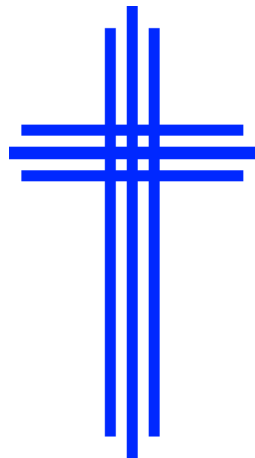


**Sudbury Catholic District School Board  
System Plan  
2008-2009**

**Working Document**

**System Priorities for  
Sudbury Catholic District  
School Board 2008/09**



September 11, 2008

## **Catholic identity and faith formation at all levels of the organization**

Conduct retreat for system leaders August 25<sup>th</sup>, 26<sup>th</sup> 2008. Theme – Catholic Leadership – Living the Vision.

Catholic Leadership Framework for Director, Superintendents, Principals and Vice-Principals.

Mentoring for newly appointed school leaders.

Family Life and Religious Education consultant to support Elementary and Secondary Schools. All secondary schools have the additional support of a Chaplain.

Identify, highlight and celebrate social justice initiatives in all elementary and secondary schools. For example, Trillium Gift of Life (organ donation), Sudbury Food Bank.

Implement a Social Justice Fair - schools promote their initiatives - celebrate our successes.

Promote our Catholic Schools as places of welcome, word, worship, witness and welfare.

Emphasize through all we do that we teach the whole student- spiritual, physical, social, academic and emotional needs.

Character education in a Catholic School fundamentally means that we are clear with our students and their families about the explicit gospel values our schools stand for and espouse.

Expand the Roots of Empathy program to more of our elementary schools to further support positive family values and our Catholicity.

Begin the Leaders Today program for all our elementary and secondary schools. This will provide Sudbury Catholic District School Board with an integrated and sustainable leadership program that will promote civic engagement, Catholic Character Education, and community service for students in our elementary and secondary schools.

All school communities are to integrate the Catholic Graduate Expectations into all facets of the curriculum.

Instructional and assessment strategies should align with the unique faith dimension of our schools.

Continue to expand the TRIBES training to help build Catholic Learning Communities and teach social skills through CGE's and gospel values.

Continue to provide relief through the Rainbow's Program for all God's children as a support for families who have lost a loved one through death or divorce.

## **Positive relationships and effective communication**

Launch our vision in all our schools “***Creating Hopes and Dreams through Excellence***”. The vision statement provides us with a sense of commonality. It is a renewed source of energy for learning which provides clarity and focus. Everyone in the Sudbury Catholic District School Board is united under one vision.

Continue to develop outreach community relationships and partnerships. Develop the role of the outreach coordinator who will liaise with the EDU, Region of Sudbury, community agencies, schools and user groups. In addition will work at planning preparing and conducting outreach workshops, seminars and other training sessions for users.

Implement wellness initiatives in order to empower employees to manage their own health and take steps towards a healthier lifestyle. Formalize a disability management program to ensure that both occupational and non-occupational illnesses and injuries are administered in a fair and consistent manner.

Continue to engage parents as partners through our Regional Parent Involvement Committee.

Continue with our emphasis on Aboriginal Education.

Continue with a system newsletter three times a year to further celebrate the accomplishments of our schools.

Continue to liaise with individual parishes and with Diocesan staff (eg.- link to Parish web site on school web page: posting of Parish bulletin at the school, etc.)

Promote a positive labour relations environment focused on collegiality and mutual respect for all unionized and non-unionized employees.

Continue to develop effective strategies for transition of students between elementary and secondary panels - develop a brochure sharing our best practises from each school.

The board is committed to working with community partners to provide Best Start Hub Initiatives in our Catholic schools.

## **Alignment and responsiveness to government legislation, policy and directives**

Ministry of Education 3 Core priorities are

1. High levels of student achievement

Going deeper and wider on literacy and numeracy, including reaching the targets of 75% of students achieving at the Provincial standard in Grade 6.

Continuing innovation in secondary schools in reaching the 85% graduation rate.

2. Reduced gaps in student achievement

Reducing the gap in achievement for those groups of students who, for whatever reason, need extra help (ie. gender, ethnicity, sex).

3. Increased public confidence in publicly funded education.

Fostering greater two-way engagement with the public to inform the implementation of the mandate and to foster public confidence.

Strengthening the role of schools as the heart of communities.

Recognizing the pivotal roles of schools in developing the workforce and citizens of tomorrow.

Sudbury Catholic will continue to align and implement all Ministry Directives as part of the system plan.

Leadership Development - P/VP Performance Appraisal

Environmental Awareness – Dearness Conservation

Safe Schools /Catholic Faith Formation and Character Development

Literacy and Numeracy Directives (LNS Direction)

Student Success/Learning to 18

Implementation of Assessment Evaluation and Reporting Document

PEACE Program - Alternative Education Program for long term suspended and expelled students as well as disengaged students.

Special Education Professional Development and support.

## **Exemplary instruction and assessment to ensure student success**

Strong literacy and numeracy skills are the critical foundation for all other academic achievement and for a lifetime of success. The importance of this cannot be overstated. This is why we will continue to focus on ensuring our youngest students start with this solid foundation. In Sudbury Catholic we are launching a Kindergarten training document that will give our students this consistent foundation to best capture the accelerated learning opportunity.

French Immersion minutes have been revised to align with the Board's Comprehensive Literacy Chart.

There has been a renewal of resources in Core French to promote high-yield teaching strategies.

Implementation of Education for All – JK- 12 will be a system priority.

In our elementary schools make the shift from the multi – grade teacher to the learning strategy teacher. This will require clear understanding of roles and responsibilities along with ongoing monitoring and support.

Special education resource teacher will provide programming for entire spectrum of our students aided by technology support.

A Special Education Review will be conducted with assistance of the Special Education branch of the Ministry 2008/2009.

The board is committed to provide professional development opportunities to special education personnel and enhance its role of SEAC.

School Effectiveness Framework and School Improvement Plans will be implemented for all our Elementary and Secondary Schools. Teams will be formed and a schedule of monitoring will be shared with all principals in September 2008.

A level of Catholic Professional Learning Community release will be maintained for 2008/2009. Schedule to be shared September 2008.

Change to the instrumental music program and the role of the former music literacy teacher (now prep teacher) must be monitored. Best practice on effective use of prep teachers as aligned to the board and individual school improvement plan.

Continue to support the Incredible Year's Program as a proactive management tool for our early learners.

Literacy Coaches are in 10 schools. Bringing these teachers together to develop capacity to further support needs at the school level.

Develop Curriculum Councils for the sharing of best practices and collaboration at the Secondary Level.

Implementation of Paradigm A+ - Data Driven decision making

Re-organization of Academic Services roles along with clear job descriptions to further support system priorities and the needs of our elementary and secondary schools. Service is the underpinning of their roles.

Participate in two possible research projects

Ministry of Education – Technology and Student Success

Laurentian University – Aboriginal Education Impacts

Participation in two Teacher Learning and Leadership Programs (TLLP) - St. Raphael and St. Paul.

## **Technology at all levels of the organization**

The board improvement plan and the professional development plan for all elementary and secondary schools will be available and posted electronically for all. Conferencing capabilities of First Class will be further expanded to facilitate this collaboration.

Move to a 24/7 model for the Grade 7/8-laptop program with an effective self-insurance plan.

First class conferencing support to be implemented for all teachers using the laptop or computer technology.

SWAT (Students Willing to Assist with Technology) teams put in place for all elementary and secondary schools.

Technology Integration Support Teachers (TIS teachers) to be put in place in elementary and secondary schools. Training and building capacity at the school level will be emphasized. Clear job descriptions to be shared with all principals – August 2008.

Expansion on the implementation of SMART Boards. Attendance at Summer Institute required for teachers to acquire equipment.

Annual summer Institute for technology implemented. A technology certification program will be developed.

System data analyst to liaise with Superintendents, Curriculum Consultants and IMS staff through School Effectiveness Lead to use the data collected to make informed decisions in curriculum needs and resource allocation.

There will be e-learning courses in all of our high schools. There will also be a consortium formed for the Northeast Region to allow students to access courses through other boards.

## Capital Planning

Developing an open, transparent and clearly communicated Accommodation Review process for Sudbury Catholic District School Board will be the formation of our future in providing optimum program opportunities for all students.

The emphasis is placed on program and facility revitalization by providing students with

- Greater access to specialized facilities (i.e. technology)
- Expanded program offerings and flexible spaces to meet changing program needs.
- Facilities that support program and provide inspirational learning environments.
- Safe, energy efficient, environmentally sustainable and healthy spaces.
- Partnership opportunities with the community as hubs of learning.
- Greater access to extra-curricular, co-curricular and cross curricular (i.e. elementary to secondary opportunities.)

Academic chair for the ARC committee - Roland Muzzatti

Denis Faucher – Operational Lead

Watson and Associates services as a resource

Ongoing communication to all principals/schools and community.