies for Deep Learning</p> <p>(<i>six schools involved in international NPDL Project</i>)</p>	<p>June 2015 survey on Strategic Priorities indicated that:</p> <p>86% of respondents agree that instructional practices support the Ontario Catholic School Graduate Expectations; 83% agree that, in their schools, learning goals are co-created; 81% agree that students are provided with timely feedback; 70% of parents understand the use of Learning Goals and Success</p> <p>PVNC Graduation Rate has increased from 89.2% in June 2014 to 90.2% in June 2015</p> <p>EQAO data indicated strong results in Grade 9 mathematics</p> <p>St. Stephen CSS was recognized by EQAO for exemplary instructional practices</p>
	<p>Mental Health and Well-Being</p> <p>Mental Health in the Work Place, Safe Talk Training, Mental Health First Aid and Self-Regulation</p>	<p>June 2015 survey shows 75% of respondents were familiar with the PVNC Be Well - Strategy for Mental Health & Well-Being 2014-2017</p>
	<p>Embedded a Learning for All approach supported by the principles of Leading from the Middle and Learning For All document to ensure needs of Special Education students are being met</p>	<p>June 2015 survey indicates that 90% of respondents agree that, in their school/department, there is support for life-long learning and a growth mindset; 86% agree that a range of learning needs are supported</p>
	<p>Provided opportunities for students at risk to develop their potential and to be inspired to make a meaningful contribution to society through Dual Credit courses, Centres for Success, and SHSM programs</p>	<p>600 PVNC students participated in 30 dual credit courses, and 383 students participated in 13 Specialist High Skills Majors programs with a 90% success rate</p>

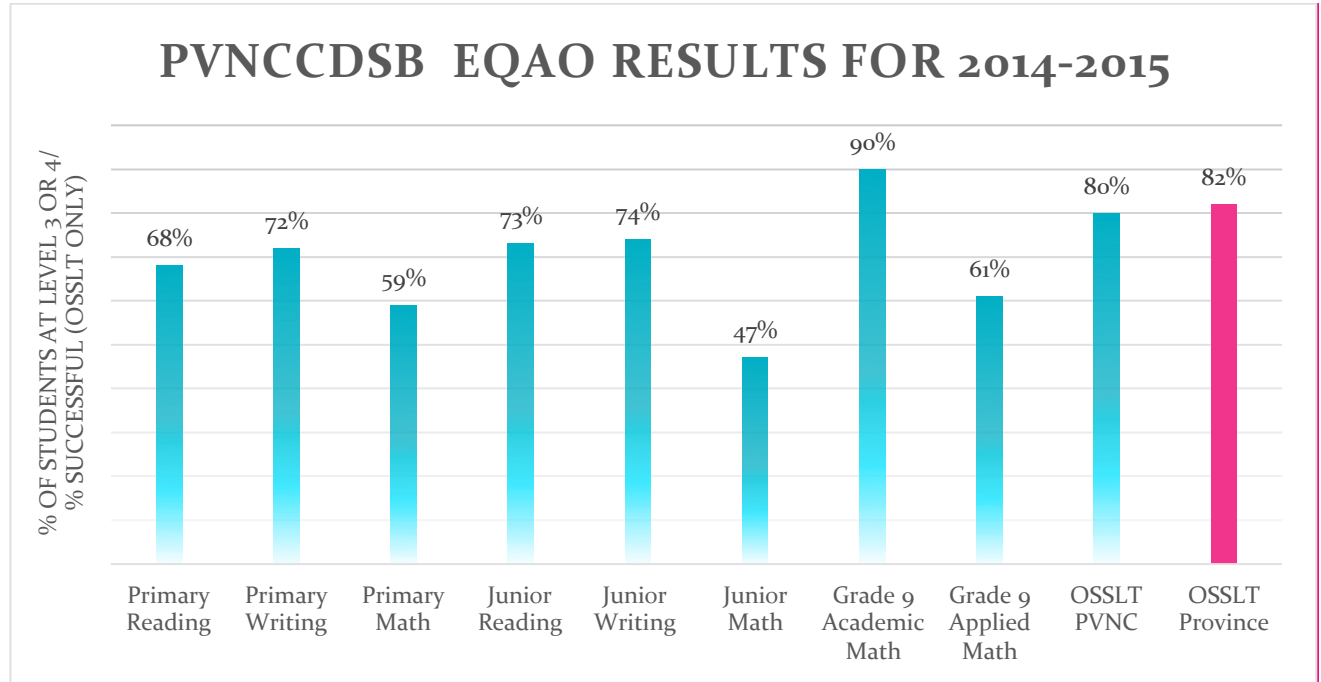
Strategic Priorities	Strategy/Actions	Progress Indicators
<p>Embed technology to support digital literacy, creativity, innovation, collaboration, and the learning needs of all students</p>	<p>Focused investment in a systematic approach to ensuring staff have the necessary knowledge, skills and resources to leverage technology for learning</p> <p>All teachers continue to be equipped with a laptop or tablet</p> <p>Use of Google Drive at all levels of the system to support communication, collaboration and learning</p> <p>System-wide virtual learning opportunity on PA Day: Catholic Education in A Digital World</p>	<p>June 2015 Survey shows 89% of respondents agreed their school/department leveraged technology for learning</p> <p>Increased evidence of effective use of technology in instructional and assessment practices visible in classrooms and observed through principal and superintendent learning visits, monitoring of collaborative inquiries</p> <p>Increased use of social media by director, senior team, managers, principals, vice-principals, teachers, support staff, students and parents focused on PVNC Learns, PVNC Leads & PVNC Serves</p>

Strategic Priorities	Strategy/Actions	Progress Indicators
<p>Develop the intellectual, spiritual, mental, physical and emotional well-being of students in safe, diverse, respectful, and faith-filled learning environments</p>	<p>Development and implementation of a new Directional Policy for Student Achievement and Well-being</p>	<p>Ongoing development of Administrative Procedures to support this Directional Policy</p>
	<p>Integration of the Catholic School Graduate Expectations, Gospel values and Catholic social teachings into all learning activities</p>	<p>June 2015 Survey shows that 86% of respondents agree that instructional practices support the Ontario Catholic School Graduate Expectations</p>
	<p>Development and implementation of our Strategy for Mental Health and Well-being</p> <p>Establish explicit links between the Strategy for Mental Health and Well-being and Instructional Practices, Safe and Accepting Schools, and Catholic School Graduate Expectations</p>	<p>Increased awareness of all employees of the Strategy for Mental Health and Well-being and emerging evidence of self-regulation strategies, Minds-up Curriculum, Christian Meditation to reduce anxiety and support staff and student learning</p> <p>June 2015 survey shows that:</p> <p>75% of respondents indicated familiarity with PVNC Be-Well Strategy (up 5% from January)</p> <p>91% of respondents indicated PVNC schools were safe and welcoming environments</p>

Strategic Priorities	Strategy/Actions	Progress Indicators
<p>Implement fair and transparent processes in recruitment, leadership, talent development, and succession planning to ensure our employees have the necessary knowledge, skills, and attributes to support our Vision</p>	<p>Development of administrative procedures to support recruitment and succession planning policy</p>	<p>Consistent processes for recruiting employees at all levels of the organization</p>
	<p>Professional mentoring and coaching available to support new and experienced principals and vice-principals</p>	<p>Positive feedback from principals and vice-principals involved in mentoring/coaching and job-shadowing opportunities</p>
	<p>Job-shadowing opportunities for principal and vice-principal candidates</p> <p>Catholic Leadership Development Series provides leadership opportunities available to all employees</p> <p>Electronic job posting process established for all positions, using the Apply to Education website</p> <p>Establishment of two-step interview process for all employee groups to ensure that all new hires have the knowledge, skills and attitudes to support the PVNC vision</p> <p>Debriefing of internal candidates to provide feedback for improvement</p> <p>Process established for reviewing and evaluating all job positions</p>	<p>Growing engagement and positive feedback from employees participating in Catholic Leadership Development Series</p> <p>June 2015 survey results indicate need for more communication regarding current exemplary practices for recruitment, hiring and promotion processes</p>

EQAO Results 2014-2015

The EQAO Assessments provide us with important data and insights that support our ongoing efforts to achieve excellence in Catholic education through learning, leadership, and service. Our renewed strategic priorities for 2014-2017 with their clear focus on student achievement and well-being will support our students and staff in continually improving our outcomes not only in EQAO scores but in meeting our Catholic School Graduate Expectations.

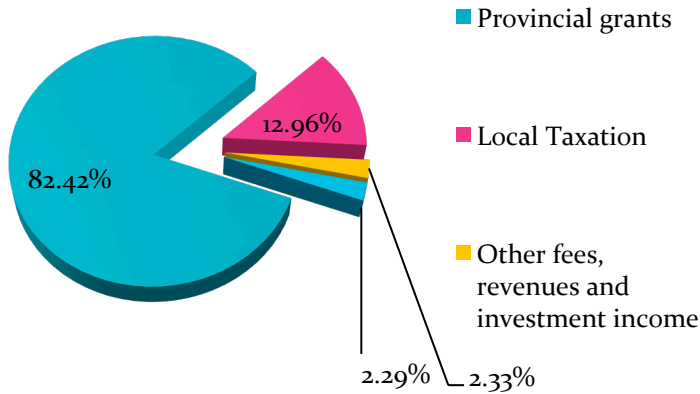


2014-2015 Enrollment

			Actual
Day School Enrolment			2014/15
Elementary			9,884.25
Secondary			4,451.00
Total			14,335.25

2014-2015 Budget

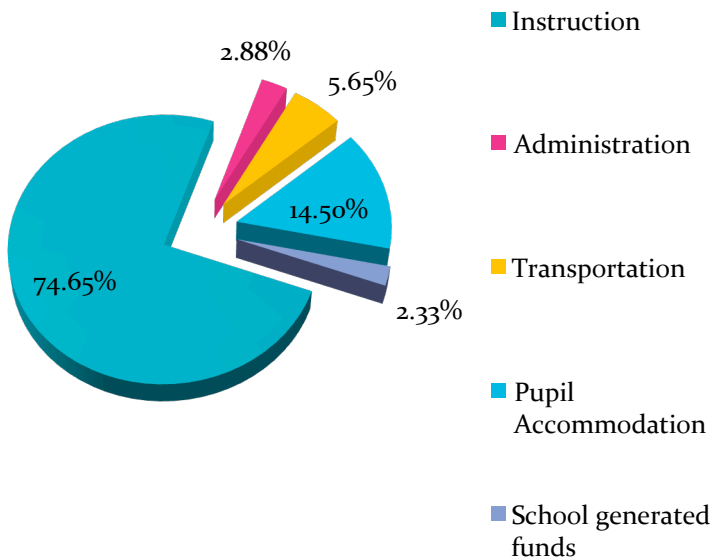
Consolidated Revenues



Consolidated Revenues

Provincial grants	146,193,257	82.42%
Local Taxation	22,987,941	12.96%
Other fees, revenues and investment income	4,130,475	2.33%
School generated funds	4,065,672	2.29%
Total	177,377,345	100.00%

Consolidated Expenses



Consolidated Expenses

Instruction	131,568,262	74.65%
Administration	5,067,523	2.88%
Transportation	9,955,642	5.65%
Pupil Accommodation	25,547,546	14.50%
School generated funds	4,103,028	2.33%
Total	176,242,001	100.00%



Vision

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**PETERBOROUGH VICTORIA NORTHUMBERLAND AND CLARINGTON
CATHOLIC DISTRICT SCHOOL BOARD**

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