



# Annual Learning and Operating Plan for 2023-24

## Mid-Term Update





# Director's Message

Thank you for taking the time to review Grand Erie's mid-term report on the 2023-24 Annual Learning and Operating Plan.

It is my pleasure to introduce these results as a testament to the culture of Learning, Well-Being and Belonging that we are building together. It represents the passion and commitment of teachers, administrators, senior leaders, the Board of Trustees, school communities – and most importantly – students.

Students remain the focus of our work, the impetus behind our ambitious goals for math achievement, literacy and graduation, school culture and mental health, Indigenous Education, and responsible operational administration. We are seeing growth and gains across all these areas.

We're excited by the opportunity to build on these results as we look ahead to finishing this school year well and maintaining momentum into the next. The learning we have committed to, and the strategies we have established light the way. Our collective commitment and strong, dedicated leadership at the board, school and classroom levels will keep us on track.

My thanks to everyone for your support. It is only through your efforts that progress is possible.



JoAnna Roberto, Pd.D.  
Director of Education, Secretary of the Board

## Our Vision

Learn

Lead

Inspire

## Our Mission

Together, we build a culture of **learning**, **well-being** and **belonging** to inspire each learner.

## Our Collective Priorities

### Learning

We build a culture of learning to nurture curiosity and opportunity for each learner.

### Well-being

We build a culture of well-being to support the cognitive, social, emotional and physical needs of each learner.

### Belonging

We build a culture of belonging to support an equitable, inclusive and responsive environment for each learner.

# Learning

**Priority:** We build a culture of **learning** where curiosity and opportunities are nurtured for each learner.



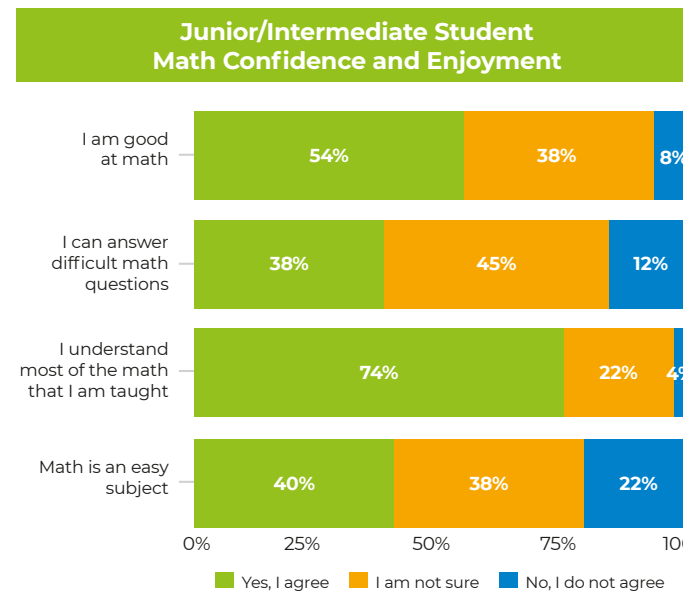
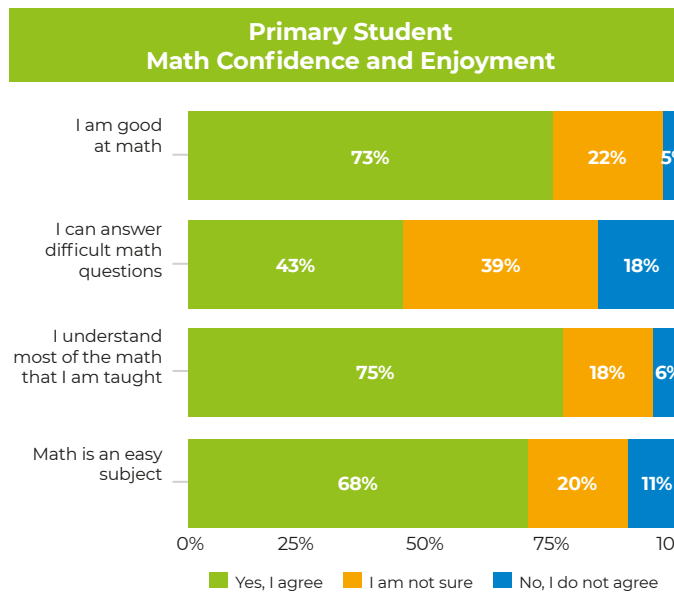
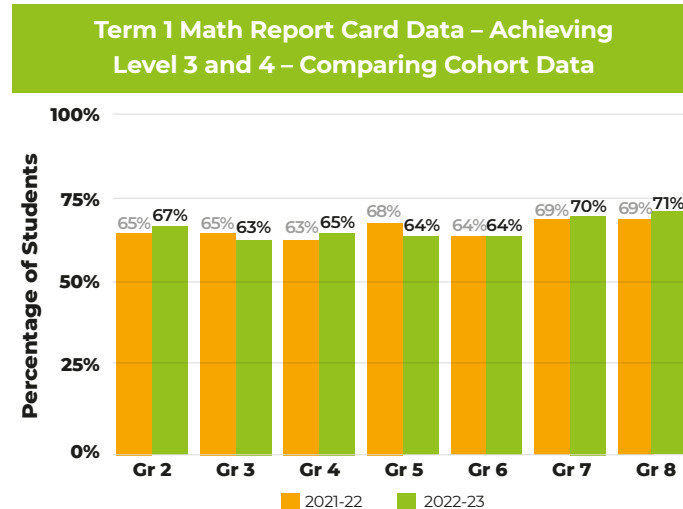
## GOAL MATHEMATICS

Increase mathematics learning outcomes for all students.

## PROGRESS

**25**  
math coaches supporting math instruction

**50**  
educators completed Math AQs from Sept. to Dec., 2023



# Learning

**Priority:** We build a culture of **learning** where curiosity and opportunities are nurtured for each learner.

## GOAL LITERACY

Increase the overall reading proficiency of all students (with a focus on grades 1-3).

## PROGRESS

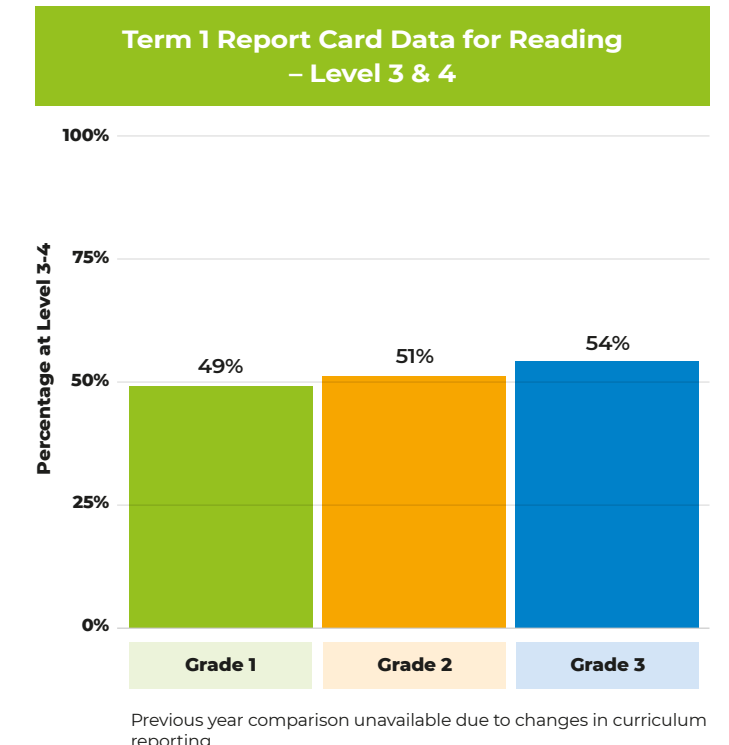
**100%**  
of DECEs and K – Grade 2/3 Educators have participated in Early Literacy Assessment Tool (ELAT) professional development

Grade 7, 8 and 9 classroom teachers are receiving professional learning for the Benchmark Assessment System (BAS)

Educator testimonial:

“ I will definitely be implementing ELAT and continuing to improve my instruction and using the results to inform small groups more effectively. ”

**100%**  
of elementary schools receiving support from literacy coaches



# Learning

**Priority:** We build a culture of **learning** where curiosity and opportunities are nurtured for each learner.



## GOAL GRADUATION


Prepare every student for their post-secondary destination (apprenticeship, community, college, university, workplace).

## PROGRESS

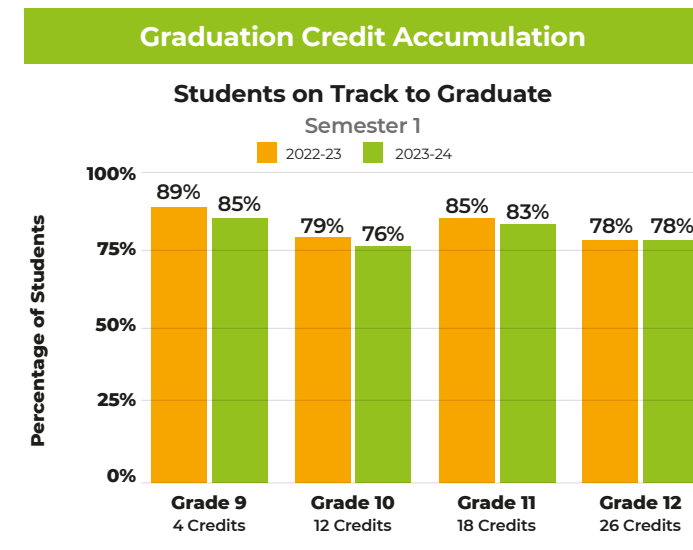
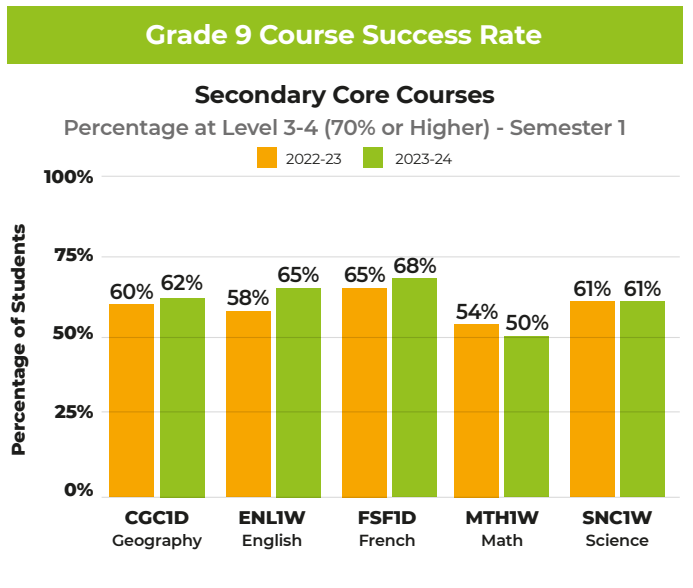


**Specialist High Skills Major (SHSM) sector-partner experience participants increased to 415 from 399 over the same time last school year**

System leader testimonial:  
 “Currently, Grand Erie has 255 students in the OYAP program with roughly 155 students with outstanding paperwork for the 2023-24 school year. We are working to be successful collecting outstanding paperwork and exceed last years results.”



**Student participation in Ontario Youth Apprenticeship Program (OYAP) and School College Work Initiative (SCWI) programs increasing, with OYAP participation on track to exceed last year’s record numbers**



# Learning


**Priority:** We build a culture of **learning** where curiosity and opportunities are nurtured for each learner.



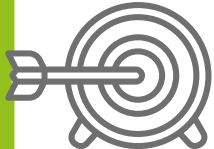
## GOAL SPECIALIZED SERVICES

Increase the knowledge and skills of staff to better support learners with special education needs in an inclusive classroom.

## PROGRESS



**Learning Resource Teacher (LRT) professional learning is offered every month to support 100% of LRTs in elementary and secondary schools**



**Centralizing processes for Identification, Placement and Review Committee (IPRC) so student profiles more accurately reflect strengths and needs lead to a more responsive program**




In partnership with local community services groups and employers, Grand Erie supported students and graduates of Project SEARCH in Brant and Norfolk counties learning meaningful job skills.

As a result of professional development,

**71%** of secondary vocational classroom teachers indicated their knowledge of Tiered Interventions, Universal Design for Learning and Differentiated Instruction has increased

**93%** indicated an increased motivation to implement this work



**107** In Semester 1, students enrolled in vocational programs achieved 106.5 credits – on track to exceed full year goal of 200 credits.

# Well-Being

**Priority:** We build a culture of **well-being** to support the cognitive, social, emotional and physical needs of each learner.



An experiential learning program keeps students connected to education even when they are not in school

## GOAL SCHOOL CULTURE AND WELL-BEING

Increase the knowledge and skills of staff to better support learners in developing the capacity to tend to their own well-being.

### PROGRESS



Increase in student self-regulation supports provided by Child and Youth Workers

89

student School Culture Champions established in schools

1,197

staff uses of online Mental Health and Wellness resources from Sept. – Dec., 2023, more than in all of 2022-23

Student testimonials following anti-discrimination/community-building sessions:

- “I feel more comfortable. I’m able to act like myself.”
- “I feel like everyone is more inclusive.”
- “I love the growth and being able to see the change of behaviour.”
- “I feel like everyone is connected.”

	Sept-Jan 2022-23	Sept-Jan 2023-24	Change
Total suspension days	2,678	1,644	41% decrease
Expulsions and exclusions	18	6	67% decrease



Schools across Grand Erie implemented student-led learning for Black History Month.

Administrator observation following Garth Bell sessions with students included:

- ✓ reduced conflicts in class
- ✓ better student self-regulation
- ✓ more reporting of and a reduction in the use of racialized, homophobic and gender-bias language
- ✓ better understanding of the impact of using racialized language

# Belonging

**Priority:** We build a culture of **belonging** to support an equitable, inclusive and responsive environment for each learner.



Grand Erie works to connect students with learning experiences aligned with their goals and skills

## GOAL INDIGENOUS EDUCATION

Deepen our system commitment to reconciliation and improve education achievement outcomes for all First Nations, Métis and Inuit students.

### PROGRESS

181

The number of course selections made within nine Indigenous language classes increased to 181 from 149 last school year.

50+

secondary students engaged in learning through United Indigenous Student Council courses



Land-based Learning credit bundle developed at Hagersville Secondary for 2024-25 school year

27

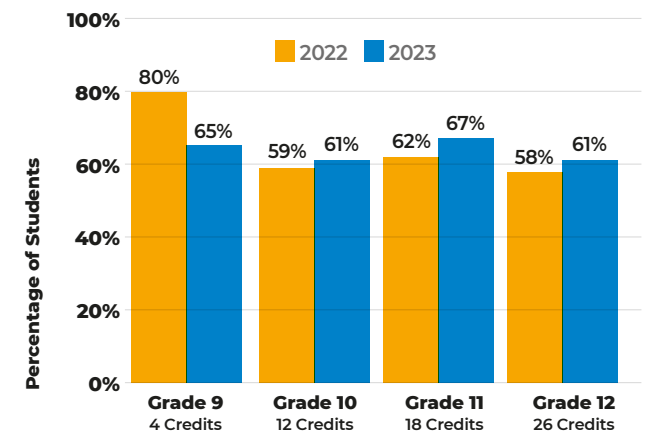
educators completed or enrolled in First Nations, Métis and Inuit (FNMI) Part 1, 2, and Specialist AQ courses

Indigenous Education staff conducted collaborative inquiry professional learning with elementary educators



## FNMI Graduation Credit Accumulation

Students on Track to Graduate Semester 1



Note: This data represents the proportion of students on track to graduate among students taking a full time course load in semester 1 (excluding full year courses).



Grade 11 English (Understanding Contemporary First Nations, Métis, and Inuit Voices) support session for secondary educators.

# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

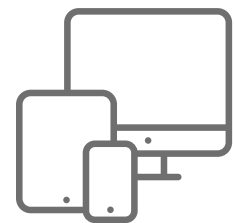
## GOAL BUSINESS SERVICES

Develop flexible resource allocation strategies to provide equitable enhancements to learning environments resulting in positive classroom cultures that foster individual and collective well-being.

## PROGRESS

Online forms user testimonial:

“Forms has created a lot more flexibility, it provides more options and formats items. As a result, schools are fully setting up and collecting information through forms rather than sending out separate flyers, or paper tracking sheets.”



# 60%

of schools have adopted online forms, converting paper-based processes to a digital format

Enterprise Finance System on track:

# 3

 phases complete

Training underway



# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL COMMUNICATIONS

Enhance Grand Erie's position in its communities as a learning, leading and inspiring organization.

## PROGRESS



Student and school engagement in the Multi-year Strategic Plan and vision continues across the district.



Multi-language directional signage designed for English Language Classes at Pauline Johnson.

# 33,500+

 fans and followers across social platforms

# 260,000+

accounts reached each month through social posts across platforms

# 10+

 positive media stories supporting the priorities of the Multi-year Strategic Plan across the district

# 7

 student journalist stories published and shared

# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL FACILITY SERVICES

Establish physical and environmental standards across the system to increase the overall sense of belonging for all staff and students.

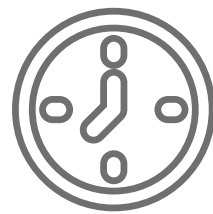
## PROGRESS



Houghton Public School and Major Ballachey Public School selected for summer renovations, now in pre-design phase

School testimonial:

“The Facilities team came promptly, and the teacher in the room was beyond appreciative. She raved about how kind they were and how they “get things done.” Very much appreciated!”



Average completed Work Order from submission to completion improved from **7** days in September to **3** days in February



New waste bin deployment to central sites to achieve recycling efficiencies

# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

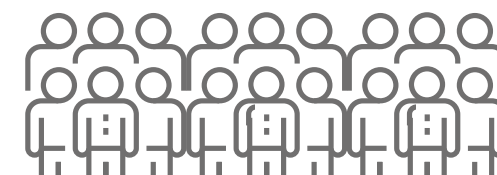
## GOAL HUMAN RESOURCES

Revise and improve the employment and promotion policies, procedures and practices resulting in a workforce that reflects, understands and responds to our diverse population.

## PROGRESS



Provided professional learning for system leaders on performance and attendance management, effective communication, teacher performance appraisals, investigations, and workplace accommodations.



**511**

employees hired between Sept. 1, 2023 and Feb. 29, 2024



**6**



employee groups finalized local collective bargaining negotiations, achieving enhanced staffing language supporting Occasional Teaching, Elementary French, and Indigenous Language programming

# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL INFORMATION TECHNOLOGY SERVICES

Embed technology opportunities for staff and students through professional learning and enhanced technology tools.

### PROGRESS



# 100%

of elementary and secondary schools have accessed Compass to support data-informed decision making

# 35

secondary educators (MTH1W, SNC1W, T1J10, Teacher Librarians) participated in full day Science, Technology, Engineering and Math (STEM) learning sessions



# 50%

of elementary schools access points replaced



Multifactor Authentication completed for all central departments



One-time device infusion added 283 laptops to Caledonia-Centennial, Lakewood and Cayuga Secondary

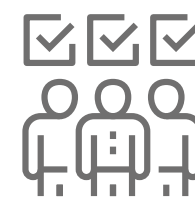
# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL LEADERSHIP

Identify future leaders, actively develop new leaders and responsively support current leaders.

### PROGRESS



# 26

employees graduated from #LeadGEDSB program



# 24

new Administrators partnered with experienced mentors

#LeadGEDSB participant testimonial:

“This program has encouraged me to reflect and refine my day-to-day practices. I am now more intentional about setting directions, taking time to build relationships and demonstrating/developing personal leadership qualities in my work.”

New Administrator participant testimonial:

“I feel energized to get back to the school to help students succeed and overcome whatever challenges they face.”



# 160

educators enrolled in AQ courses (Special Education, Reading, Math, First Nations, Métis and Inuit Peoples, and French)



# 118

new teachers engaged in New Teacher Induction Program





## Grand Erie District School Board

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