



ALGOMA DISTRICT SCHOOL BOARD

2019 DIRECTOR'S ANNUAL REPORT

*Confident learners,
caring citizens.*



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A message from Director Lucia Reece



Thank you for visiting our site and the Director's Report!

As a teaching and learning organization, we embrace life-long learning and value opportunities to learn and work with and from one another, through collaboration and teamwork. As role models of life-long learning, we are committed to continuous improvement and to ensuring that we are using current, research-based practices to support success for all.

We provide our students with a large breadth of programs, as it is our goal to have a pathway for every learner. Our core priorities of **Achievement, Well-Being, Engagement and Equity** have kept us focused and motivated to be continuously improving, all while keeping students at the centre of our work. We support and celebrate the diversity of people and cultures as we work to ensure all learners feel welcome and safe in our learning and work environments. In addition to academic success, we promote character with pride, as we know that the combination of academic excellence and good character is essential to personal success.

The ever-changing world we live in reminds us of the necessity and importance of a strong, public education system. Thus, our mission, to graduate **confident learners, caring citizens**, is critical, as our students need to leave our schools confident in their ability to continuously learn, collaborate, innovate and create new knowledge, while possessing strong character and an understanding of who they are as contributing, caring citizens.

I hope you enjoy the stories and evidence throughout this report, that demonstrate our commitment to learning, continuous improvement, academic excellence and character.

Ancora Imparo (I'm still learning),

Lucia Reece



Board of Trustees

At our Inaugural Meeting, Jennifer Sarlo was acclaimed and will continue in her role as Chair of the Board while Brent Rankin was nominated by Trustee Susan Thayer and elected to the position of Vice Chair.



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Student Trustee – Korah C&VS



Leah Moggy

Student Trustee – Superior
Heights C&VS



Marek McLeod

Indigenous Student Trustee



ENGAGEMENT

Information Technology (IT)

A total of

1,550

devices were refreshed for 2018/2019, including Dell All-in-One computers, Winbooks laptops and Apple iPads.

Broadband Modernization Project Complete

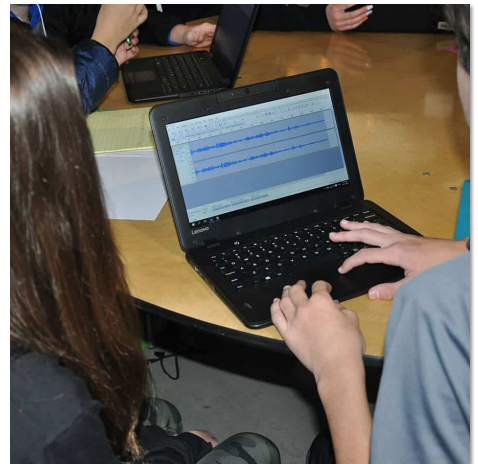
ADSB is one of a handful of school boards in Ontario to successfully complete the Ministry of Education's Broadband Modernization Project. As we continue to shift to web-based applications, having increased bandwidth will greatly improve connectivity, performance, and user satisfaction.



Microsoft Enhancements

- Microsoft Windows v1709
- Microsoft System Center Configuration Manager (SCCM)
- Windows Defender Security Center
- Microsoft Edge Browser

These enhancements will permit the introduction of Microsoft Windows v1903 and Microsoft Office Pro Plus in the coming school year.



189
The increase from September 2018 to September 2019 of Junior Kindergarten students who began their learning journey with the Algoma District School Board!



Elementary Enrolment Increases

The September 7, 2019, JK to Grade 8 enrolment has increased by 272 students from the projected numbers as contained in the April 2, 2019, Director's Report. To accommodate the increase in enrolment, administration added classes across the Board.

Secondary Enrolment Increases

The September 7, 2019, JK to Grade 8 enrolment has increased by 272 students from the projected numbers as contained in the April 2, 2019, Director's Report. To accommodate the increase in enrolment, administration added classes across the Board.

Student Voice

ADSB Student Voice Forum

On November 28, over 100 secondary students from every ADSB composite secondary school participated in the ADSB Student Voice Forum. Central schools met at the Education Centre with district schools and Central Algoma joining by videoconference. Students had an opportunity to review the Board-wide results from the ADSB Student Census and Well-Being Survey and provide their feedback regarding results from the survey. In addition, each school team met and reviewed its school specific data and identified the top well-being priorities and potential student-led action items. The student well-being priorities will be utilized by Board staff to identify priorities in the ADSB Well-Being Plan, and students will have an opportunity to apply for funding to support their well-being action items.

JK to Grade 8 enrolment
saw an increase of

272
students from the projected
numbers in April 2019.

Enrollment in the Regular
Secondary Program
increased

176
students from the projected
numbers.

Total number of students
we serve as of September
2019:
9,840



cont. next page...

Student Voice cont.



Student Senate is focused on “Activating Student Voice” for the 2019/2020 school year. Student Senate held an annual fall planning session and had 50 student representatives from Chapleau, Wawa, Elliot Lake, Blind River, Central Algoma, and Sault Ste. Marie, including students from our Kina Awiia program. They met for the day at Stokely and had time to work on plans for their schools with critical friends in the areas of Environment, Mental Health and Leadership.

The Northern Indigenous Youth Council (NYIC) held a planning day in the fall, bringing together 45 students from nine of our high schools across the district. They met at Sault College and worked with post-secondary student mentors throughout the day. Students were challenged with exploring and brainstorming the question, “What do you want to see happening at your school?” In addition, students participated in a motivational workshop led by Dave Jones and Turtle Concepts where they were challenged to be themselves and be confident in who they are.



An Opportunity to “Test Drive” a Career

We have
257 students
participating in
14
SHSM programs in
4
different high schools
across the district.

Currently there are 19 sector-specific Specialist High Skills Major (SHSM) offerings across Ontario, ranging from Agriculture and Forestry to Mining and Transportation. Algoma District School Board currently has 257 students participating in 12 different sectors (14 SHSM programs) in four different high schools across the district. The SHSM programs we offer are Arts & Culture, Aviation & Aerospace, Business, Construction (2), Energy, Environment, Health & Wellness, Hospitality & Tourism (2), Information and Communications Technology, Manufacturing, Non-Profit, and Sports.

There are 137 female students and 120 male students.

Graduation Rates

In January 2019, information was provided about the Board’s graduation rates based on students who entered Grade 9 in the 2013/2014 school year.

Graduation rates, which are calculated by the province, include students who have left the Board and have moved elsewhere—whether to another board in Ontario, to another board in Canada, or overseas. Students who leave Ontario or Canada are included as Early Leavers. Also, students who receive an OSSC or a CA are not counted. An Ontario Secondary School Certificate (OSSC) is granted when a student completes a minimum of 14 credits, 7 of which are compulsory. A Certificate of Achievement (CA) is a certificate which recognizes achievement for those planning on taking specific training or entering the world of work.

Keeping these exceptionalities in mind, the province has calculated the 5-year graduation rate (for the 2013–2014 Grade 9 cohort) as 86.3%, and ADSB’s graduation rate as 78.3%. The 78.3% represents 800 students. Of these students, 733 stayed in the Algoma District School Board (91.6%), and 67 moved to another board in Ontario (8.4%). Of the 733 students who stayed in ADSB, 584 of them graduated with an OSSD (79.6%).

ADSB’s Graduation Rate is
78.3%
as calculated by the
Province for the 2013/14
Grade 9 Cohort.

CO-OP & OYAP

295
students involved in
Cooperative Education

127
students are OYAP
candidates

28
Registered Apprentices

In this calendar year, there have been 295 students involved in Cooperative Education and an additional 127 students who are/were Ontario Youth Apprenticeship Program (OYAP) candidates. In addition we had 28 registered apprentices in Semester 2 from district and Sault Ste. Marie schools.

Three hundred employers took on co-op and OYAP students this year throughout the district, and we say, "Thank You!" for your partnership.

ADSB students welcomed by Fire Dept for Co-op Placements

For the first time, ADSB partnered with the Sault Ste. Marie Fire Department, which was able to offer three students a co-op placement. The Grade 12 students were fully immersed in the station's daily functions. As part of their placement, the students were required to take part in a final scenario which tested them on several of their acquired skills from the program. This included demonstrating their ability to suit up, pull equipment (including hoses) from the truck, enter a locked building, and make their way through an obstacle course of sorts while pulling the hose and eventually deploying water from the hose at a non-burning target. The Fire Department invited the students' parents and ADSB staff to the final scenario where students were eager to share their learning.

The experience has been exceptional, and many ADSB students are already asking if they can be considered for a similar placement.

First time students were taken on by the SSM Fire Department in co-op placement.



Skilled Trades: First Choice Career Options

We have held two successful public events this year for students and their parents, designed to promote the skilled trades as a rewarding career. Dozens of local and regional trades-related employers were part of these sessions and were able to speak directly with students about employment needs within their business as well as student opportunities now and in the near future.

Jamie McMillan was the special guest speaker at both events, sharing her story of becoming an ironworker and trades advocate. In addition to speaking at the public trades events, Jamie also toured to many of our schools in SSM and the district speaking to approximately 1600 students. She had a chance to speak specifically to approximately 160 female students at events held at Sault College, promoting the trades for women.

**1,600
students**

**hear trades advocate
Jamie McMillan speak
about rewarding careers in
the trades.**





ACHIEVEMENT

Success Over the Summer

A total of
262
Summer School Credits
earned

153.5
e-Learning Credits

12
Co-op Credits

82
Day School Credits

So many ways to LEARN!

Over the summer, students in a variety of summer school environments earned an impressive 262 credits. ADSB teachers granted **153.5** credits for e-Learning; **108.5** of those credits went to ADSB students. ADSB students accessed 23 different e-Learning courses.

Eighty-two credits were earned through day school in subjects such as History, English, Math, Science, Civics & Careers, and Culinary Arts.

Culinary Arts students earned experiential credits as they cooked daily at Superior Heights and provided snacks and lunches for staff and students.

Students who had **co-op placements** at the SSM Airport, Maple View and Great Northern Retirement Homes, North Shore Auto, John Rhodes, Ace Studios, and Goulais River Trucking also earned a total of 12 experiential credits.

University Reach Ahead Program

Algoma District School Board's Summer Learning Program (SLP) for Elementary students ran seven Primary Literacy Classes and one English Language Learners (ELL) class this summer. The program had 117 students attend from July 17 to August 3 with 8 teachers, 2 program support teachers and 11 support staff. Four community partners shared their time and resources, including Algoma Public Health who did presentations on Healthy Eating, Handwashing and DrumFit Kits. Jingle Dancers from Sault College did a presentation, and 4 All Yoga shared yoga and stretching skills with the students and staff.





Elementary Summer Learning Program Success

Algoma District School Board's Summer Learning Program (SLP), designed to support primary students with literacy needs and to minimize summer learning loss, ran for three weeks this summer. Just over 80 students were registered, and of those who completed the program, 75% of them maintained or improved one reading level during the three-week session.

100%
of students maintained or improved one reading level



83
Students enrolled in SLP



Vex Robotics Summer Successes

100%
capacity with waiting lists.

Vex Robotics week-long camps ran again this summer: three at White Pines and one in Garden River. Ninety-one students registered for the camps, and they focused on engineering, programming, and teamwork while coding and driving VEX IQ robots.

Success for DELF students

The ADSB Class of 2019 included Grade 12 Core French and French Immersion students who are also celebrating their successful completion of the DELF examination. The DELF (Diplôme d'études en langue française) is recognized internationally as an official certification of second-language proficiency and tests the ability of students to use French in real-life situations. Forty-nine ADSB students, many of them from Superior Heights and Korah Collegiate, as well as White Pines, Central Algoma and Elliot Lake secondary schools, took the DELF in May 2019 and challenged the levels A2, B1, or B2 language proficiency exam.

Achieving a

40

success rate is exciting, but more importantly, it is what our young people can do with this skill set, in real-life situations, that is even more exciting.

49

students
took the
DELF

"I am very proud of our students and staff who work hard to prepare students for the DELF exam. Achieving a 94% success rate is exciting, but more importantly, it is what our young people can do with this skill set, in real-life situations, that is even more exciting. Being proficient in conversational French will set these young people apart as the DELF rating is recognized by universities and employers worldwide. An employer, looking at a student who has achieved a Level B1 on the DELF, can know, with confidence, the defined skill set and proficiency the student has achieved. This is the third year that Grade 12 students in the Algoma District School Board could participate in the DELF exam."

Provincially-Recognized ADSB Principal

Connie Traves is the principal at East View Public School. In October she was awarded the prestigious OPC Difference Maker Award by the Ontario Principals' Council (OPC), recognizing her dedication to the students, staff, and parent community of every building in which she has worked. As the current principal of East View Public School in Sault Ste. Marie, Connie has worked tirelessly to earn the trust and respect of the Batchewana and Garden River First Nations communities, whose children make up the majority of students at the school. She takes part in community events such as pow wows, healing circles, and awards ceremonies, and often invites elders and drumming groups into the school to bring relevant, cultural learning to the entire East View community.



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Provincially-Recognized ADSB Principal *cont.*

Connie has been instrumental in the Indigenous Collaborative Inquiry work being done by East View staff. She helped to acquire a grant for cultural teachings in collaboration with White Pines Secondary School. Connie makes a difference daily in the lives of her students by demonstrating her respect for Indigenous culture and being passionate about working together with all stakeholders to help her students succeed.

Students Test Themselves at Various Skills Ontario Competitions



This year many of our elementary and secondary students participated in Skills Ontario competitions at the local, regional, and provincial level.

Elementary

- 40 students in teams of four from various schools designed and built boats from cardboard and duct tape. Students then sat in the boats and raced down the YMCA pool. White Pines Intermediate placed 1st and represented ADSB at the Provincial Championship in Waterloo.
- Another 40 students worked within their classes to participate in a Technology Challenge. In teams of four, students designed and built a robotic arm to simulate a nuclear fuel rod transport system. A team from Superior Heights placed 1st and represented our board at the Provincial Championships in Mississauga.
- Approximately 150 students from various schools designed and built robots using the VEX system. They competed at Sault College and a team from F. H. Clergue placed 1st, which qualified them to represent the ADSB at the Provincial Championship where they won gold.

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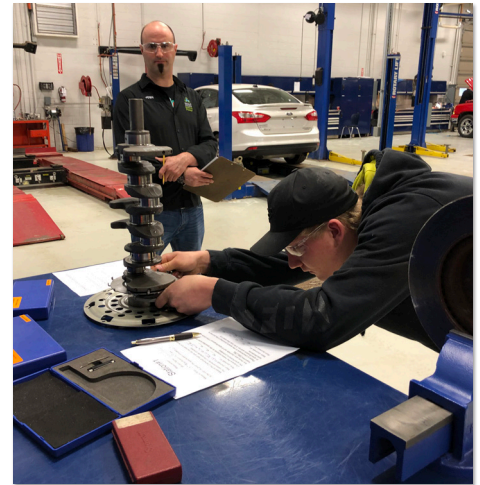
Students Test Themselves at Various Skills Ontario Competitions cont.



Secondary

- 50 students competed in the high school version of the cardboard boat competition. White Pines placed 1st at the YMCA and represented our board at the Provincial Championships in Waterloo.
- 12 students demonstrated their carpentry skills in a local competition held in the now-empty Sears building. Two students qualified to represent ADSB at the Skills Ontario Regional Competition held in North Bay where Natasha Powley from Superior Heights qualified to compete at Provincials.

- 10 students competed in a local welding competition held at the local Pipefitters Union Hall where two students qualified to move on to the Regional Competition in North Bay.
- 8 students competed in the Auto Service Technician competition held at Sault College, and Joey Willet from White Pines qualified to compete at the Provincial Championship.
- 3 students competed locally in the Small Engines competition held at Superior Marine. Dylan McDonald from White Pines placed 1st and represented our board at the Provincial Championship.



Overall approximately

410

ADSB Students were involved in Skills Ontario competitions and events. Thank you to our community partners and teachers who have provided support!

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Two teams competed in the TV and Video Production competition in North Bay. The team of Nikita Johnson and Brianna Bernatchez from White Pines qualified to compete at the Provincial Championships

- Tristan Secchetta from Superior Heights excelled at the Provincial Championship and won the silver medal in Restaurant Service.
- 2 students competed locally in a photography contest. Meghan Macdonald from White Pines placed 1st and represented ADSB at the Provincial Championship.
- 6 students competed at the Provincial Championship, showcasing their carpentry skills. A team of two from Elliot Lake competed against 50 other teams and were tasked with making outdoor furniture. A team of four representing ADSB's House Building Program, competed for two days against 31 other teams, and created an elaborate shed.
- Brandon Barker from Korah competed at the Provincial Championship against 33 other students in the Cabinet Making competition.
- In addition to competitors involved in Skills Ontario, 60 female students attended a "Young Women's Career" workshop held at Sault College with an additional 10 attending a focused conference in Mississauga. Twelve Indigenous students attended an FNMI focused conference as well.



615

The number of Grade 12 students who crossed the stage at graduation ceremonies in June 2019.

Almost 720

The number of Grade 8 students in the Algoma District School Board who entered Secondary School this September.



WELL-BEING

Update on Well-Being in ADSB

“Every Voice Matters – ADSB Census & Well-Being Survey”

In total we had **6,085 students** and **1,535 parents** participate in the ADSB Student Census and Well-Being Survey.

Algoma District School Board is focused on four key areas in our Well-Being Strategy:

1. Equity & Inclusive Education
2. Safe & Accepting Schools
3. Positive Mental Health
4. Healthy Schools



The **ADSB Well-Being Committee** continues its work this year. Two parent representatives joined the committee last year and will continue this year along with two student representatives.

The Well-Being Committee is currently reviewing the results of the **2019 ADSB Student Census and Well-Being Survey** to establish our new well-being objectives, using the survey data as baseline data. Our future work in well-being will be guided by the information gathered in the census and survey.

All of the focus groups were asked to indicate which well-being area they felt most impacted student achievement. Mental health weighed in as the most impactful with all of the stakeholder groups. An interesting note is that none of the students felt healthy schools would most impact student achievement. With respect to staff voice, over two-thirds of staff indicated mental health as the most impacting area. The parent group was the only stakeholder group where mental health was within 10 points of the next most impactful area, in this case, safe schools.

We also had
1,097
staff members
participate in the ADSB
Workplace Census and
Well-Being Survey.



Equity & Inclusive Education

We believe that everyone who walks in our doors must see themselves in our schools—within the teaching and learning, and within the learning/school environment. If we are “welcoming to all,” we have challenged ourselves to understand what does all mean? The census portion of the ADSB Student Census & Well-Being Survey will help bring clarity to our all.

Our November PA Day focused on, at a school level, “what does all mean and who are the various identities that make up our school population?”

Our Equity & Inclusive Education Policy is up for review this year, so we maintain an equity lens when reviewing other policies.

Please see more in our Equity section on page XX.

We have
15
Education
Partners
on the ADSB Indigenous
Education Advisory Council
9
of whom are Indigenous
Partners.

Indigenous Education & Reconciliation

Parallel to equity, we continue our work through the Indigenous Education Board Action Plan and working with Indigenous Partners in the ADSB Indigenous Education Advisory Council.

Safe & Accepting Schools

404
Health
and Safety
Inspections
completed
in the 18/19
school year.

Our first PA Day of the year focused on refreshing and training for staff in a variety of **Health and Safety** areas, including:

- ABC Traumatic Events Response Kit/Plan
- Anaphylaxis Process/Epi-Pen Training
- Asbestos Awareness
- Emergency Procedures Handbook Overview
- Fire Safety Plan
- Lockdown Procedures
- Rights of the Worker
- Student Support Plan – Review of Process and Development
- Supports for Long-Term Suspensions & Expulsions

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Bullying prevention continues to be a focus in our Board. With our on-going focus on Character Education, students, staff, and administration demonstrate through actions and words that tolerance, kindness, and inclusiveness are at the forefront. The Board aims to foster self-esteem, academic success, inclusion, acceptance, respect for self and others, and connection to community—all of which are key elements of bullying prevention.

Our Bullying Policy and procedures have been reviewed with all schools this year.



Positive Mental Health

2 Full Time Mental Health Nurses in ADSB schools

We are enhancing the inclusion of **Everyday Mental Health** in Classroom supports across the board. These are evidenced-based Social Emotional Learning skills that are taught in the classroom throughout the day to enhance the learning environment for students JK-8.

Our Board's **Mental Health Lead** has a 4th-year Social Work student from Algoma University working with him again this year. She is providing mental health supports for students at Superior Heights two days per week.

We are reviewing our service pathways and circles of support with a number of our **community partners** to remove barriers for students and families to access services.



AI's Pals and **Mind-Up** continue to be provided throughout the board. Both programs offer strategies to help students focus their attention, make healthy choices, improve self-regulation skills, build resilience to stress, and develop a positive mind-set in both school and life.

cont. next page...

Positive Mental Health cont.

7
ADSB staff
attended the
Ensouling Our
Schools conference.

A group of staff attended the **Ensouling Our Schools** conference with Jennifer Katz and Kevin Lamoureux—focused on well-being, mental health and reconciliation—bringing together Mind Up with culturally appropriate activities and strategies to support trauma-informed classrooms.

Healthy Schools

Concussion Management

We have updated our Concussion Policy and Procedures and templates. We recognize and abide by Rowan's Law (Concussion Safety) to protect amateur athletes, including students, by improving concussion safety on the field and at school. We have three schools in student leadership pilots (WC Eaket, Michipicoten High School, and Korah).

3 schools

**involved
in student
leadership
pilots**



Substance Use

Vaping—At the beginning of the school year, we reinforced school expectations regarding vaping. These expectations have been included in schools' Student Codes of Conduct. The information was shared at beginning of year school/grade assemblies, and proper signage on school property has been implemented.

Cannabis—We are training our counsellors on school-based interventions related to student cannabis use, accessing new clinical resources developed by School Mental Health Ontario and released this past August.

We will continue to support student voice and student leadership projects such as Project ABCD – Action for Building a Community that is Drug Free.

Working with community partners, such as Algoma Public Health, on board-wide and school based programming, using data from the ADSB Student Census & Well-Being Survey, we continue to emphasize the importance of healthy eating, physical activity, and reduced screen time.

Supporting our Students & Staff

During the 2018–2019 academic year, the ADSB Mental Health Lead team led 180 formal transition meetings, participated in 286 mental health consultations (meetings with schools and families), conducted 29 Professional Development sessions (involving approximately 722 participants), and participated in 128 follow-up meetings, case conferences, and/or Safe Schools proceedings, in addition to 7 consults with other mental health professionals and counsellors.



722
ADSB participants took part in
Professional Development focused on
Mental Health and Well-Being

Rebound North

Rebound North provided several senior students from CASS an opportunity to act as mentors and connect with younger students in their school.

Rebound North is a program offered by Algoma Family Services (AFS) and is funded by a grant from the AFS Foundation. Over the course of several weeks, student mentors, along with school staff and AFS personnel, met with younger students to talk and share and to develop skills to help:

- Solve problems
- Learn to communicate with each other
- Negotiate rules
- Manage peer pressure
- Enhance social skills

The program teaches and reinforces social skills that enable young people to make sound decisions, set goals, and develop a sense of personal responsibility.



Student Senate Focuses on Well-Being

The fifth annual Bon Soo Olympics was hosted by the ADSB Student Senate in February 2019. This annual event began as a Project ABCD initiative (Action for Building A Community that is Drug-Free). Students who were part of Project ABCD stressed how important it was not to be told “don’t do drugs,” but rather to be provided healthy alternatives to obtaining natural highs. The Bon Soo Olympics was born from this thinking.



This year’s event saw 115 students and 13 teams from 5 high schools take part. Student teams were challenged to compete in various winter carnival type events, all played outdoors. There was a range of athletic and non-athletic challenges, and the Healthy Holla competition was a favourite (this is a cheer that schools must come up with on the spot that advocates health and well-being).

**115 students and
13 teams from 5 highschoools** taking part.



EQUITY

Self-Identification

Number of
Self-Identified

1,636
Students

79
Staff



Our Board passed its voluntary Aboriginal self-identification policy in March 2007. Since then, we have seen a steady increase in Aboriginal students who have chosen to self-identify. In September 2018, well over 1,500 Aboriginal students and parents self-identified.

In an effort to support and ensure continued success, the Board invited employees to also participate in this voluntary self-identification. The Board believes that Aboriginal staff could act as mentors, share their Aboriginal culture and help foster an environment where Aboriginal students can reach a high level of achievement.

Pink Shirt Day

Every year in February ADSB students and staff support Pink Shirt Day, a national anti-bullying campaign.

The campaign began in Nova Scotia in 2007 after a Grade 9 boy was bullied for wearing a pink shirt to school. Two senior students were upset by what they saw and wore pink shirts the next day to show their support. Days later, everyone in the school was wearing pink, and the message was clear... bullying would not be tolerated.

We know that, in the wrong hands, social media can sometimes be a hurtful forum. As such, this year's Pink Shirt Day theme was **Be Kind, Online, Always**. It reminds us of the importance of being empathetic and staying safe online. ADSB is committed to creating safe and accepting spaces in our schools and in our online environments.

#1 Message:

Be Kind, Online, Always



Indigenous Curriculum Session



Starting in August and continuing into the fall, ADSB teachers collaborated with Indigenous community partners in the ADSB Indigenous Curriculum Pilot project. The purpose of the project was to increase Indigenous perspectives and identify supporting local community resources in the curriculum with particular focus on Grades 1 to 3 Social Studies, Grades 7 and 8 Geography, Grade 9 Geography, and Grade 10 Civics. The project will continue into the new school year with the goal of creating a resource and professional learning opportunities to support teachers.



School Effectiveness Visits Assist Schools to Understand Strengths and Areas of Need

We are in the middle of our District Review Process, which involves visiting each one of our elementary and secondary schools over a two-year cycle. The purpose of this review process is to support school staff in their self-assessment processes, to provide feedback, and to assist schools to better understand their strengths and areas of need.

Over two school years
(2017/2018 and 2018/2019)

40 of 46
schools have been visited
for a District Review:

32 of 36
Elementary Schools

8 of 10
Secondary Schools

283
Elementary Classrooms

193
Secondary Classrooms

cont. next page...

School Effectiveness Visits Assist Schools to Understand Strengths and Areas of Need *cont.*



The District Review Process supports schools in the complex inquiry process and ongoing self-reflection, specific to the indicators each school has identified in their School Improvement Plan for Student Achievement (SIPSA). It helps the District develop a deeper understanding of the strengths and areas of need related to the Board Improvement Plan for Student Achievement (BIPSA). It supports the notion of continuous improvement for schools and districts, and it helps to inform board improvement planning, goal setting, professional learning supports, and budget processes.

Northern Indigenous Youth Council (NIYC)

In the spring of 2018, ADSB hosted an Indigenous Student Leadership Forum. At that forum, students put their names forward if interested in becoming Chair and Vice Chair.

The Chair and Vice Chair of the new ADSB Northern Indigenous Youth Council were elected in November 2018. Marek McLeod, Vice Chair for the 18/19 school year, now sits as the Chair of the Council for the 19/20 school year, and Amara Ruffo is the Vice Chair.



2nd
ADSB Indigenous Student
Trustee – Marek McLeod

ADSB Students Compete at Special Olympics

In celebration of the 50th anniversary of the Special Olympic movement, the 2019 Special Olympics Ontario Invitational Youth Games brought together 2,000 student athletes from around the world to Toronto in May. The Algoma District School Board was very pleased to have sent over 30 student athletes along with teacher/mentors from Superior Heights, White Pines, and Rockhaven School in Serpent River, to compete in this invitational, international event.

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For the first time, high school-aged students with an intellectual disability had the chance to compete in an international sports competition. Athletes aged 13-21 both with and without an intellectual disability competed in five sports: athletics (track and field), basketball, bocce, floor hockey, and soccer. The games offered two types of team divisions in these five sports:

- A traditional division, where all athletes of the team had an intellectual disability, and
- A unified division, where athletes with and without an intellectual disability had the opportunity to compete on the same team.

ADSB staff shared how important this opportunity was for all students who attended. For some, travelling to Toronto and spending time away from family was a once-in-a-lifetime occurrence.

**30 ADSB students joined
2000 student athletes** from around the world at
Special Olympics Ontario.

Orange Shirt Day – Every Child Matters

On September 30, Orange Shirt Day is recognized across Canada as a day to honour children who survived residential schools and to remember those who did not. It is also an opportunity for Canadians to have a discussion and participate in building bridges with each other for reconciliation.

As a system, ADSB recognizes Orange Shirt Day by wearing orange and promoting the slogan Every Child Matters. It is an affirmation of our commitment to raise awareness of the residential school experience and to ensure that every child matters as we focus on our hope for a better future in which children are empowered to help each other.

ADSB schools are provided with background information, resources, and ideas to recognize Orange Shirt Day. With the newly revised history curriculum, residential schools are now a prominent part of the curriculum in Grades 8 and 10.



**ADSB has
participated in
Orange Shirt
Day
for the past
3 years**

English Language Learners

Currently there are nearly 175 English Language Learner (ELL) students who have registered at ADSB schools since 2016 and are currently attending schools in the ADSB. Of those students, approximately 75 students are currently in English Literacy Development (ELD) programs.

Through the generous support of Algoma University and the Algoma Reads program, a number of our students in the ELD program at White Pines benefitted from a visit with author Winnie Yeung. Winnie Yeung is the co-author of *Homes*, a book that she wrote along with a Syrian refugee student who was in her classroom a few years ago. *Homes* was a finalist in CBC's Canada Reads last year. Algoma University's Dr. Ridout assisted ADSB in having Ms. Yeung come to visit our students. A number of the students in our ELD classes have worked diligently over the past year or two to tell their own stories, and that culminated in a compilation that was produced at the end of last year. ELD is a program for English Language Learners who have had significant gaps in their formal schooling experiences.



175
English
Language Learners
attending
ADSB schools



EQAO

In October, the Education Quality and Accountability Office (EQAO) publicly released the school and school-board results from the 2018/2019 school year for:

- Primary and Junior Division assessments of Reading, Writing and Mathematics
- Grade 9 Math assessment
- Ontario Secondary School Literacy Test (OSSLT)

EQAO reports provide school communities with information that contributes to understanding each student's achievement in relation to the provincial standard. Algoma District School Board's (ADSB's) results are outlined below.

Elementary Primary and Junior Division Reading, Writing and Mathematics Results

Primary and Junior Division assessments of Reading, Writing and Mathematics are written by students in Grades 3 and 6 respectively.

The number of Algoma District School Board's Grade 3 students achieving Levels 3 & 4 was 58% in Reading, 48% in Writing, and 49% in Mathematics. This compares to Provincial results, which showed students across Ontario achieving 74% in Reading, 69% in Writing, and 58% in Math. The decreases in ADSB results from last year are reflective of the provincial trends.

The number of Algoma District School Board's Grade 6 students achieving Levels 3 & 4 was 71% in Reading, 69% in Writing, and 40% in Mathematics. This compares to Provincial results, which showed students across Ontario achieving 81% in Reading, 82% in Writing, and 48% in Math. In Grade 6, ADSB results improved with a seven-point increase in writing and a two-point increase in math.

Numeracy, literacy and assessment are the three ADSB Commitments and to support work in these areas, ADSB has invested in Instructional Vice-Principals and Instructional Support Teachers to support job-embedded learning in schools.

Through the assessment commitment, the Algoma District School Board will be using data to drive the next steps in learning, in response to student needs in reading, writing and math.

Grade 9 EQAO Math Assessment Results

Of ADSB students enrolled in Academic level math 77% achieved at or above provincial standard, a six-point increase compared to last year. The Provincial result was 84%. In Applied level math, 35% of ADSB students achieved at or above provincial standard while the Provincial result was 44%.

With the system focus of assessment, secondary schools in the ADSB will use assessment to develop understanding of the mathematics learner and how to respond to individual needs. Grade 9 teachers will continue working with grade 7 and 8 teachers to develop instructional practices to engage learners and support student success in the mathematics classroom.

Ontario Secondary School Literacy Test (OSSLT) Results

The percentage of Grade 10 ADSB students who were successful on the OSSLT was 67%, an increase of 2 percentage points from last year. Secondary schools in the ADSB will bring together intermediate teachers (grades 7-10) to develop reading skills. As well, creative programming and interventions to target those students at-risk of not being successful will be explored to promote student success.

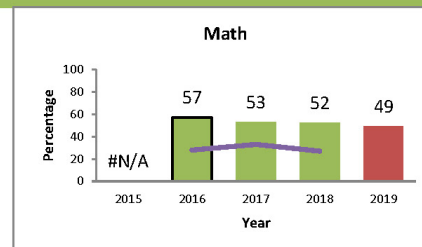
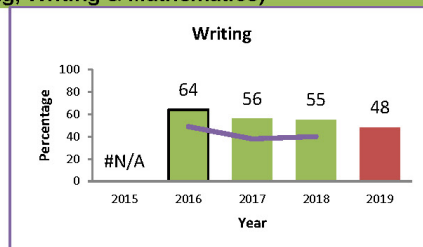
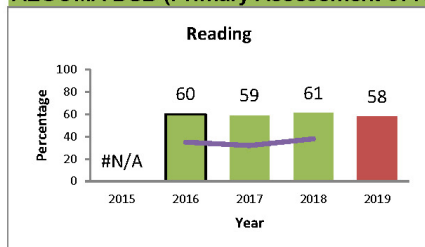
Provincially, the percentage of Grade 10 students who were successful on the OSSLT was 80%.

The complete report on all ADSB school results is available on the EQAO website.

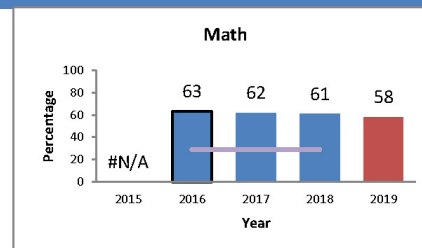
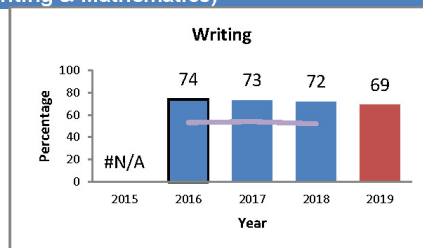
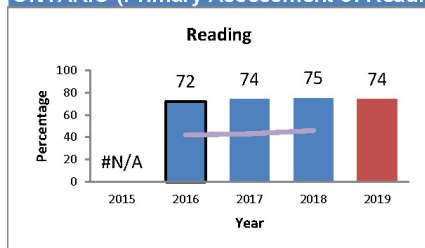
Comparison of Results Over Time

PRIMARY RESULTS

ALGOMA DSB (Primary Assessment of Reading, Writing & Mathematics)

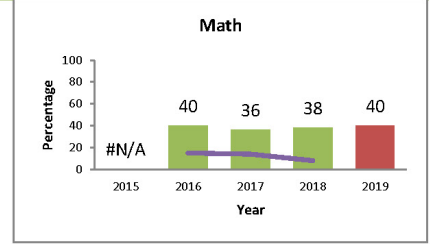
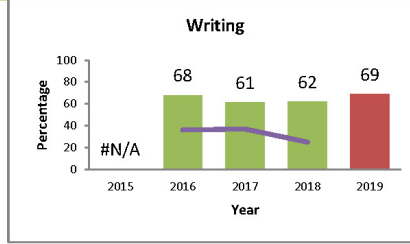
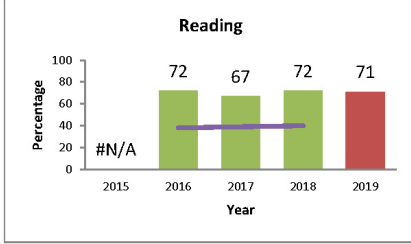


ONTARIO (Primary Assessment of Reading, Writing & Mathematics)

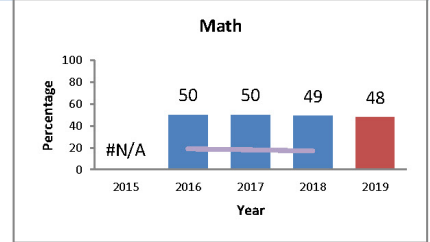
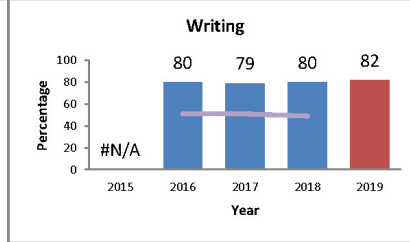
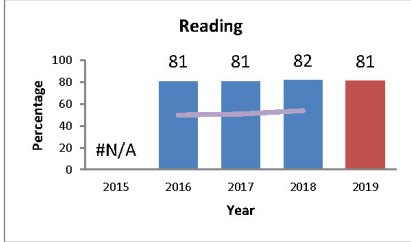


JUNIOR RESULTS

ALGOMA DSB (Junior Assessment of Reading, Writing & Mathematics)

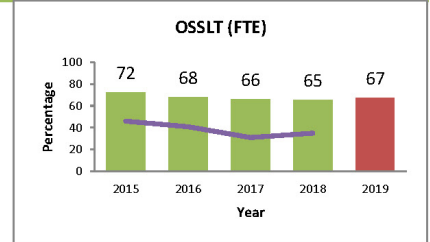
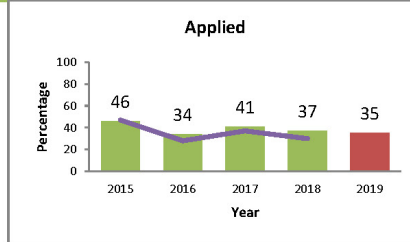
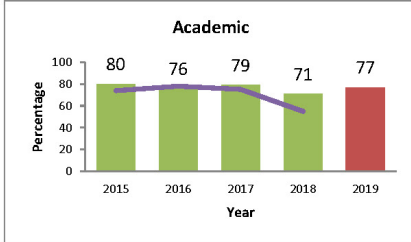


ONTARIO (Junior Assessment of Reading, Writing & Mathematics)

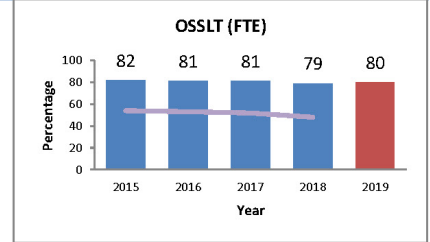
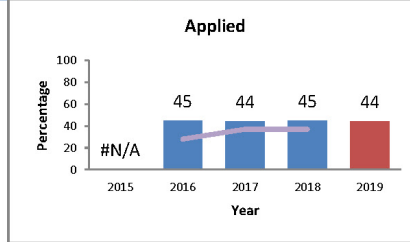
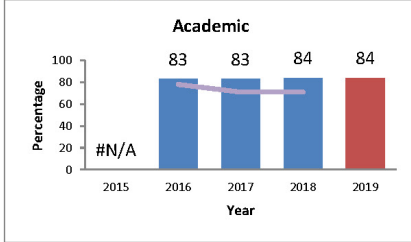


SECONDARY RESULTS

ALGOMA DSB (Grade 9 Assessment of Mathematics and OSSLT)



ONTARIO (Grade 9 Assessment of Mathematics and OSSLT)



Students with special education needs



BUINESS DEPT.

Total Dollars Spent on Capital Projects

A number of Facility Renewal Projects, Capital Priorities Projects, School Condition Improvement Projects, and Early Years Capital Projects have moved ahead this year.

Some highlights included:

- **Elliot Lake S.S.:** Parking, washroom, and site upgrades
- **Echo Bay P.S.:** Corridor flooring upgrades, office reno, and washroom upgrades
- **White Pines C. & V.S.:** Washroom, ceiling and lighting upgrades, PA upgrade, and shop upgrade
- **Central Algoma S.S.:** Window replacement
- **East View P.S.:** Heating and classroom upgrades
- **Kiwedini P.S.:** Interior upgrades

\$20,580,963

Total investment
in learning spaces



- **Korah C.&V.S.:** Ventilation and environmental upgrade, welding shop upgrade, and bistro renovation
- **RM Moore P.S.:** Interior upgrades
- **Tarentorus P.S.:** Interior upgrades
- **Education Centre:** Windows and ventilation upgrades

Total Dollars Spent on
Buildings & Grounds
(misc. repairs)
\$597,586



Total Community-Use
Participant Visits
539,142

Number of ADSB employees
2,374



Total Cafeteria Sales in All
Secondary Schools
\$489,773

Number of students who are transported by bus in the
Algoma District School Board this year:

6,204

*81 first-
and second-
year
hiress
are
currently
being
supported
through
NTIP.*

Currently we are supporting 17 new hires through NTIP (New Teacher Induction Program), all of whom are from the elementary panel. As well, we continue to support our second-year hires, totalling 64 teachers.

Currently, there are 55 LTO's in total (35 elementary and 20 secondary) who will be supported through NTIP beyond 97 days of service.

Last year the NTIP sector spent \$144,000. This year's projected spending is \$75,000. The NTIP consists of the following induction elements:

- Orientation for all new teachers to the school and school board
- Mentoring for new teachers by experienced teachers
- Professional learning relevant to the individual needs of new teachers

ADSB offers each first-year NTIP teacher three consolidation days for NTIP teachers to further develop their professional goals through an authentic approach; PD and release time for mentor/training and release to co-plan and co-teach; and school visits with conversation regarding their professional learning goals.

Budget Highlights

At the Board Meeting held on Tuesday, June 11 th the Algoma District School Board (ADSB) approved a total budget for expenditures and revenue brought forward by the Operations and Budget Committee of the Board, for the 2019-20 budget year in the amount of \$154,703,029. The Committee consists of Board staff and the following Trustees: Chair of the Operations and Budget Committee, Susan Thayer; Trustees Greg Bowman, Brent Rankin; Vice Chair of the Board, Russell Reid and Chair of the Board, Jennifer Sarlo.

Within this budget, the Board has committed to the continuation of:

- Support for Board Improvement Plan (Achievement, Well-being and Engagement)
- Professional Development for Teachers – Math and Technology
- Supports for Special Education – Autism, Technology
- Indigenous Grad Coaches
- Supports for English Language Learners
- Capital Improvements to the learning environments in all our schools

Also, due to prudent management of budgets in 2018-19, the Board was able to implement some one-time expenses in the following areas before the end of August, 2019 that will be enhancements for the 2019-20 school year. Many of these one-time expenses have a technology focus which is becoming increasingly important to supporting student learning and achievement as well as instructional practice of staff. The one-time expenses include the following:

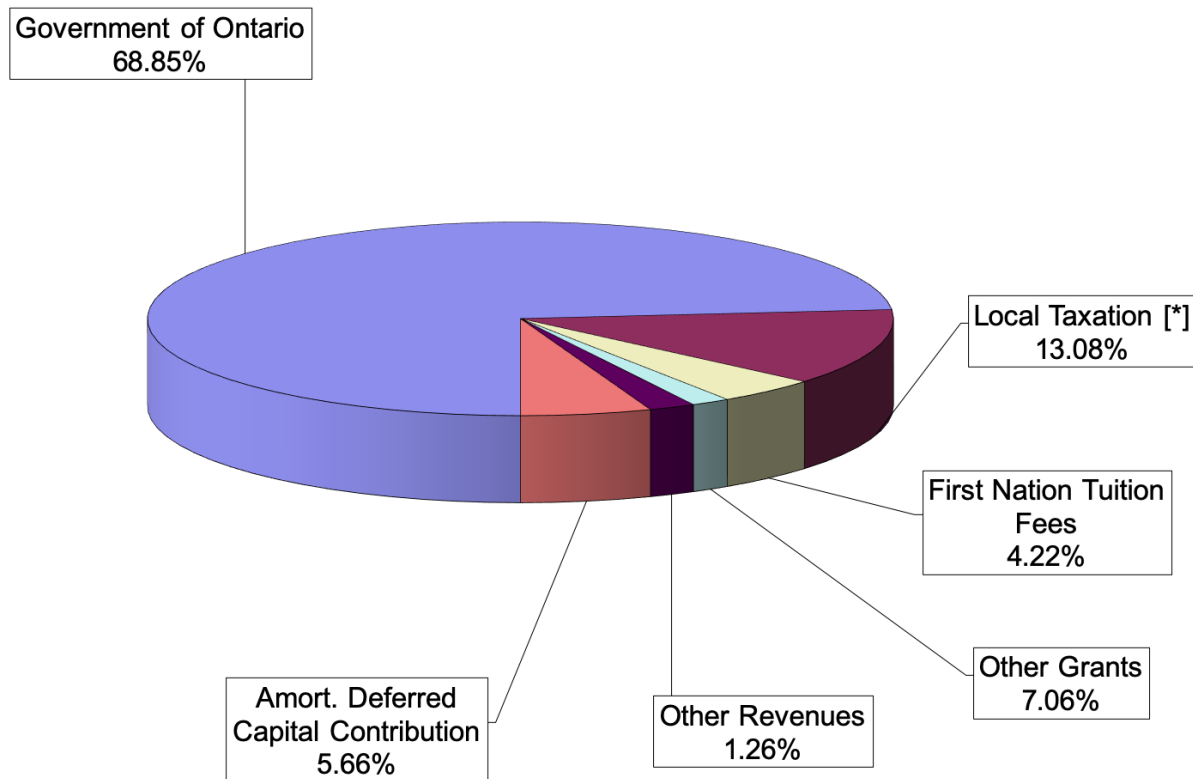
- Information Technology Infrastructure – New servers in schools
- Building and Grounds Improvements in schools (New Learning Commons Furniture)
- Broadband Infrastructure to improve Internet speeds further

The following new enhancements are included in 2019-20 through a combination of reallocations of existing budgets and new Ministry funding:

- Expansion of English Language Learner Supports for our Newcomers
- Expansion of our Hockey Canada Skills Academy Program
- Professional Development Technology (EDSBY, Schoolcash Online, Records Management)
- Capital Improvements –Refreshing Classrooms/Exterior sites at many other schools – \$13 million in
- projects, will include plans of upgrading Shop classrooms
- Technology Improvements and increased devices for students in schools (Broadband Initiative,
- Servers, devices – over 1,500 replaced) and new website development

Senior Board Administration and Trustees recognize the need for careful management of public expenditures. Staff are now awaiting additional special project funding announcements and September 2019 enrolment figures. These may result in additional enhancements for 2019-20.

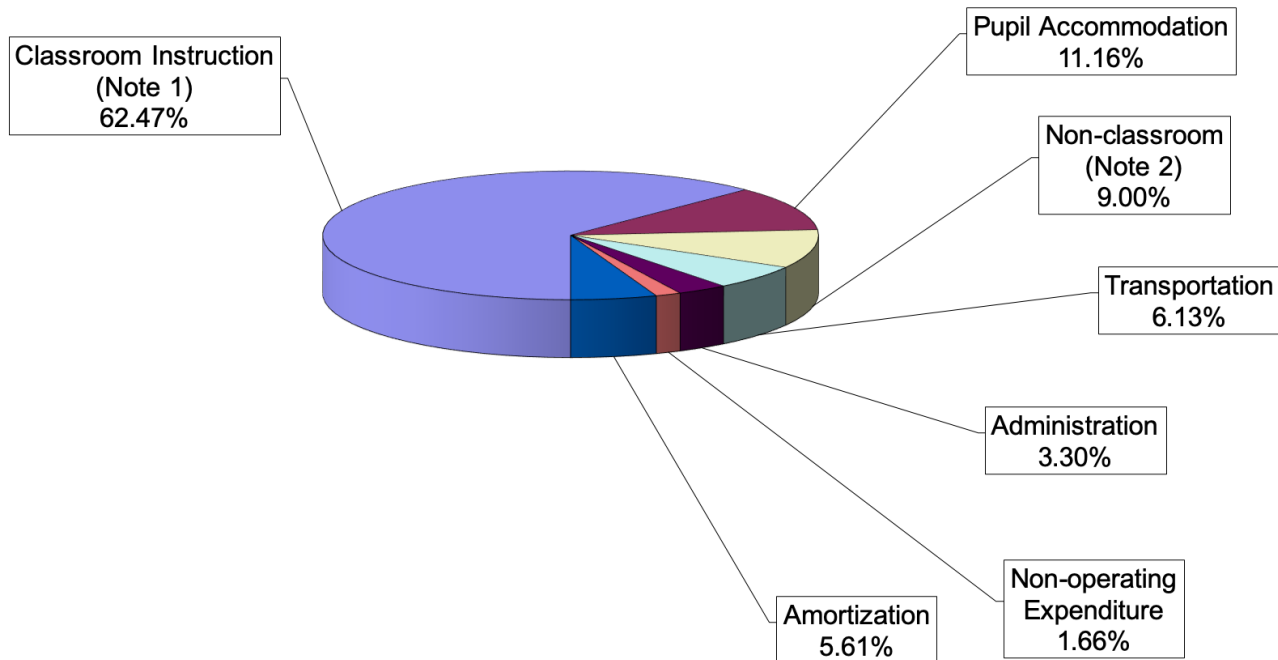
Revenue by Major Source



[*] Provincially determined by the Ministry

Revenue Source	Amount
Government of Ontario	\$110,607,284
Local Taxation [*]	\$19,181,879
First Nation Tuition Fees	\$6,625,584
Other Grants	\$2,516,707
Other Revenues	\$3,011,742
Amort. Deferred Capital Contribution	\$ 8,508,064
Sub-total	\$150,451,260
Accumulated Surplus	\$1,273,532
Capital and Approved Debt	\$2,978,237
Total	\$154,703,029

Expenditure by Major Function



Expenditure	Amount
Classroom Instruction (Note 1)	\$94,779,494
Pupil Accommodation	\$16,929,204
Non-classroom (Note 2)	\$14,696,608
Transportation	\$9,294,907
Administration	\$4,999,808
Non-operating Expenditure	\$2,516,707
Amortization	\$8,508,064
Sub-total	\$151,724,791
Capital and Approved Debt	\$2,978,238
Total	\$154,703,029

Note 1 - Classroom Instruction Detail	
Classroom Teachers	\$69,442,640
Supply Teachers	\$3,316,517
Teacher Assistants	\$9,545,961
Early Childhood Educators	\$2,153,283
Texts & Classroom Supplies/Equipment	\$3,335,544
Computers	\$1,042,060
Professionals & Paraprofessionals	\$3,423,373
Library & Guidance	\$2,106,282
Professional Development	\$413,834
Total	\$94,779,494

Note 2 - Non-classroom Detail	
Principals and Vice Principals	\$7,309,222
Department Heads	\$159,830
School Office	\$2,919,094
Coordinators and Consultants	\$3,358,381
Continuing Education	\$950,080
Total	\$14,696,608

Confident Learners, Caring Citizens in Action in Our Communities!



ADSB schools fundraised throughout the year, and the December focus has become an annual endeavor. It is absolutely heartwarming to hear the stories and to see the generosity of our students and staff. Our efforts are reflective of the caring citizens we are developing and the good character we aim to model for and instill in our students.



Since beginning our fund-raising for this charity, ADSB has reached a collective fundraising milestone of **\$300,000** for the Terry Fox Foundation.



Collectively, Algoma District School Board students and staff throughout the district

Raised thousands in cash donations, which went directly to

- Food banks
- Women's and men's shelters
- Charity organizations
- The purchase of grocery gift cards
- Christmas food baskets
- Classmates' relief funds
- Community families in need
- Christmas Cheer



cont. next page...



- **Collected thousands of canned food items** for delivery to various district food banks and Christmas Cheer outlets.
- **Prepared and sent dozens of shoe boxes** for Good Samaritan Operation Christmas Child.
- Algoma District School Board schools have always donated generously to the **Terry Fox Foundation**. This year we reached a milestone. Since beginning our fundraising for this charity, our family of schools has reached a collective fundraising milestone of **\$300,000** for the Terry Fox Foundation.

Thank you to the almost
100
community partners who
support our breakfast and
lunch programs.

Algoma District School Board schools have also been the recipients of generous donations from dozens of community partners. We can thank nearly 100 community partners throughout Algoma who have donated to ADSB schools, often with dollars donated towards breakfast and lunch programs.

Stuff a Bus

Three of our Sault Ste. Marie high schools partnered with local radio stations to reinvigorate their annual Stuff a Bus campaign. KissFM and Country104 each broadcasted their morning shows live from White Pines, Korah, and Superior Heights. Each school went above and beyond in collecting canned food items, toiletries, clothing, and new and gently-used toys for donation to Christmas Cheer. Thousands of items were collected, filling a City of Sault Ste. Marie bus.



**1,000s of items
were collected,
filling a City of
Sault Ste. Marie
bus.**



A Day in the Life

Chapleau's Student Senate team took the initiative to invite fellow student senate members from all ADSB high schools to travel to Chapleau in the spring to experience a day in the life of a "small town student."

The Chapleau Senate Team developed this idea largely in part because none of its members had, to-date, lived in a big city. They have attended small schools and lived in small communities all their lives. Most senate meetings and gala events happen in Sault Ste. Marie, and this sparked the idea to welcome the amazing students of Senate to their community of Chapleau, Ontario.

The Chapleau Student Senate team developed a detailed 24-hour agenda. Many community partners were involved, including Indigenous elders who held a Star Teaching session by campfire and led a hike the following morning with the MNR providing an Indigenous perspective. Students learned about the wildlife in Chapleau and discovered that Chapleau is home to the world's largest game preserve! In the early afternoon, there was a focus on well-being as the local OPP spoke to students about substance abuse and mental health.

All who visited confirmed that they felt welcomed, not only by their gracious Student Senate hosts, but also by the whole community of Chapleau!



First time Student Senate gathering takes place in Chapleau!



Point of interest: Chapleau is home to the largest game preserve in the world!



Mayor for the Day

This fall Helena Bubinas, a Grade 5 student from F.H. Clergue, was selected as Sault Ste. Marie's Mayor for a Day. In her submission, Helena displayed an impressive knowledge of local issues, along with creative ideas for the community. The contest was sponsored by the City of Sault Ste. Marie and the Rotary Club of Sault Ste. Marie North.

Through written or video submissions, local youth demonstrated a significant understanding of municipal governance and operations, along with a passion for Sault Ste. Marie.

Honourable mentions included the following ADSB students:

- Justyce Kaboni (H.M. Robbins)
- Tye Turco (Tarentorus Public School)
- Maggie Chapman (St. Joseph Island Central School)

As the 'Mayor for a Day,' Helena toured the Civic Centre and participated in some of Mayor Provenzano's activities, including officially opening a City Council meeting. Her class at F.H. Clergue will receive a pizza party and a visit from the Mayor.



GFL Memorial Gardens Mural Project

In the spring of 2019, dozens of ADSB students worked alongside veterans, teachers, artists, and other project partners to design murals inside the GFL Memorial Gardens in Sault Ste. Marie. The final artworks have been installed above the War Memorial Exhibit and beside the Hockey Hall of Fame.

During the research and design phase, students spent time with members of the Royal Canadian Legion Branch 25, the Algoma Veterans, SSM Museum, and City of SSM to learn the importance of relaying a message in their artwork, which would honour and respect our fallen soldiers. The partners unanimously thanked the students for demonstrating their understanding of and regard for such a serious subject.

Students were all Specialist High Skills Majors (SHSM) in Arts and Culture. The project was part of Future SSM's Community Art Project (CAP), which aims to revitalize neighbourhoods, celebrate local history, promote arts and culture, and create economic opportunities.



Superior Heights Culinary Students Cook for St. Vincent Place



Culinary students from Superior Heights took on the responsibility of providing hot meals at St. Vincent Place for three dates this fall. The students prepared the food at the Superior Heights kitchen (roasted chicken, roasted potatoes, vegetables, pasta, meatballs, and salad) and delivered it to St. Vincent Place. Staff and students served, and on one occasion they partnered with Future SSM/City of SSM who served. Future SSM staff commented:

"Community, economic, and social development means so many things in our community. We are so proud of local students at Superior Heights who have been preparing and serving hot meals to those in need at St. Vincent Place. We were so happy to partner with them last evening, and we look forward to doing more!"



Confident learners,
caring citizens.



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