

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE MEETING
MARCH 7, 2023**

PUBLIC SESSION

**TITLE: STAFF DEVELOPMENT DEPARTMENT PROFESSIONAL
DEVELOPMENT OPPORTUNITIES**

The Staff Development Department Professional Development Opportunities report is presented for information.

Prepared by: Pat Rocca, Superintendent of Education
Anthony Corapi, Coordinator of Staff Development

Presented by: Pat Rocca, Superintendent of Education

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: March 7, 2023



REPORT TO THE COMMITTEE OF THE WHOLE MARCH 7, 2023

STAFF DEVELOPMENT DEPARTMENT PROFESSIONAL DEVELOPMENT OPPORTUNITIES

BACKGROUND INFORMATION

In alignment with Niagara Catholic’s Multi-Year Strategic Plan, the Department of Staff Development, as an integral aspect of its mandate, acts as the point of co-ordination among various departments. Thus ensuring that all professional development opportunities for staff, both teaching and non-teaching, occur in a seamless fashion to minimize disruptions to the myriad services provided within our Niagara Catholic community. The following is a listing of activities occurring during the period March 7, 2023 through April 11, 2023

PROFESSIONAL DEVELOPMENT ACTIVITIES

SESSION	Knowledgehook- Premium Teacher Onboarding
AUDIENCE	K-10 Educators teaching math
WORKSHOP DESCRIPTION	This is an introductory session hosted by Knowledgehook. This webinar will cover the essentials you will need to get started with Knowledgehook in your math classroom.
DATE	The same session is repeated on various dates: <ul style="list-style-type: none"> ▪ March 15th, 2023, or ▪ April 19th, 2023, or ▪ May 17th, 2023
TIME	6:00 p.m. – 7:00 p.m.
LOCATION	Virtual, Zoom Meeting

SESSION	Multilingual Language Learners (MLL) Professional Learning Session
AUDIENCE	MLL Educators
WORKSHOP DESCRIPTION	The focus of the session will be on how to use the Lexia English program to support emergent multilingual students in the development of English language skills.
DATE	March 21, 2023
TIME	1:15 p.m. – 2:30 p.m.
LOCATION	Virtual

ASPIRING LEADERS PROGRAM 2023

Niagara Catholic District School Board believes both leadership and excellence are important at all levels within the organization and contributes to the growth of effectiveness in schools and service departments.

The Aspiring Leaders Program (ALP) is designed to meet the needs of all aspiring leaders by focusing on the fundamentals of leadership and providing participants with a set of tools that will help them meet today's leadership needs and challenges.

The Aspiring Leaders Program (ALP) is a series interactive and in-person workshops providing practical and actionable leadership tools. This program is tailored and open to all employees interested in leadership development and furthering their leadership skills and capabilities in pursuing a leadership role at the system level, such as coordinators, consultants, administrative assistants, and school administration and for new pathways to opportunities within their department.

ASPIRING LEADERS WORKSHOPS 2023

WORKSHOP 1: THURSDAY, MARCH 30, 2023 (4:00 P.M. – 6:45 P.M.)

Location: Our Lady of the Holy Rosary Catholic Elementary School (Library)

LEADERSHIP SUCCESS THROUGH EMOTIONAL INTELLIGENCE:

In the midst of the 'great resignation' and the quiet quitting phenomenon, organizations cannot afford to ignore emotional intelligence and its role in employee satisfaction, performance, and resilience. Whether you're a manager, a team member, in sales, or delivering a service, emotional intelligence (EQ) is increasingly becoming one of the most important skills any individual can have. The research is clear, people with high emotional intelligence have higher job satisfaction, are more effective professionals, outperform and earn more than their colleagues, and live with higher confidence, resilience, and happiness. This workshop will help you tap into the power of emotional intelligence to relieve stress, relate effectively, and lead with confidence.

WORKSHOP 2: THURSDAY, MAY 25, 2023 (4:00 P.M. – 6:45 P.M.)

Location: Our Lady of the Holy Rosary Catholic Elementary School (Library)

THE POWER OF HEALTHY TENSION:

Leading in a World of Increased Polarization and Complexity: As leaders, we often treat every challenge as a problem to be solved, with a right or wrong answer. Encourage a change or preserve stability? Lean into structure or choose more flexibility? Focus on work or prioritize home? But this "either/or" thinking is a dangerous trap! To be more effective - both at work and at home - we need to realize that many of life's challenges are tensions to be managed. This workshop provides a simple framework that allows teams and leaders to tap into the power of "both/and" thinking. By doing this, we gain a massive competitive advantage, and move from surviving to thriving. This workshop provides a simple framework that allows teams and leaders to tap into the power of "both/and" thinking. By doing this, we gain a massive competitive advantage, and move from surviving to thriving. You will also gain strategies to effectively promote and implement diversity, equity and inclusion within your teams.

WORKSHOP 3: FALL 2023 - THE LEADER'S EDGE:

In today's fast-paced and competitive workplace, to move beyond survival and mediocrity we must become highly effective leaders. This is true whether we are responsible for leading other people or simply need to provide ownership and vision to the project that we are responsible for.

PART 1 - OUTSMARTING CHANGE: The reward for leadership success is often more work, and there are more opportunities coming your way than ever before; potential partnerships, new services, growth and expansion. The question is, “how much is too much?” How do you know when the benefits of change and innovation are coming at the expense of your mission? Learn to skillfully pivot and leverage opportunities while holding on to core values and proven practices.

PART 2 - HEALTHY COMMUNICATION: Effectively give and receive feedback by avoiding certain types of conversations - giving and receiving feedback, dealing with conflict, and managing diverse opinion - trust, high performance and continual improvement are jeopardized. Developing a feedback culture will help you overcome the challenges of difficult conversations and equip you with the interpersonal tools needed for success.

WORKSHOP 4: FALL 2023 - BUILDING TEAM TRUST:

Research has continuously shown that teams can’t reach the highest levels of productivity and effectiveness without high levels of trust- they just can’t. In this workshop we will look at two strategies that will equip you with the foundational skills to building trust within the teams you are a part of and/or leading. In this workshop we will look at two strategies that will equip you with the foundational skills to build trust and promote diversity, equity and inclusion within the teams you are a part of and/or leading.

PART 1: HAVE EXPECTATIONS AND EXTEND GRACE: You know that goals and objectives can increase motivation, focus, and performance. At the same time, non-stop, high expectations can lead to resentment, stress and burnout. Beyond that, everyone you work with is fighting a battle you know nothing about. Learn how to be driven towards goals and excellence while having empathy and acceptance with yourself and others.

PART 2: FOCUS ON TASK AND FOCUS ON RELATIONSHIP: On one hand, you know that “If you want things done right, do it yourself.” On the other hand, you know that “two heads are better than one.” How can you stay focused on your individual responsibilities, while contributing to a healthy team culture that fosters vulnerability, trust and engagement.

The Staff Development Professional Development Opportunities report is presented for information.

Prepared by: Pat Rocca, Superintendent of Education
Anthony Corapi, Coordinator of Staff Development

Presented by: Pat Rocca, Superintendent of Education

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: March 7, 2023

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE MEETING
MARCH 7, 2023**

PUBLIC SESSION

TITLE: CAPITAL PROJECTS PROGRESS REPORT UPDATE

The Capital Projects Progress Report Update is presented for information.

Prepared by: Clark Euale, Controller of Facilities Services

Presented by: Clark Euale, Controller of Facilities Services

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: March 7, 2023



**REPORT TO THE COMMITTEE OF THE WHOLE MEETING
MARCH 7, 2023
CAPITAL PROJECTS PROGRESS REPORT UPDATE**

BACKGROUND INFORMATION

Individual progress reports for capital projects are presented as follows:

IN PROGRESS

Appendix A	New Wainfleet Joint Elementary School
Appendix B	New Elementary School Greenlane Road, Beamsville

The Capital Projects Progress Report Update is presented for information.

Prepared by: Clark Euale, Controller of Facilities Services
Presented by: Clark Euale, Controller of Facilities Services
Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer
Date: March 7, 2023

PROJECT PROGRESS AND STATUS REPORT

ST. ELIZABETH CATHOLIC ELEMENTARY SCHOOL, WAINFLEET

Rev. 1.0, 29/03/2022

A - General information	
Project Name	St. Elizabeth Joint Catholic Elementary School Wainfleet, Ontario
Report Prepared by	Clark Euale, Controller, Facilities Services
Project Sponsors:	Joseph Zaroda, Superintendent Julie Mangiacasale, Principal, St Elizabeth CES
Date	March 7, 2023
Reporting Period	February 2023

B - Executive Summary				
Overall Status				
	<i>Controlled</i>	<i>Caution</i>	<i>Critical</i>	<i>Reason for Deviation (Comments)</i>
Budget:	☒	☐	☐	
Schedule:	☒	☒	☐	Ministry approvals and supply chain delays may affect the overall schedule.
Scope:	☒	☐	☐	
Quality:	☒	☐	☐	



PROJECT PROGRESS AND STATUS REPORT

ST. ELIZABETH CATHOLIC ELEMENTARY SCHOOL, WAINFLEET

Rev. 1.0, 29/03/2022

Executive Summary	➤ PROJECT INFORMATION																																						
	<ul style="list-style-type: none"> ○ Combined Area of New School to be Constructed: 69,734 s.f. ○ New School Capacity: 587 students ○ NCDSB Pupil Places: 118 students 																																						
	➤ PROJECT FUNDING																																						
	-																																						
	<table border="1"> <thead> <tr> <th rowspan="2">Funding Program</th> <th>DSB of Niagara</th> <th>Niagara CDSB</th> <th rowspan="2">Total</th> </tr> <tr> <th><u>Project ID #: 22-063</u></th> <th><u>Project ID #: 50-067</u></th> </tr> </thead> <tbody> <tr> <td>Capital Priorities</td> <td>\$10,551,451</td> <td>\$3,574,873</td> <td>\$14,126,324</td> </tr> <tr> <td>Child Care Capital</td> <td>\$1,652,606</td> <td>\$0</td> <td>\$1,652,606</td> </tr> <tr> <td></td> <td>\$12,204,057</td> <td>\$3,574,873</td> <td>\$15,778,930</td> </tr> <tr> <td><i>Additional Funding</i></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Capital Priorities</td> <td>\$2,551,402</td> <td>\$1,860,168</td> <td>\$4,411,570</td> </tr> <tr> <td>Child Care Capital</td> <td>\$512,669</td> <td>\$0</td> <td>\$512,669</td> </tr> <tr> <td>Proceeds of Disposition</td> <td>\$3,202,271</td> <td>\$0</td> <td>\$\$3,202,271</td> </tr> <tr> <td>Total</td> <td>\$18,470,399</td> <td>\$5,435,041</td> <td>\$23,905,440</td> </tr> </tbody> </table>	Funding Program	DSB of Niagara	Niagara CDSB	Total	<u>Project ID #: 22-063</u>	<u>Project ID #: 50-067</u>	Capital Priorities	\$10,551,451	\$3,574,873	\$14,126,324	Child Care Capital	\$1,652,606	\$0	\$1,652,606		\$12,204,057	\$3,574,873	\$15,778,930	<i>Additional Funding</i>				Capital Priorities	\$2,551,402	\$1,860,168	\$4,411,570	Child Care Capital	\$512,669	\$0	\$512,669	Proceeds of Disposition	\$3,202,271	\$0	\$\$3,202,271	Total	\$18,470,399	\$5,435,041	\$23,905,440
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Total	\$18,470,399	\$5,435,041	\$23,905,440																																				
➤ Prime Consultant: Whiteline Architects Inc.																																							
➤ General Contractor: Brouwer Construction Ltd.																																							
➤ Contractor mobilized November 11, 2022																																							
➤ Niagara Catholic Legal Representative currently drafting lease agreement between DSBN and Niagara Catholic.																																							

PROJECT PROGRESS AND STATUS REPORT

ST. ELIZABETH CATHOLIC ELEMENTARY SCHOOL, WAINFLEET

Rev. 1.0, 29/03/2022

C – Scheduled Milestones / Deliverables			
Milestone / Deliverable	Expected On	Actual On	Status
Funding Approval	September 2020	September 2020	COMPLETED
Architect Selection	January 2021	January 2021	COMPLETED
Design Development	February 2021	March 2021	COMPLETE
Ministry Approval (Cost)	January 2022	March 2022	COMPLETE
Site Plan Approval	February 2022	September 2022	COMPLETE
Building Permit	March 2022	October 2022	COMPLETE
Project Tender	April 2022	November 2022	COMPLETE
Construction Start	Nov. 11, 2022	Nov. 11, 2022	IN PROGRESS
Demolish St Elizabeth School	July 2024		NOT STARTED
Occupancy	September 2024		NOT STARTED
Additional Milestones	TBA	N/A	NOT STARTED

D – Open Action Items				
#	Title	Expected Delivery	Owner / Approver	Status
1	MTO approval	January 2022	MTO	COMPLETE
2	SPA approval	February 2022	Township of Wainfleet	COMPLETE
3	MOE approval to proceed to Tender	March 2022	MOE	COMPLETE
4	Building Permit approval	April 2022	Township of Wainfleet	COMPLETE
5	Lease Agreement	January 2023	NCDSB/DSBN	IN PROGRESS
6	Operations Agreement	2023/2024	NCDSB/DSBN	NOT STARTED

PROJECT PROGRESS AND STATUS REPORT

ST. ELIZABETH CATHOLIC ELEMENTARY SCHOOL, WAINFLEET

Rev. 1.0, 29/03/2022

E - Issues, Risks, Challenges and discussion items				
#	Title	Description	Owner	Status
1	Risk item 1	Quality of materials and building components at-risk due to high-Class C and Class A cost estimates, which necessitated the sourcing of alternate products from the original design intent.	Design Team	COMPLETED
2	Risk Item 2	Approval to Proceed to Tender at-risk due to high-Class A cost estimate.	Ministry of Education	COMPLETED
3	Risk Item 3	Ministry of Environment approval for the septic system is underway. Final occupancy is contingent upon this approval.	Ministry of Environment	IN PROGRESS

PROJECT PROGRESS AND STATUS REPORT

ST. ELIZABETH CATHOLIC ELEMENTARY SCHOOL, WAINFLEET

Rev. 1.0, 29/03/2022

F - Accomplishments / Plans

Accomplishments during *this Reporting Period* :

1. Site Plan Approval has been received by the Town of Wainfleet.
2. MOE approval of septic design is expected to take 6-12 more months. Environmental Compliance Application has been submitted early April. Ongoing.
3. Cost sharing agreement between DSNB and Niagara Catholic based upon original Memorandum of Understanding.
4. Contractor has mobilized. Site grading and foundations underway weather permitting.

Plans during the *next Reporting Period* :

1. Present draft lease agreement to DSNB for review/comment (March 2023). Agreed upon lease will be shared with Niagara Catholic Board Trustees prior to execution.
2. Team is actively working on community partnership with the Town of Wainfleet for shared use of the gymnasium and soccer/baseball fields. Ongoing.

G - Distribution

I have reviewed the information contained in this Project Progress And Status Report and agree:

<i>Name / Title</i>	<i>Company</i>		<i>Date</i>
Project Manager	NCDSB	Tunde Labbanz	March 7, 2023
Controller of Facilities Services	NCDSB	Clark Euale	March 7, 2023
COPIES TO:			
Chair, Vice-Chair, and Trustees	NCDSB	Committee of the Whole Capital Project Update	Monthly
Director of Education	NCDSB	Camillo Cipriano	Email
Superintendent	NCDSB	Joseph Zaroda	Email
Principal, St Elizabeth CES	NCDSB	Julie Mangiacasale	Email

PROJECT PROGRESS AND STATUS REPORT

NEW CATHOLIC ELEMENTARY SCHOOL, BEAMSVILLE

Rev. 1.0, 29/03/2022

A - General information	
Project Name	Catholic Elementary School Greenlane Rd., Beamsville
Report Prepared by	Clark Euale, Controller, Facilities Services
Project Sponsors:	Gino Pizzoferrato, Superintendent Principal, TBD
Date	March 7, 2023
Reporting Period	February 2023

B - Executive Summary				
Overall Status				
	<i>Controlled</i>	<i>Caution</i>	<i>Critical</i>	<i>Reason for Deviation (Comments)</i>
Budget:	☒	☐	☐	
Schedule:	☒	☐	☐	
Scope:	☒	☐	☐	
Quality:	☒	☐	☐	

PROJECT PROGRESS AND STATUS REPORT

NEW CATHOLIC ELEMENTARY SCHOOL, BEAMSVILLE

Rev. 1.0, 29/03/2022

<p>Executive Summary</p>	<ul style="list-style-type: none"> ➤ PROJECT INFORMATION <ul style="list-style-type: none"> ○ Area of New School to be Constructed: 42,442 s.f. ○ New School Capacity: 421 students ○ Number of Classrooms: 18 ○ Childcare Space currently under review. ➤ PROJECT FUNDING <ul style="list-style-type: none"> ○ Capital Priorities Grant \$10,108,084 ➤ Ministry Approval to Proceed to Design received. ➤ Request for Proposals for Prime Consulting Services closed December 20, 2022. Awarded to Svedas Architects Inc. ➤ Expected school opening tentatively September 2024.
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PROJECT PROGRESS AND STATUS REPORT

NEW CATHOLIC ELEMENTARY SCHOOL, BEAMSVILLE

Rev. 1.0, 29/03/2022

C – Scheduled Milestones / Deliverables			
Milestone / Deliverable	Expected On	Actual On	Status
Funding Approval		July 15, 2022	COMPLETED
Architect Selection	December 2022	February 2023	COMPLETED
Design Development	January 2023	February 2023	IN PROGRESS
Ministry Approval to Proceed with Tender			NOT STARTED
Site Plan Approval			NOT STARTED
Building Permit			NOT STARTED
Project Tender			NOT STARTED
Construction Start	May/June 2023		NOT STARTED
Parking lot and Playgrounds			NOT STARTED
Occupancy	September 2024		NOT STARTED
Additional Milestones			NOT STARTED

D – Open Action Items				
#	Title	Expected Delivery	Owner / Approver	Status
1	MTO approval			NOT STARTED
2	SPA approval			NOT STARTED
3	MOE approval to proceed to Tender			NOT STARTED
4	Building Permit approval			NOT STARTED

PROJECT PROGRESS AND STATUS REPORT

NEW CATHOLIC ELEMENTARY SCHOOL, BEAMSVILLE

Rev. 1.0, 29/03/2022

E - Issues, Risks, Challenges and discussion items				
#	Title	Description	Owner	Status
1	Risk item 1	Archeological Survey	NCDSB	COMPLETE
2	Risk Item 2			

F - Accomplishments / Plans
<p>Accomplishments during <i>this Reporting Period</i> :</p> <ol style="list-style-type: none"> 1. Ministry Approval to Proceed to procure an Architect to begin the design process of this exciting project in July 2022. 2. RFP for Prime Consulting Services awarded to Svedas Architects Inc. 3. Archeological Survey of property completed as part of the requirements for Site Plan Approval. No issues flagged. 4. Application to Ministry for funding of newly requested Childcare facility under this project with associated funding. 5. Conceptual design underway for stakeholder review. <hr/> <p>Plans during the next Reporting Period:</p> <ol style="list-style-type: none"> 1. Finalize conceptual design and proceed into schematic design. 2. Ad-Hoc Attendance Area Review Committee to be re-established in April 2023. 3. Approval of Childcare funding application from the Ministry of Education expected Q2-2023.

PROJECT PROGRESS AND STATUS REPORT

NEW CATHOLIC ELEMENTARY SCHOOL, BEAMSVILLE

Rev. 1.0, 29/03/2022

G - Project Status Report / Signatures

I have reviewed the information contained in this Project Progress And Status Report and agree:

<i>Name / Title</i>	<i>Company</i>		
Project Manager	NCDSB	Tunde Labbancz	March 7, 2023
Controller of Facilities Services	NCDSB	Clark Euale	March 7, 2023
COPIES TO:			
Chair, Vice-Chair, and Trustees	NCDSB	Committee of the Whole Capital Project Update	Monthly
Director of Education	NCDSB	Camillo Cipriano	Email
Superintendent	NCDSB	Gino Pizzoferrato	Email
Principal	NCDSB	TBD	Email

**TO: NIAGARA CATHOLIC DISTRICT SCHOOL BOARD
COMMITTEE OF THE WHOLE MEETING
MARCH 7, 2023**

PUBLIC SESSION

TITLE: BOARD IMPROVEMENT AND EQUITY PLAN

The Board Improvement and Equity Plan report is presented for information.

Prepared by: Kim Kinney, Superintendent of Education

Presented by: Kim Kinney, Superintendent of Education

Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer

Date: March 7, 2023



REPORT TO THE COMMITTEE OF THE WHOLE MARCH 7, 2023

BOARD IMPROVEMENT AND EQUITY PLAN

BACKGROUND INFORMATION

In the Fall of 2021, the Ministry of Education released an overview for a New Board Improvement and Equity Plan (BIEP) to all school boards in Ontario. The BIEP overview established provincial education priorities, goals and performance indicators to support continuous quality improvement. The BIEP template provides a standardized tool for school boards to identify local actions that will lead to improved achievement, equity, well-being and transitions for all students.

School boards have made great strides to create schools and classrooms that are safe and welcoming. Our efforts to improve educational outcomes for all students must recognize that our education system, like other institutions, is not free from discrimination. Efforts to improve educational outcomes must include a commitment to addressing systemic discrimination to help break down barriers for Indigenous, Black, and racialized students, students from low-income households, and students with disabilities and other students with special education needs so that everyone has an equal opportunity to succeed, thrive, and reach their full potential.

The *Board Improvement and Equity Plan (BIEP)* will incorporate demographic data to advance equity. With a clearer understanding of who their students are, school boards can more precisely identify where gaps in achievement between groups of students exist and where policies and programs have different and adverse impacts on particular communities of students. Understanding which students are underserved by our education system – and working to address that – is the crux of the BIEP process. The Niagara Catholic District School Board will shortly begin the process of collecting voluntary student demographic data and the information collected will help to inform the ongoing work happening within the Board on the Niagara Catholic BIEP. The BIEP when completed, along with the *Board Action Plan on Indigenous Education*, aim to increase accountability and standardize commitments for advancing human rights and equity across the education system.

The BIEP sets out province-wide goals and performance indicators under four educational priority areas:

1. Achievement
2. Human Rights and Equity
3. Mental Health, Well-Being and Engagement
4. Transitions and Pathways

The Emergent Priority of Learning Recovery and Renewal specific to the context of COVID-19 was also included in the BIEP template provided by the Ministry of Education.

School boards are also expected to set their own local goals and priorities that involve local communities and are responsive to their own needs.

Throughout the 2021-2022 school year, leading into the 2022-2023 school year, the Niagara Catholic School Board has engaged in activities to support the development of the *Board Improvement and Equity Plan (BIEP)*, including:

- Planning and preparation for student demographic data collection with a voluntary student census;
- Review of provincial education priorities, goals and performance indicators by the Senior Administrative Team to form a shared understanding of the BIEP tool;
- Sharing of the BIEP tool with Elementary and Secondary administrators to provide context for planning purposes at the system level as well as provide support for the school improvement planning process; and,
- Collection of baseline data related to the BIEP goals and indicators by system staff to identify and articulate strategies to support the ongoing improvement cycle and to ensure alignment with the Board’s Multi-Year Strategic Plan.
- Collaboration amongst Senior Administration, Principal and Vice Principal representation, and the Consultant of Research, Assessment, Evaluation and Reporting, to align the Niagara Catholic BIEP with the Strategic Directions from the Board’s Multi-Year Strategic Plan (2021-2026).
- Alignment and coherence between the BIEP and Multi Year Strategic Plan will be accomplished through the System Priorities Action Plan, which will include the Ministry-provided indicators from the BIEP tool alongside the priority area goals, with actions and work plans, and including the measures for monitoring progress and achievement of the goals. The System Priorities Action Plan will include:
 - Goals – as articulated through the Strategic Directions of the 2021-2026 Strategic Plan
 - Indicators – from the Ministry of Education BIEP Tool
 - Actions – *What will we do to get there?*
 - Work Plans – *What are staff doing?*
 - Measures – *How will we monitor and measure our progress towards achieving our goals?*
 - Responsibility – *Who is responsible for leading and implementing the work plan?*
 - Monitoring and Progress – *How will we know when we have made progress and have achieved goals?*

The Niagara Catholic District School Board will continue to draft and finalize the BIEP and will await direction from the Ministry with regards to submission of the BIEP. Once finalized, the BIEP will be published and a family-friendly version of the BIEP will also be shared with Niagara Catholic’s parents and guardians.

The Board Improvement and Equity Plan report is presented for information.

Prepared by: Kim Kinney, Superintendent of Education
Presented by: Kim Kinney, Superintendent of Education
Approved by: Camillo Cipriano, Director of Education/Secretary-Treasurer
Date: March 7, 2023

The Niagara Catholic District School Board Improvement and Equity Planning Framework includes the provincial priorities, goals and performance indicators. The priority areas include: Achievement, Mental Health, Well-Being and Engagement, Pathways and Transitions, Human Rights and Equity, and Learning Recovery and Renewal. The goals are stated as changes (increases or decreases) and/or monitoring of the performance indicators under each priority area set out by the Ministry of Education. Our Catholic Faith and Community is a priority area for the Board and articulated in the 2021-2026 Strategic Plan through our Mission, Vision and Values, and Strategic Directions, as well as included in School Improvement and Equity Planning.

Catholic Faith and Community

We will celebrate the richness of our Catholic faith and our holistic, values-based, Catholic education by anchoring our work in the Gospel as lived in the person of Jesus Christ, and preparing our students to live out the Ontario Catholic School Graduate Expectations.



Learning Recovery and Renewal

The ministry has identified this emerging priority area: learning recovery and renewal in the context of COVID-19.



Achievement

All students, including those communities of students who - historically and currently - are underserved, will be given the tools to succeed academically and in life.



Human Rights and Equity

All students will have an equal opportunity to succeed, thrive, and reach their full potential. We will work to address systemic discrimination and eliminate disparities in educational experiences for students who are underserved by the education system, which will be revealed by the future collection and analysis of demographic data.



Mental Health, Well-Being and Engagement

All students will be supported to improve mental health, well-being and engagement, which requires staff to foster a sense of belonging and a positive school environment and provide students with the appropriate, timely and quality school-based mental health supports, using a tiered approach to intervention.



Pathways and Transitions

All students will have the skills, knowledge and confidence they need to succeed in the future, as they transition from elementary to secondary school and to their postsecondary pathway: apprenticeship, college, community living, university or the workplace.

Learning Recovery and Renewal

Mental Health and Well-Being

- Increase the percentage of students who access school-based mental health services that they need
- Increase the percentage of staff receiving professional learning in student mental health literacy and board protocols

Early Reading and Math

- Increase the percentage of students who receive targeted early reading and math supports
- Increase the percentage of educators who receive professional learning related to supporting students in early reading and math

Re-engaging Students

- Increase the percentage of schools that implement activities that promote school connections, including extra-curricular activities
- Increase the percentage of schools that have an intentional strategy to keep students engaged

Achievement



Improve Math Achievement

- ❑ Increase the percentage of students who meet or exceed the provincial standard on Grades 3, 6 and 9 EQAO math
- ❑ Increase the percentage of students who meet or exceed the provincial standard in math report card assessments in Grades 3, 6 and 9

Improve Literacy Achievement

- ❑ Increase the percentage of students who meet or exceed the provincial standard on Grades 3 and 6 EQAO reading and writing
- ❑ Increase the percentage of students who meet or exceed the provincial standard in reading and writing report card assessments in Grades 3 and 6
- ❑ Increase the percentage of first-time eligible fully participating students who are successful on the OSSLT

Improve Conditions for Learning

- ❑ Increase the percentage of students in Grades 4-12 who report they see themselves reflected and affirmed in their learning

Human Rights & Equity



Build Human Rights and Equity Capacity Through Representative, Accountable and Ethical Leadership

- ❑ Increase the percentage of Supervisory Officers', Principals' and Vice- Principals' whose performance appraisal plan include goals to eliminate disparities revealed by student and workplace demographic data collection
- ❑ Increase the percentage of Trustees that participate in human rights and equity professional development

Support the Implementation of De-streaming

- ❑ Increase the percentage of students achieving the provincial standard in Grade 9 de-streamed math
- ❑ Monitor student enrollment in University (U), College (C), University/College (M), and Workplace (E) courses in Grades 11 and 12
- ❑ Monitor the percentage of students in Grades 9 and 10 participating in locally developed compulsory credit courses

Reduce Discretionary Student Discipline Practices

- ❑ Decrease the percentage of suspensions and expulsions across Grades 4-12
- ❑ Increase the percentage of school staff who have undertaken professional development to support fair student discipline practices

Address Human Rights Complaints and Hate-Based Incidents

- ❑ Decrease the number of human rights complaints raised and increase the percentage resolved (informally and formally)
- ❑ Decrease the number of reported hate-based incidents

Mental Health, Well-Being & Engagement



Improve Student Mental Health and Well-Being

- ❑ Increase the percentage of students in Grades 4-12 who feel their school is a safe and inclusive environment
- ❑ Increase the percentage of students in Grades 4-12 who report feeling comfortable seeking supports for their mental health

Improve Student, Parent and Community Engagement

- ❑ Reduce student absences and improve punctuality

Pathways and Transitions



Improve Graduation Rates

- ❑ Increase the percentage of students graduating with an Ontario Secondary School Diploma within five years of starting Grade 9

Improve Student Readiness for Future Success

- ❑ Increase the percentage of students participating in job skills programs (including co-op, Specialist High Skills Majors, Ontario Youth Apprenticeship Program and Dual Credits)
- ❑ Increase the percentage of students in Grades 7–12 who annually update their Individual Pathways Plan (IPP)
- ❑ Increase and monitor the percentage of students entering a university program, college program, apprenticeship training program or other post-secondary institution after secondary school
- ❑ Increase the percentage of students enrolled in STEM-related courses in Grades 11 and 12