



Director's Annual Report



2019

Our Vision

Preparing Our Students
Today for the World of
Tomorrow

Our Mission

We are a learning organization committed to providing quality education for every student in a safe and caring environment.



Director's Message



Alana Murray

I am pleased to share a snapshot of the important work and progress achieved in 2019 towards our Bluewater District School Board (BWDSB) strategic priorities. From the efforts to promote greater awareness among students and staff in the areas of Indigenous learning and mental health/well-being, to our gains in skilled trades programming, BWDSB continues to invest in promoting a culture of excellence where every child is positioned for success.

This year, the Board of Trustees initiated a cyclical review of our Multi-Year Strategic Plan (MYSP). I extend my personal thanks to those who provided feedback to help inform the development of this important guiding document, which is outlined on page 2 of this report. While the revised MYSP will lead us into the future, this report focuses on the work of the past 12 months as it relates to our previous plan. I commend our students, staff, parent/guardians, trustees, volunteers, and partners for their amazing efforts, which are proudly reflected on the pages that follow.

"It is always a pleasure to recap some key highlights of the past year that demonstrate the hard work and achievements by those within our school communities. On behalf of the Board of Trustees, I thank these passionate, talented, and caring individuals for the countless ways in which their work has carried out our vision, mission, and priorities."

– Chair Jan Johnstone

"*Advocacy, Equity, and Action* is the vision of this year's BWDSB Student Senate, which aligns with our board's strategic priorities on student well-being and promoting an equitable and inclusive environment. In honouring the work of the previous student senators, our group is focusing on ensuring equal representation on the senate, environmental sustainability, surveying our student body on issues of importance to them, and senate related presentations to secondary schools." – Student Trustees Holly Becker and Lucas Chegahno

Download this report: www.bwdsb.on.ca/director/Directors_Annual_Report

MULTI-YEAR STRATEGIC PLAN

Vision: Learning Today, Leading Tomorrow

Mission: To provide a quality education for every student in a safe, accepting, and caring environment

In January 2019, a [review of the BWDSB Multi-Year Strategic Plan \(MYSP\)](#) was initiated by trustees. Part of the process included a [public survey](#) in the spring, of which 363 submissions were received. Feedback was used to draft a revised MYSP for review by the Policy Standing Committee at their June meeting. Proposed changes to Board Policy BP 1101-D “Bluewater District School Board Strategic Plan” were then submitted to stakeholder groups and the public for further feedback during the fall. The following revised MYSP will set the direction for the board over the next three to five years. (Please note that the rest of this report highlights achievements of the past year, which pertain to the previous MYSP.)



Values:

The Bluewater District School Board Multi-Year Strategic Plan includes five core values:

- **Ensure Quality**
- **Enhance Equity**
- **Support Partnerships**
- **Deliver Accountability**
- **Maintain Healthy and Safe Environments**

Graduate Qualities:

Bluewater District School Board graduates will demonstrate the following qualities:

- **Resiliency**
- **Self-direction**
- **Adaptability**
- **Innovation**
- **Advocacy**

Priority #1

Safe Supportive Learning Community

- Work together to support wellness
- Foster the strengths, contributions, and overall health of students and staff

Priority #2

Quality Instruction

- Provide relevant learning experiences that foster critical and forward thinking, innovation, creativity, and problem solving
- Use evidence informed instructional methods to support competency in literacy and numeracy

Priority #3

Community Engagement

- Use effective communication skills (e.g., listening, speaking, observing, and empathizing) to engage families and community to support students and enhance learning
- Actively seek input from students, staff, families, and community on matters of achievement and well-being

Priority #4

Stewardship of Resources

- Align human and financial resources to maximize operational efficiencies and manage risk
- Cultivate leadership to facilitate succession planning
- Ensure transparency
- Encourage partnerships
- Support and promote, where possible, the implementation of environmental procedures, practices, and programs that are consistent with a healthy, safe, and sustainable environment

Ensure the **well-being** of students and staff in a safe supportive environment for teaching, learning, and working

Significant resources were dedicated to enhancing Indigenous learning for students and staff:

- Indigenous forum on self-empowerment with Cree/Métis motivational speaker and inspirational storyteller Earl Lambert hosted **78** Grades 7-12 students
- **50** K-12 teachers attended a forum with special guest Michael Etherington focusing on the Truth and Reconciliation Commission's Calls to Action 57 and 92
- October series of "Time for Change" Grade 6 social studies curriculum teacher training sessions on reconciliation, residential schools, treaties, and other aspects of Canadian Indigenous history and culture

A continued focus on collaborative partnerships with local programs, agencies, and committees:

- Pathways, Protocols, and Partnerships Committee (CCAC Mental Health and Addictions Nurses; HopeGreyBruce Choices; Keystone Child, Youth and Family Services; Grey Bruce Health Services Crisis Management Team)
- [Partnership with the Grey Bruce Health Unit](#) to increase promotion and prevention school-based programs, including an expanded focus on substances
- [Youth Mental Health Champions](#) training for approximately **185** Grades 7 to 10 students and staff from **20** schools (a dramatic increase since the first event in 2018, which included approximately 85 participants from six schools)

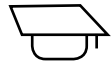


Students and staff participated in a variety of wellness and inclusion themed recognition occasions. Assemblies, clothing days, learning activities, and other events were planned for [Bullying Awareness and Prevention Week](#), [Orange Shirt Day](#), [Treaties Recognition Week](#), [Mental Illness Awareness Week](#), [Pride Month](#), [Mental Health Week](#), and [Pink Shirt Day](#), among others.



Staff well-being was a continued focus for BWDSB's Organizational Health and Wellness Committee through the coordination of physical fitness and "random act of kindness" themed workplace wellness challenges, a staff wellness forum, and the implementation of workplace wellness representatives at each work site. Guest speakers Dr. Robyn Hanley-Dafoe and Dr. David Posen provided multiple presentations on resilience and managing stress to various employee groups, including presentations from both guests at a wellness themed Professional Activity Day on September 27.

Provide quality instruction and learning experiences in an **equitable** and **inclusive** environment



BWDSB's graduation rate increased slightly to 81.6%.



In Education Quality and Accountability Office (EQAO) standardized testing, BWDSB saw a continued increase in primary reading scores, and once again **surpassed the provincial average in Grade 9 Applied Mathematics**. This extended to students with special education needs, whose Grade 9 Applied Mathematics scores also exceeded the provincial level.

Literacy and mathematics professional learning was a continued focus. **125** educators attended a three-part Early Literacy certificate evening series. School leaders and staff participated in math inquiry projects at all schools, and there were cross panel opportunities for those working with Grades 7-10 students.

On February 28, a new [Education Services Agreement](#) was signed with Saugeen First Nation to ensure the continued delivery of common services for all students, and additional programs, services, and equipment for Saugeen First Nation students. A central **Indigenous Education resource library** was initiated at the BWDSB Education Centre to enable staff, teachers, and students to borrow materials through the board's courier system.

The [Ontario Youth Apprenticeship Program \(OYAP\) Level 1 Dual Credit Cook Program](#) received high praise for its high completion rate. In 2019, the program had a **95%** retention rate and **95%** success rate for those earning their Level 1 Cook certification.

OYAP hosted a successful series of well attended [Female Students Try the Trades](#) events at local secondary schools to help introduce young female students, especially those in Grades 7 and 8, to career opportunities available in the skilled trades.

In collaboration with several local community partners, OYAP helped launch the [first-of-its-kind mobile learning lab](#), the [Skills Opportunities Showcase Trailer 2.0](#), for students to explore the skilled trades and STEM fields. The mobile lab is now visiting all schools.

Three new **Specialist High Skills Major (SHSM)** programs were introduced in 2019:

- 'Environment' and 'Transportation', Georgian Bay Community School
- 'Health and Wellness', Owen Sound District Secondary School

Combined with the 10 new programs added in 2018, BWDSB now offers **27 SHSM programs**, which is a footprint exceeding the provincial average.

BWDSB's [first ever Adult Education graduation](#) ceremony on June 27 was attended by **53** students. A partnership with Georgian College allowed students to take a dual credit course, where they could receive a secondary school and college credit at the same time.



Encourage **parent** engagement

The outstanding efforts of BWDSB volunteers in our schools were once again recognized at the final board meeting of 2018-19 with the annual [Awards of Excellence](#). Individuals from this year's group of recipients received accolades for their invaluable contributions to breakfast programs, parent and community partnerships, classroom supports, music and the arts, and other areas.

Expanding the board's online and mobile footprint for parental outreach continued to be an area of focus through the BWDSB mobile app, social media, SchoolMessenger Communicate for school to home phone/email/text notifications, and beginning the migration of the board and school websites to a mobile friendly and more accessible platform.



The **Terry Fox Foundation** awarded BWDSB with a [\\$650,000 milestone plaque](#). Through the many school run events that have been coordinated annually throughout the board, more than **\$672,350** has been raised (2019 numbers are still to come) in supporting the fight against cancer.



Success stories of former students were highlighted through the launch of the **BWDSB Graduate Profiles** feature. Graduates from all pathways were invited to share their experiences, including the career opportunities they pursued and post-secondary successes. Profiles were posted on the board website and social media channels.

Engagement increased in BWDSB's weekly public survey, via the board's social media channels and mobile app. Questions and results were shared on a wide range of topics, including seatbelts on school buses, inclement weather days, e-learning, free menstrual products for students, recess time, cell phones/mobile devices in the classroom, EQAO testing, and vaping, among others.

New administrative procedures for media relations and crisis communications were implemented to assist schools with best practices in ensuring effective, efficient, and timely communication flow with internal and external stakeholders.

Quick Facts



English Language Learners

- 861 students; an increase of approximately 130 students over the past two years

Indigenous Education

- 867 secondary students participated in 58 Indigenous Studies courses; an increase of 165 students and 8 courses over the previous year
- 2 schools offered Ojibway as a second language



Students

- 16,800 approximate full time equivalent; an increase of approximately 200 students since last year



Schools

- 41 elementary
- 9 secondary



Staff

- 3,000 approximate permanent and casual

Be accountable for the responsible stewardship of **resources**



On May 14, BWDSB partnered with Bruce-Grey Catholic District School Board for the second straight year to jointly host the annual [Community Planning and Partnerships meeting](#) at the BWDSB Education Centre. This included **32** local community partners representing upper/lower tier municipalities and other organizations sharing information and planning details for potential future collaboration.

On September 27, Minister of Education Stephen Lecce attended a [ground breaking](#) at the site of the future JK-12 school in Meaford, where construction is underway. Ministry funding for the project will include 1,033 student spaces and one EarlyON Child and Family Centre room.

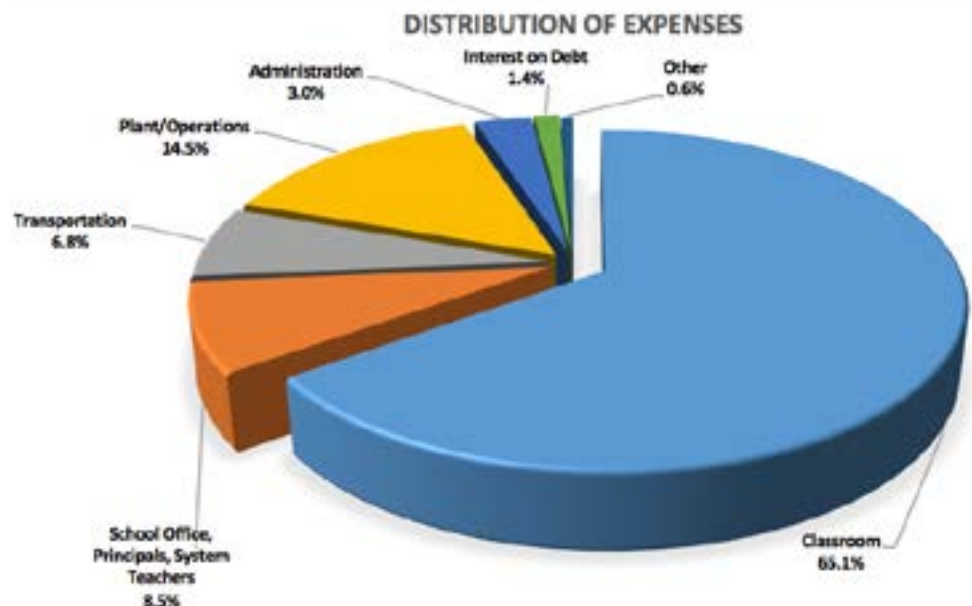
John Diefenbaker Senior School welcomed Grades 7 to 12 students and staff in its brand new location in September 2019. Funded through approximately 20.8 million dollars from the Ministry of Education, the facility includes upgrades to functional space, accessibility, and power energy savings, such as LED lighting. An [official opening ceremony](#) on October 3 also included the [rededication of the Holland Memorial](#) designed by local members of the Dutch community.



Due to significant elementary enrolment growth, secondary schools in Port Elgin and Kincardine were reconfigured to include Grades 7 and 8 students from neighbouring BWDSB schools. As a result, both were renamed **Saugeen District Senior School** and **Kincardine District Senior School**.

Intensive three-day training in the **High-Performance Organization (HPO) Change Process** was provided to **63** staff representing the BWDSB Education Centre and school administrators. The HPO model aims to improve organizational outcomes through staff engagement and distributed leadership at all levels.

At the board meeting held in June, trustees approved the **2019-20 budget** in the amount of approximately **\$216.4 million**:





On July 6, Chair Johnstone was recognized provincially for her outstanding service as a public school board trustee by receiving the [Dr. Harry Paikin Award of Merit](#), a distinct honour administered annually by the Ontario Public School Boards' Association.

Provincial and National Recognition

Students and staff had another amazing year in [provincial and national competitions](#). A few of the many highlights include:

- Canada-Wide Science Fair – Platinum Award, GOLD, SILVER, BRONZE
- National MusicFest Canada – GOLD, 3 SILVER, 3 Honour Awards
- Loran Scholarship
- OFSAA – 4 GOLD, 2 BRONZE
- Special Olympics Ontario – 4 GOLD, 5 SILVER, 7 BRONZE
- Skills Canada – SILVER
- Skills Ontario – 2 GOLD, 4 SILVER, BRONZE

Board of Trustees



Tracy Lynn Atkinson
- Municipality of West Grey/Town of Hanover



Terry Boyd-Zhang
- Municipality of Brockton/Municipality of South Bruce



Jan Johnstone,
Chair - Municipality of Kincardine/Township of Huron-Kinloss



Jim Dawson -
Township of Southgate/
Municipality of Grey Highlands



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Arlene Chegahno
- First Nations
Representative



Katie Lutz - Town of Saugeen Shores/
Municipality of Arran-Elderslie



Marilyn McComb -
Township of Georgian Bluffs/Township of Chatsworth



Jennifer Miller - City of Owen Sound



Fran Morgan -
Municipality of Meaford/Town of The Blue Mountains



Jane Thomson, Vice-Chair - Town of South Bruce Peninsula/
Municipality of Northern Bruce

Administrative Council



Front L to R: Superintendent of Education Paul Hambleton, Director of Education Alana Murray, Superintendent of Education Cynthia Lemon; Back L to R: Superintendent of Education Wendy Kolohon, Superintendent of Business Services/Treasurer Rob Cummings, Superintendent of Education Lori Wilder

Student Senate



L to R: Angelina Barone, Holly Becker, Alexandra Oestreicher, Joel Zandvliet, Zachary Rodgers, Lucas Chegahno, Jack Geikie, Ireland Sawyer, Julianna Rutledge, Emma MacKay; Absent: Hannah Knight

LEARNING

TODAY,



LEADING

TOMORROW



Designed by: Rhiannon Walker, Grey Highlands Secondary School SHSM Design Student, 2019

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www.bwdsb.on.ca