



DIRECTOR'S

ANNUAL REPORT

2006-2007



DIRECTOR'S ANNUAL REPORT 2006-2007

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RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

Executive Summary

2006 - 2007

Our Vision

Inspired by our rich heritage and challenged by the struggles of our past, we are an inclusive catholic educational community called to express our mission as church to pass on the good news of Jesus Christ, to make it relevant in the world today, and to be the hope for the future.

Goal

To develop authentic Catholic community schools
and empower them as communities of faith.

AREAS OF FOCUS

Catholic Community Focus

Facilitate an active faith journey rooted in prayer and the sacraments.

Student Achievement Focus

Develop and implement a distinctive Catholic curriculum based on the Ontario Catholic School Graduate Expectations.

Corporate Focus

Claim our role as global stewards cherishing the environment and all life in it.

MANDATE

The Renfrew County Catholic District School Board is comprised of twenty-two schools in sixteen communities. With the strong support of the Ministry, our community partners and the Pembroke Diocese, we continue to foster a strong academic and spiritual culture within our schools. We place a strong emphasis on continuous improvement and capacity building for our staff and we provide a rich environment for our students that is welcoming and Christ centered.

“This is what Yahweh asks of you: only this, to act justly, to love tenderly and to walk humbly with your God.” Micah 6:8

RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

STRATEGIC PLAN OVERVIEW

Introduction

The Renfrew County Catholic District School Board is comprised of twenty-two schools in sixteen communities, the majority of which are rural in nature. Our Board is large geographically but low in population density with the exception of three communities.

EQUIP and Stats Can data suggest that a military, professional, agricultural, and world of work sector co-exist in Renfrew County. Recent local population studies show declining enrolment trends over the next five years that will significantly impact our region.

Renfrew County Catholic District School Board enjoys a rich faith and academic tradition. It had its roots in private Catholic education, with the Grey Sisters, Sisters of St. Joseph and local clergy playing an important role in the intellectual and spiritual development of each child in our system.

Today, with the strong support of the Ministry, our Catholic parishes and communities, we continue to foster a strong academic and spiritual culture within our schools. We place a strong emphasis on continuous improvement and capacity building for our educators and provide a rich environment for our students that is challenging and nurturing.

Meg Lavin in Curriculum Matters: A Resource for Catholic Educators articulates our vision in Renfrew County Catholic District School Board when she writes:

“Catholic Schools are both places of learning and places of believing, thus they are both a public community, that is a community of learners, and an ecclesial community, that is, a community of believers. This two-fold dimension of learning and believing contributes to the integration of faith, life, and culture. As learners, Catholic students are encouraged by the community to cultivate their intellectual and aesthetic potentialities; as believers, they are inspired to grow in faith in the presence of Jesus Christ.”

“Our Vision” is a statement of our mission and values. Embedded in “Our Vision” is a segment that encapsulates our mandate as community. It encourages us to facilitate an active faith journey rooted in prayer and the sacraments.

Everything we do supports our students in our communities. This is our mandate. This is who we are.

CATHOLIC COMMUNITY FOCUS

“Facilitate an active faith journey rooted in prayer and the sacraments.”

(Our Vision)

Rationale

“That unique learning environment which is both the genius and the hallmark of a Catholic school is Christian community – a place and space where the echoes and presence of God are everywhere.”

The Catholic Register Education Supplement – “New Times, New Leaders in Catholic Education”

(Msg. Denis Murphy)

Target	Timeline	Measurement of Effectiveness	Accountability
New Employee Orientation Seminar	September 13, 2006	100% attendance from New Employees. All new employees will articulate the Board Vision Statement.	New Employee Orientation Committee Staff OECTA/CUPE/COPE Non-union
Catholic Leadership Retreat	September 25, 26, 2006	The RCCDSB Leadership Team will develop the strategic plan for the 05/06 school year and celebrate Eucharist & Community.	Leadership Team Trustees Bishop R. Smith
Morning After the Night Before	September, 2006 to June, 2007	Board office departments will attend monthly information and professional development sessions following Board meetings.	Administrative Office Staff Supervisory Officers Managers

Target	Timeline	Measurement of Effectiveness	Accountability
Christian Community Day	November 3, 2006	100% employee attendance for the Board Professional Development Day. Employees will be aware of and be encouraged to participate in various social justice initiatives in Renfrew County and beyond.	Christian Community Day Committee Leadership Team Trustees Pembroke Diocese OECTA COPE CUPE Non-Union Staff
OECTA/OCSTA Parts 1,2,3	September, 2006 to April, 2007	Course participants will dialogue, research and discuss our Catholic faith and traditions.	Tony Cosentino, Religion and Family Life Resource
Diocesan Adult Faith Course (Jason Dedo) -Coordination -Presentations	September 2006 to June 2007	Evaluations by participants. Feedback and evaluation by Bishop of Pembroke.	Diocese Board Jason Dedo, Faith Formation Coordinator
Dominican Republic Experience (Secondary School)	February, 2007	Secondary students will participate in a social justice initiative.	Trustees Supervisory Officers BSCHS SJHS Pastoral Animators
Catholic Education Week	May, 2007	Our Catholic School Community will provide demonstrations of our distinctiveness through art, music, and liturgical celebrations.	Catholic Education Week Committee Leadership Team Staff School Council Pembroke Diocese
“Notebook” RCCDSB Communications	October 2006 to June 2007	Notebook published 8 times/year for schools, school council and principals	Supervisory Officers Leadership Team

Target	Timeline	Measurement of Effectiveness	Accountability
Coalition of School Council Network	November 20, 2006 April 16, 2007	The Leadership Team will bring school council participant and engage in dialogue around Catholic Education.	Supervisory Officers Leadership Team School Councils Trustees
Catholic Trustee Election	November 13, 2006	The Board will continue to have a dedicated, committed and talented team of Catholic trustees.	Supervisory Officers Trustees
Diocesan Faith Formation Survey Jason Dedo (Board teachers participated)	Spring 2006	Survey results collected and analyzed by team.	Diocese Program Team

STUDENT ACHIEVEMENT FOCUS

“Develop and implement a distinctive Catholic curriculum based on the Ontario Catholic School Graduate Expectations.”

(Our Vision)

RATIONALE

“The learner has to possess a concept of the standard being aimed for, compare the actual level of performance with the standard, and engage in appropriate action which leads to some closure of the gap.”

“Breakthrough”

(Michael Fullan, Peter Hill and Carmel Crevola)

Target	Measurement of Effectiveness	Timeline for Completion	Accountability Framework
JK/SK	The Board will work collaboratively with the Ministry of Child & Youth Services and the Renfrew Early Years Project to assess 100% of SK students and identify those who are deemed “at risk” using the EDI instrument. Gender issues will be identified as they relate to school readiness.	Spring 2007	Supervisory Officers Program Team Principals SK Teachers Support Staff
EQAO Grade 3 Assessment	Board results for Grade 3 will increase by 4% in Reading, 5% in Writing, and 2% in Mathematics. 75% of students will have level 3 & 4 performances by 2008.	September, 2006 to June, 2007	Supervisory Officers Principals Program Team Teachers

Target	Measurement of Effectiveness	Timeline for Completion	Accountability Framework
EQAO Grade 6 Assessment	Board results for Grade 6 will increase by 4% in Reading, 5% in Writing, and 5% in Mathematics. 75% of 12 year olds will reach the Ministry standard by 2008.	September, 2006 to June, 2007	Supervisory Officers Principals Program Team Teachers
Literacy and Numeracy Initiative JK-3	Primary teachers will receive additional training and resource support for K-3 language arts and mathematics programs.	September, 2006 to June, 2007	Supervisory Officers Board Trainers Principals Teachers
Literacy and Numeracy Initiative 4-6	Junior teachers will receive additional training and resource support for Grade 4-6 language arts and mathematics programs.	September, 2006 to June, 2007	Supervisory Officers Board Trainers Principals Teachers
EQAO Grade 9 Assessment of Mathematics	Academic and Applied results for the EQAO grade 9 assessment will increase by 5% resulting in 84% of Grade 9 Academic students and 51% of Grade 9 Applied students demonstrating level 3 & 4 performances by 2008.	September, 2006 to June, 2007	Supervisory Officers Principals Vice-Principals Program Team Teachers
EQAO Grade 10 Ontario Secondary Student Literacy Test (OSSLT)	Successful completion for first time eligible students for the OSSLT will increase by 4% resulting in 90% success rate for first time eligible students.	September, 2006 to June, 2007	Supervisory Officers Principals Vice-Principals Program Team Teachers

Target	Measurement of Effectiveness	Timeline for Completion	Accountability Framework
Student Success Initiative	A Board Plan and Expert Panel Reports in Literacy and Numeracy will inform practice for grade 7-12 students deemed “at risk”.	September, 2006 to June, 2007	Supervisory Officers Principal for Student Success Principals Vice-Principals Program Team Teachers
Curriculum Review (CR)	Expert Board Teams will assess existing Ontario Curriculum documents in The Arts, Science and Technology, Grade 12 Mathematics and Secondary English.	September, 2006 to June, 2007	Supervisory Officers Board Curriculum Committee Principals Vice-Principals Program Team Teachers
CODE (Year 2) Special Education Proposal Literacy Numeracy Secretariat Proposal (Aboriginal Students Year 2)	Two year proposals will be developed to link program and special education resources for capacity building/gap closure purposes.	September 2006 – June 2007	Supervisory Officers Principals Program Team Teachers Board Curriculum Committee SEAC
Institute for Catholic Education (ICE) Eastern Ontario Catholic Curriculum Cooperative (EOCCC) Eastern Ontario Staff Development Network (EOSDN)	Board representatives will participate in various committees to assist in the creation and sustainability of Catholic resources and professional development for the RCCDSB.	September, 2006 to June, 2007	Supervisory Officers Principals Vice-Principals Program Team Teachers
OFIP “Turnaround Strategy”	Provincially identified schools will set targets as prescribed by the Literacy Numeracy Secretariat project to increase student achievement.	September 2006 to June 2007	Supervisory Officers Principals Program Team Teachers



MEDIA RELEASE

CATHOLIC STUDENTS SURPASS THE PROVINCE

Staff and students in Renfrew County's Catholic schools have out-performed the province in all areas of last year's provincial testing.

The Renfrew County Catholic District School Board (RCCDSB) has been analyzing its students' very strong performance in the latest Education Quality and Accountability Office (EQAO) tests. Trustees and administrative staff are extremely impressed with the exceptional results.

Director of Education Lorne Keon comments, "We are once again extremely proud of our staff and students. Our board team continues to find new means to define effectiveness and academic success in exciting ways."

The main statistic used to measure EQAO results is the percentage of students who receive a mark at or above the provincial standard for each test. In every case, RCCDSB students scored higher than the overall provincial results. In some cases, such as grade 3 reading and grade 9 academic mathematics, the county's Catholic students were more than five per cent above the provincial average.

RCCDSB Chairperson Andrew Bray notes, "These results make the Board of Trustees proud of our staff and students. It is obvious that academic excellence is alive and glowing in our Catholic schools."

"Our teachers should be commended for their professionalism and commitment to Catholic academic education," comments Superintendent of Educational Services Michele Arbour.

"This level of success is the result of a great deal of effort on everyone's part," she adds. "The board's increased professional development and focus on teacher practice is clearly paying dividends."

The Catholic school board's achievements are especially impressive when the results from students in its smallest schools are examined. Principal Mark Searson of St. Joseph's Catholic School in Calabogie has been combining the results of the Board's seven schools with less than 100 students. The grouping of students from those schools provides a sample large enough to track in terms of statistics.

The grade 6 test results Searson collected are clear evidence of the high level of local student achievement. The 53 grade 6 students in the board’s seven small schools scored 23 per cent higher than the provincial average in their writing test (87% compared to 64%), and 18 per cent higher in reading and mathematics (79% versus 61% in both cases).

“We have a lot to celebrate,” says Searson. “It’s a true testament to how well the small schools do.”

RCCDSB Trustee Marlene Borutski, Chair of the Board’s Educational Services Committee, agrees.

“This reflects very well on our teachers and our students,” she concludes. “They are all working very, very hard.”

Grade	RCCDSB	Province
<u>Grade 3</u>		
Reading:	69%	62%
Writing:	65%	64%
Mathematics:	71%	68%
<u>Grade 6</u>		
Reading:	67%	64%
Writing:	65%	61%
Mathematics:	65%	61%
<u>Grade 9:</u>		
Academic Mathematics:	79%	71%
Applied Mathematics	46%	35%

For further information, please contact:
 Lorne Keon, Director of Education
 Renfrew County Catholic District School Board
 499 Pembroke Street West
 Pembroke, ON K8A 5P1
 Phone: 613-735-1031 or 1-800-267-0191

CORPORATE FOCUS

“Claim our role as global stewards cherishing the environment and all life in it.”

(Our Vision)

RATIONALE:

“Realists on Catholic campuses know full well that business pressures and commercial practices are not easily restrained. In fact, Catholic schools should employ such practices so long as they serve rather than determine the mission.”

The Corporate University
(Wilson D. Miscamble)

Target	Measurement of Effectiveness	Timeline for Completion	Accountability Framework
Financial Protocol for Schools and School Councils	Consolidation of School Funds in 05/06 Financials	Ongoing	Supervisory Officers Principals School Councils
St. Joseph’s High School Project	<u>Phase 2</u> Design and construction of Technology wing.	September 2006 – August 2007	Supervisory Officers Manager of Plant Principals & Staff of St. Joseph’s Catholic High
<u>Renewal Programs</u> a) Maintenance Program	Prioritization of maintenance/upgrades schedule.	Fall 2006	Supervisory Officers Manager of Plant Principals Staff
b) Upgrading of School Yards (Year 3 of 3 Year Plan)	<u>Year 3</u> – Each school community receives a \$10,000 allocation to upgrade schoolyards. Plant Manager and School Superintendent to approve plan.	September 2006 to June 2007	Supervisory Officers Manager of Plant Principals Staff School Councils
c) Good Places to Learn Initiative	<u>Stage 1</u> Allocation for High and Urgent School renewal needs. \$2.3 M of expenditures \$650 K to complete <u>Stage 2</u> Allocation for High and Urgent School renewal needs. \$1.1 M of expenditures	September 2006- August 2007	Supervisory Officers Manager of Plant

Target	Measurement of Effectiveness	Timeline for Completion	Accountability Framework
Reporting Entity Project	Report on March 31, 2007 Inter-entity Balances. To facilitate the consolidation of School Board financial statements with provincial financial statements	May 2007	Supervisory Officers Finance Dept.
Average Class Size Report	Report on actual elementary class sizes October 31, 2006	Fall 2006	Supervisory Officers Finance Dept.
Primary Class Size Report	Report on actual primary class sizes October 31, 2006	Fall 2006	Supervisory Officers Finance Dept.
Tutors in the Classroom	Application for the tutor program - \$80,000 Allocation	June 2007	Supervisory Officers Finance Dept.
OYAP	Report on 2005/2006 activities - \$87,805 Allocation	September 30, 2006	Supervisory Officers Finance Dept. OYAP Teacher
Parent Involvement Funding	Final Report for 2005/2006	September 30, 2006	Supervisory Officers Principals School Councils Finance Dept.
Bullying Prevention Strategy Implementation	Final Report for 2005/2006	December 31, 2006	Supervisory Officers Principals Finance Dept.
Student Success	Final Report for 2005/2006	October 2006	Supervisory Officers Principal of Pathways for Success Finance Dept.
New Teacher Induction Program (NTIP)	Letter of Intent	October 13, 2006	Supervisory Officers Manager of Human Resources
French Second Language (FSL)	Final Report for 2005/2006	September 15, 2006	Supervisory Officers Finance Dept.
Transfer Payment for Elementary and Secondary Professional Development	Final Report for 2005/2006	December 31, 2006	Supervisory Officers Program Coordinator Finance Dept.
Managing Information for Student Achievement (MISA)	Final Report for 2006/2007	April 30, 2007	Supervisory Officers MISA Leader Finance Dept.

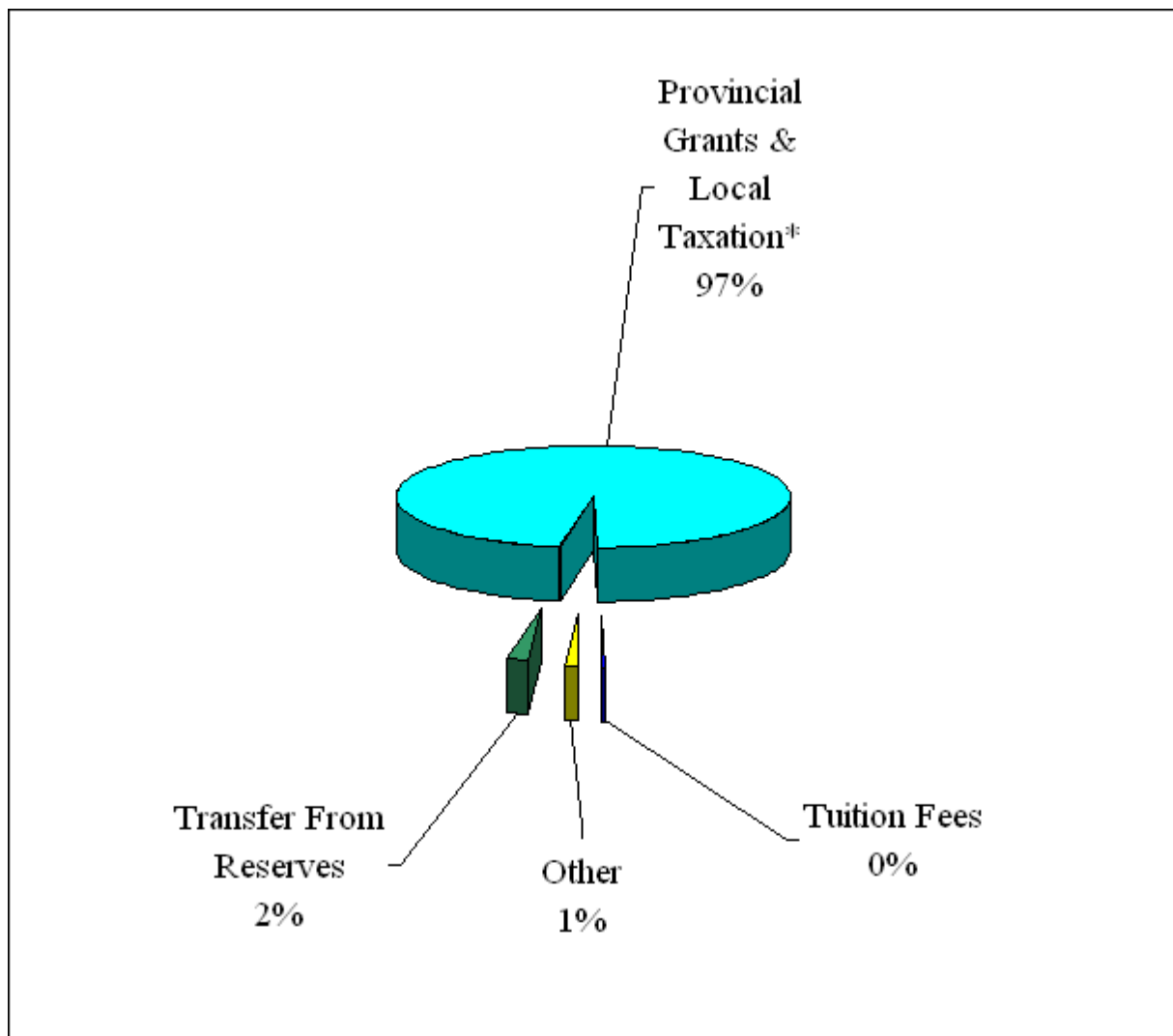
Target	Measurement of Effectiveness	Timeline for Completion	Accountability Framework
Daily Physical Activity	Final Report for 2005/2006	September 29, 2006	Supervisory Officers Finance Dept.
OnSIS –Legacy to OnSIS	Verification of school data: October 31, 2005 March 31, 2006 June 30, 2006		Supervisory Officers Principals Secretaries Finance Dept. MISA Leader
Best Start Project	Participation in Best Start Network.	Ongoing	Supervisory Officers Manager of Plant
Financial Statements	2005/2006 Audited Financial Statements	December 15, 2006	Supervisory Officers Finance Dept.
Revised Estimates	2006/2007 Revised Budget	November 30, 2006	Supervisory Officers Finance Dept.
Board Estimates	2007/2008 Original Budget	June 30, 2007	Supervisory Officers Finance Dept.
PSAB and School Board Financial Reporting	Preparation of Stub Report for board expenditures 7 mos. (Sept. 1 – Mar.31) 5 mos. (Apr. 1 – Aug. 31)	Ongoing	Supervisory Officers Principals School Secretaries Finance Dept.
<u>Collective Agreements</u>	Negotiation and maintenance of collective agreements.		Supervisory Officers Managers Principals
a) OECTA	Sept 1/04 –Aug 31/08	Ongoing	
b) COPE	Expired Dec. 31/05	Fall 2006	
c) CUPE	Sept. 1/06 –Aug.31/08	Ongoing	
d) Occasional Teachers	Sept.1/04 – Aug.31/08	Ongoing	
<u>Terms & Conditions</u>	Review of terms & conditions.		
a) Principals & Vice-Principals	Sept.1/04 – Aug. 31/08	Ongoing	Supervisory Officers Principals
b) Non-Union	Ongoing - linked to COPE	Fall 2006	Supervisory Officers Managers
c) Update policies in accordance with union settlements	Ongoing	Ongoing	Supervisory Officers Manager of Human Resources

Target	Measurement of Effectiveness	Timeline of Completion	Accountability Framework
County Wide Transportation Review	Review of bus routes.	Ongoing	Supervisory Officers Principals Transportation Dept. Joint Transportation Committee
On-line Purchase Requisitioning (BAS 2000)	Implementation of software/staff training.	Fall 2006	Supervisory Officers IT Dept. Board Admin. Principals School Secretaries
Department Improvement Plans	Receipt of individual department reports.	Fall 2006	Supervisory Officers Managers
Pay Equity	Maintenance of Pay Equity Agreements	Ongoing	Supervisory Officers Manager of Human Resources

RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

REVENUES

	2006/2007 Budget		2005/2006 Revised Budget	
Provincial Grants & Local Taxation *	\$ 47,053,639	97%	\$ 45,357,482	96%
Tuition Fees	225,191	0%	260,800	1%
Other	536,144	1%	1,198,033	3%
Transfer From Reserves	749,593	2%	-	0%
Total	\$ 48,564,567	100%	\$ 46,816,315	100%

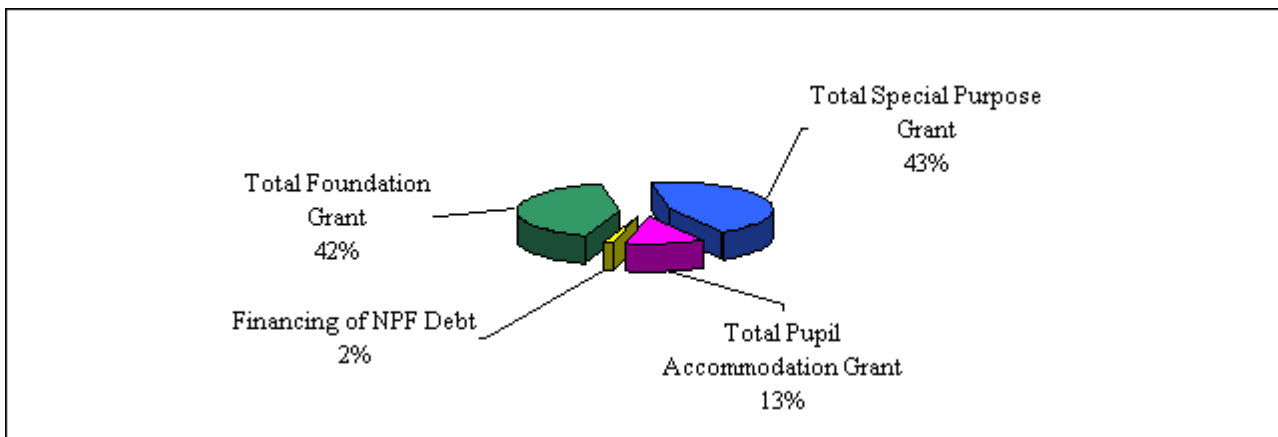


* Includes Financing of NPF Debt

RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

SUMMARY OF GRANT ALLOCATIONS

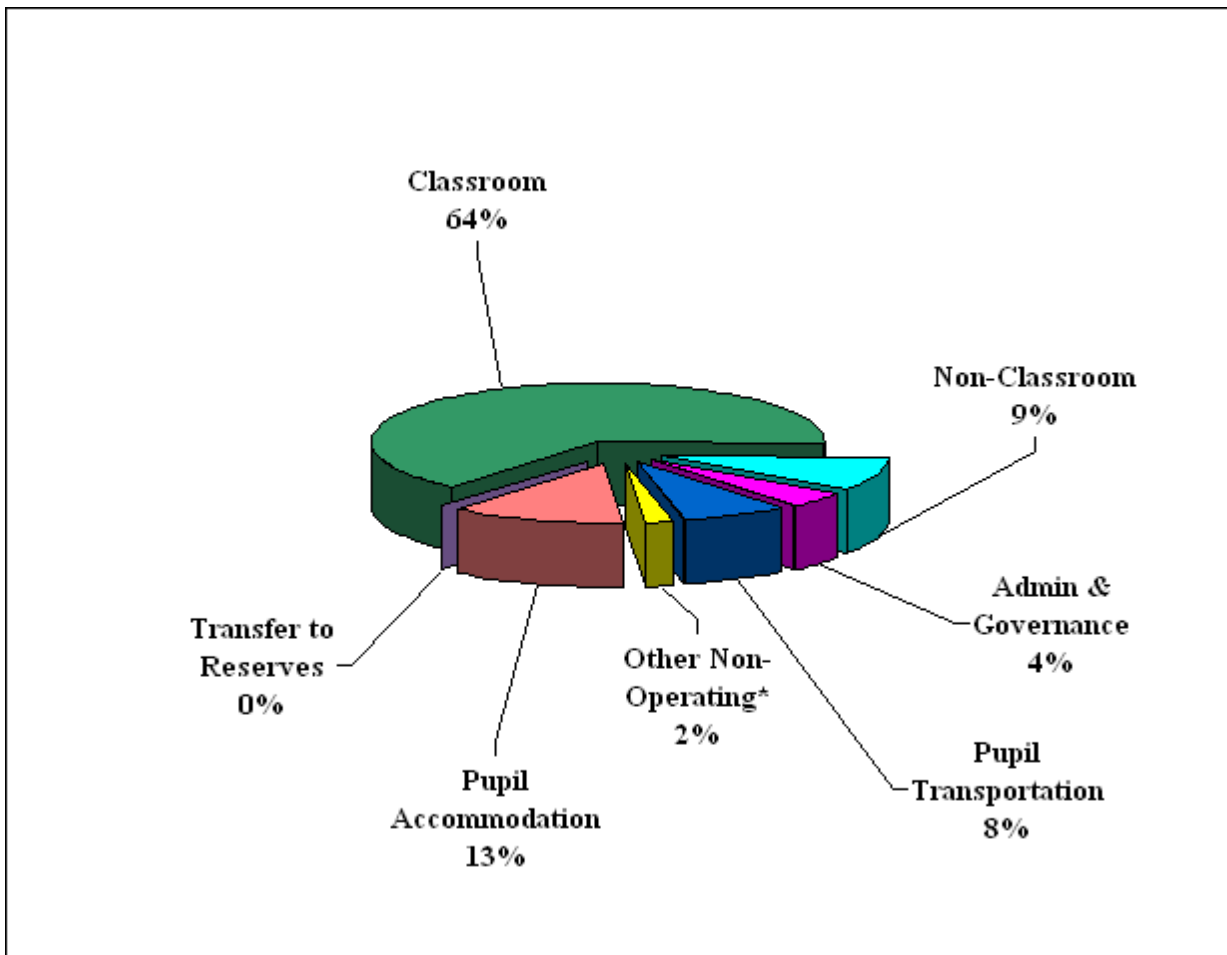
	<u>2006/2007 Budget</u>		<u>2005/2006 Revised Budget</u>	
FOUNDATION GRANT:				
Elementary	\$ 13,424,112		\$ 14,763,646	
Secondary	6,142,500		6,508,176	
Total Foundation Grant	<u>\$ 19,566,612</u>	42%	<u>\$ 21,271,822</u>	47%
SPECIAL PURPOSE GRANTS:				
Primary Class Size	805,793		517,140	
School Foundation	3,861,439		-	
Special Education	5,728,438		5,540,929	
Language	573,931		567,893	
Geographic Circumstances:				
Learning Resources for Distant Schools	661,743		2,423,074	
Remote and Rural	1,341,203		1,445,504	
Learning Opportunities	725,051		1,082,023	
Continuing Education and Other Programs	18,368		19,541	
Teacher Qualifications and Experience	1,444,084		880,026	
Transportation	3,716,592		3,829,054	
Administration and Governance	1,844,754		1,813,580	
Declining Enrolment Adjustment	79,854		48,937	
Total Special Purpose Grant	<u>\$ 20,801,250</u>	43%	<u>\$ 18,167,701</u>	40%
PUPIL ACCOMMODATION GRANT:				
School Operations	\$ 4,312,993		\$ 4,243,288	
School Renewal	951,940		908,339	
New Pupil Places	654,512		-	
Total Pupil Accommodation Grant	<u>\$ 5,919,445</u>	13%	<u>\$ 5,151,627</u>	11%
OTHER:				
Prior Year Adjustments	\$ -		\$ -	
Financing of NPF Debt	766,332		766,332	
Total Other	<u>\$ 766,332</u>	2%	<u>\$ 766,332</u>	2%
TOTAL GRANT ALLOCATIONS	<u><u>\$ 47,053,639</u></u>	<u>100%</u>	<u><u>\$ 45,357,482</u></u>	<u>100%</u>



RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

EXPENDITURES BY CATEGORY

	<u>2006/2007 Budget</u>		<u>2005/2006 Revised Budget</u>	
Classroom	\$ 31,145,146	64%	\$ 30,655,107	66%
Non-Classroom	4,617,473	9%	4,216,826	9%
Admin & Governance	2,120,292	4%	1,965,488	4%
Pupil Transportation	3,732,685	8%	3,844,544	8%
Other Non-Operating*	816,332	2%	816,332	2%
Pupil Accommodation	6,132,637	13%	5,318,023	11%
Transfer to Reserves	-	0%	-	0%
Total	<u>\$ 48,564,565</u>	<u>100%</u>	<u>\$ 46,816,320</u>	<u>100%</u>

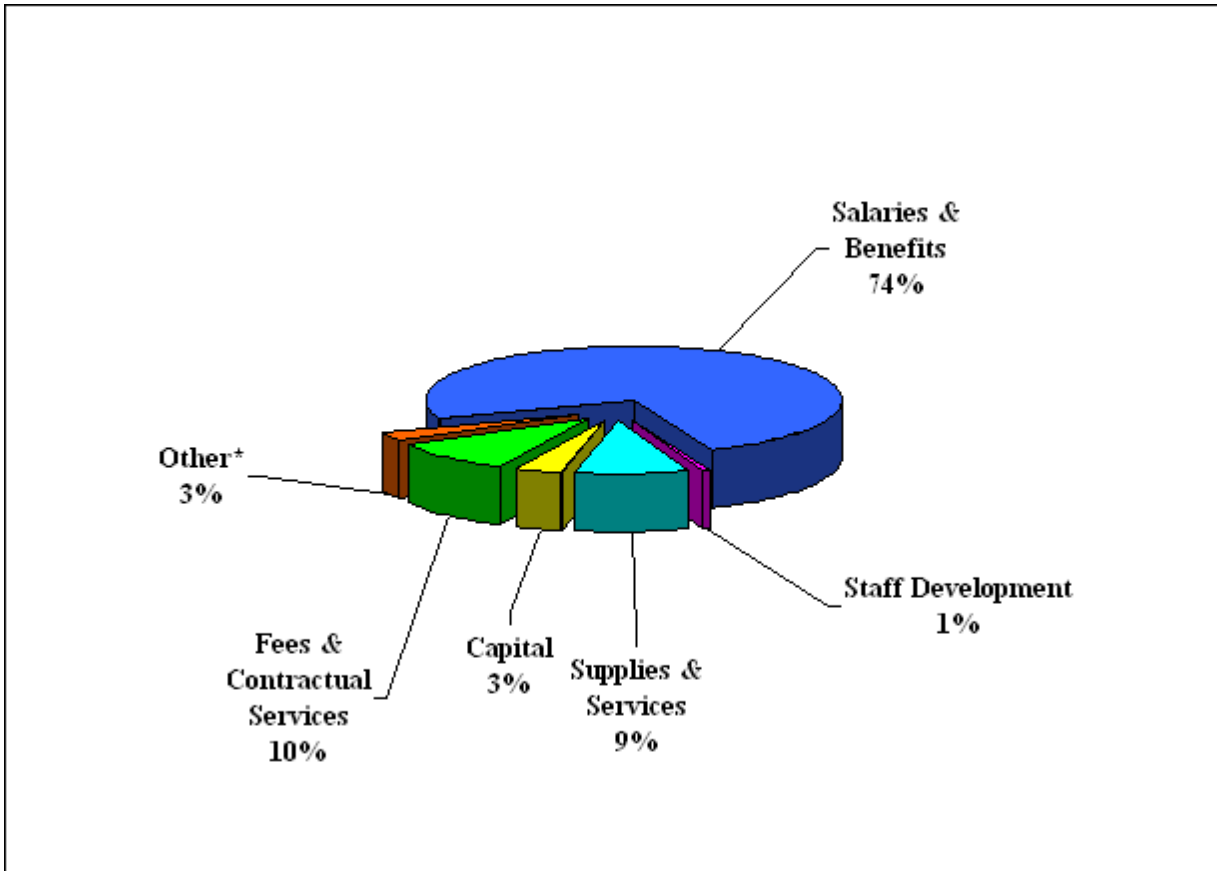


*Includes Financing of NPF Debt

RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

EXPENDITURES BY OBJECT

	2006/2007 Budget		2005/2006 Revised Budget	
Salaries & Benefits:				
Salaries	\$ 31,536,382	65%	\$ 29,248,487	62%
Benefits	4,591,677	9%	4,611,351	10%
Salaries & Benefits	36,128,059	74%	33,859,838	72%
Staff Development	350,218	1%	768,632	2%
Supplies & Services	4,324,775	9%	4,823,843	10%
Capital	1,661,507	3%	1,390,377	3%
Fees & Contractual Services	4,774,678	10%	5,002,394	11%
Other*	1,325,328	3%	971,236	2%
Total	\$ 48,564,565	100%	\$ 46,816,320	100%

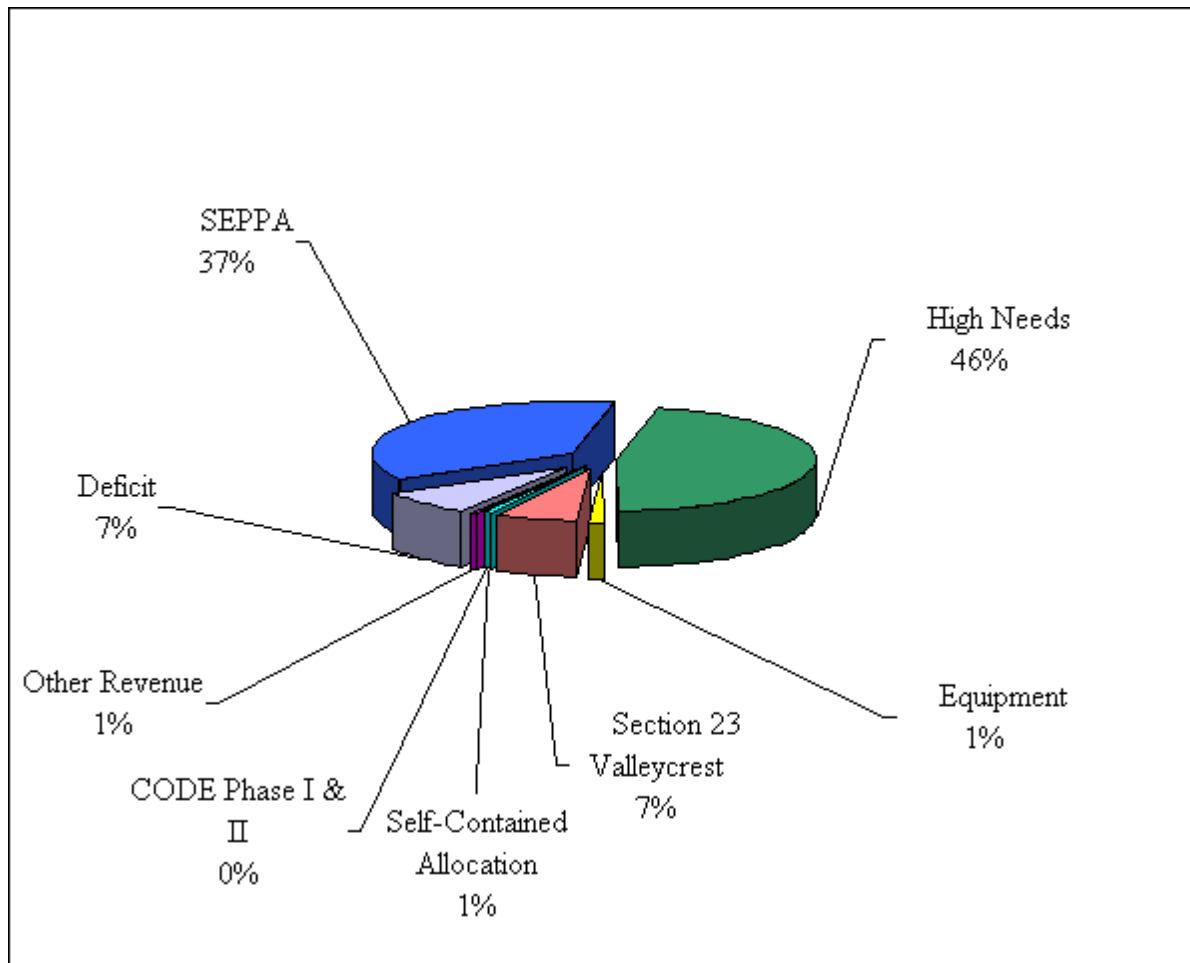


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RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

SPECIAL EDUCATION REVENUES

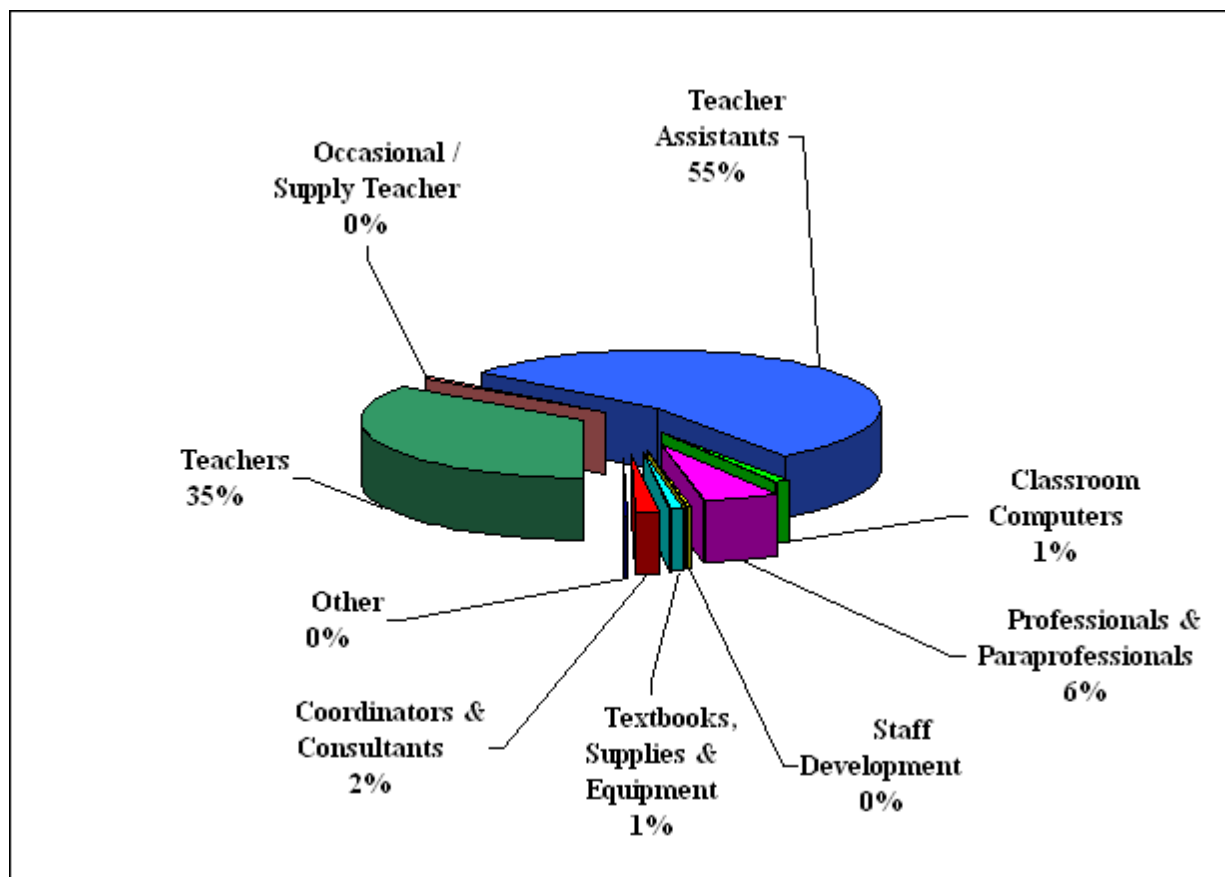
	<u>2006/2007 Budget</u>		<u>2005/2006 Revised Budget</u>	
Provincial Grants:				
SEPPA	\$ 2,299,143	37%	\$ 2,269,438	36%
High Needs	2,922,854	46%	2,886,000	47%
Equipment	90,000	1%	83,700	1%
Section 23 Valleycrest	416,441	7%	301,791	5%
Self-Contained Allocation	36,377	1%	31,791	1%
CODE Phase I & II	-	0%	201,685	3%
Other Revenue	36,000	1%	69,400	1%
Deficit	485,070	7%	376,123	6%
Total	<u>\$ 6,285,885</u>	<u>100%</u>	<u>\$ 6,219,928</u>	<u>100%</u>



RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

SPECIAL EDUCATION EXPENDITURES BY CATEGORY

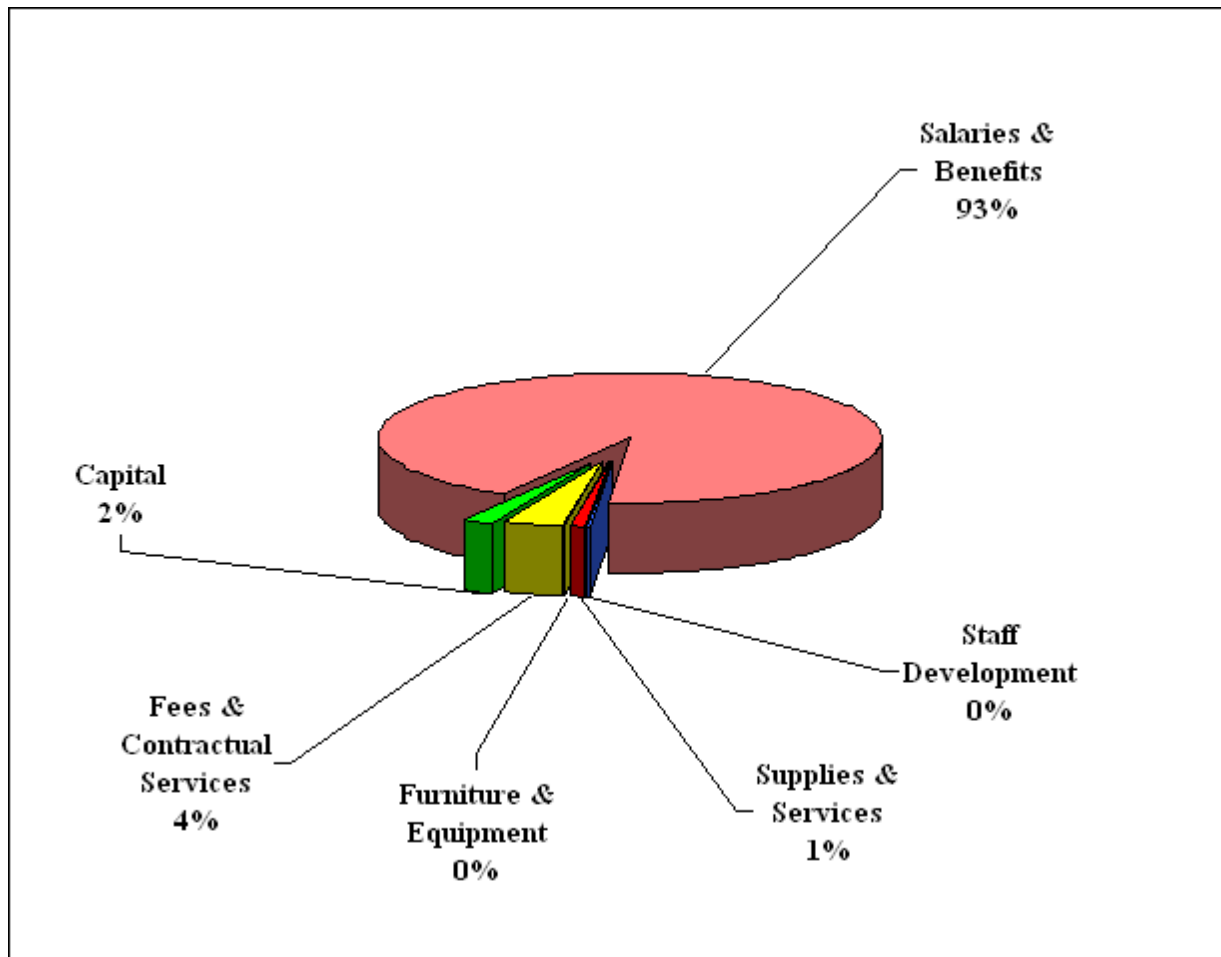
	<u>2006/2007 Budget</u>		<u>2005/2006 Revised Budget</u>	
Classroom:				
Teachers	2,198,163	35%	2,241,590	36%
Occasional / Supply Teacher	39,350	0%	39,200	1%
Teacher Assistants	3,440,943	55%	3,241,678	52%
Classroom Computers	65,000	1%	61,700	1%
Professionals & Paraprofessionals	347,212	6%	332,245	5%
Staff Development	19,500	0%	116,185	2%
Textbooks, Supplies & Equipment	59,500	1%	166,000	3%
Non-Classroom:				
Coordinators & Consultants	99,659	2%	4,000	0%
Other	16,558	0%	17,330	0%
Total	\$ 6,285,885	100%	\$ 6,219,928	100%



RENFREW COUNTY CATHOLIC DISTRICT SCHOOL BOARD

SPECIAL EDUCATION EXPENDITURES BY OBJECT

	<u>2006/2007 Budget</u>		<u>2005/2006 Revised Budget</u>	
Salaries & Benefits:				
Salaries & Wages	\$ 5,006,756	80%	\$ 4,776,271	77%
Benefits	841,345	13%	814,682	13%
Salaries & Benefits	5,848,101	93%	5,590,953	90%
Staff Development	19,500	0%	116,185	2%
Supplies & Services	48,200	1%	154,700	2%
Furniture & Equipment	-	0%	-	0%
Fees & Contractual Services	254,084	4%	109,700	2%
Capital	116,000	2%	248,390	4%
Total	\$ 6,285,885	100%	\$ 6,219,928	100%



**SCHOOL IMPROVEMENT PLAN
2006-2007**

CATHOLIC COMMUNITY FOCUS

“Facilitate an active faith journey rooted in prayer and the sacraments.”

(Our Vision)

Rationale

“That unique learning environment which is both the genius and the hallmark of a Catholic school is Christian community – a place and space where the echoes and presence of God are everywhere.”

The Catholic Register Education Supplement – “New Times, New Leaders in Catholic Education”
(Msg. Denis Murphy)

Target	Measurement of Effectiveness	Timeline for Completion	Accountability Framework

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STUDENT ACHIEVEMENT FOCUS

“Develop and implement a distinctive Catholic curriculum based on the Ontario Catholic School Graduate Expectations.”

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The Corporate University
(Wilson D. Miscamble)

Target	Measurement of Effectiveness	Timeline for Completion	Accountability Framework

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(Name) _____

**INDIVIDUAL STRATEGIC PLAN
2006-2007**

BOARD GOAL

“To develop authentic Catholic community schools and empower them as communities of faith.”

INDIVIDUAL GOAL

Focus	Target	Timeline	Measurement Effectiveness	Accountability
<u>Catholic Community:</u> <i>“Facilitate an active faith journey rooted in prayer and the sacraments.”</i>				
<u>Student Achievement:</u> <i>“Develop and implement a distinctive Catholic curriculum based on the Ontario Catholic School Graduate Expectations.”</i>				
<u>Corporate</u> <i>“Claim our role as global stewards cherishing the environment and all life in it.”</i>				

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