



District School Board Ontario North East

2002
Annual
Report

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Message From The Director of Education

The staff and trustees of District School Board Ontario North East continue their best efforts to provide exemplary program to every student in our jurisdiction. The following Annual Report outlines the achievements of District School Board Ontario North East in the year 2002. It is my pleasure to present the report that seeks to outline the second year of the mandate of the trustees who began their term in January of 2001.



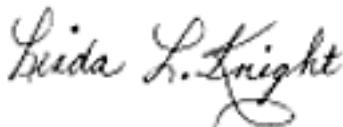
The organizational and administrative structure of District School Board Ontario North East has been changed over the last year. Mark Hall, former Director of Education, retired on August 31, 2002. Gilda Mahon, Regional Superintendent of Schools for the former Central Region will retire at the end of 2002. The three former regions of the board have been folded into a district administered through two offices in Timmins and New Liskeard. The former Northern Region office in Iroquois Falls has been closed. The Trustees of District School Board Ontario North East were pleased to approve another balanced budget in June of 2002.

In June 2002, District School Board Ontario North East and Conseil scolaire catholique de district des Grand Rivières received notification that the Ministry of Education in its release of the 2002 – 2003 Student-Focused Funding Legislative Grants provided New Pupil Place Funding for the replacement of Kirkland Lake Collegiate and Vocational Institute and École secondaire Jean-Vanier. The schools have been a shared facility for many years and will remain as such in the future. The Boards continue the joint process of planning, designing and constructing the much needed facility with the planned opening date being September 1, 2005.

In February, 2002, the Board piloted an eLearning project to give students the opportunity of taking courses on-line through Virtual Learning. The Virtual Learning Centre offered three courses to students attending regular day school. Although it is recognized that online courses will never equal the experience of attending classes in the local school, it has been shown as a suitable alternative, permitting students to take courses that may not otherwise be available. The project proved to be a wonderful success and the program is being expanded during this and the next school year.

Our school communities have now completed, in 2002, the evaluation phase of our Vision Setting exercise that enabled us to set clear goals during the last calendar year. This will hopefully result in clear and redefined goals and objectives. More work is now required in order to continue to improve communications and consultation opportunities with staff, administrative departments, trustees, parents, students, school councils and the community at large.

This report is a reflection of the realization that our students are at the centre of all of our efforts. We are in the business of enabling our students to succeed in this increasingly complex world.



Linda Knight
Director of Education

Corporate Identity

The organizational structure of District School Board Ontario North East has been changed over the last year. The three former regions of the Board have been folded into a district administered through two offices in Timmins and New Liskeard. The former Northern Region office in Iroquois Falls has been closed. Specific corporate responsibilities continue to be handled by the Superintendents of Schools and the Superintendent of Business and Finance. These portfolios include, but are not limited to, Information Technology, Curriculum and Special Education. Principal and Vice-principal hiring pools have been continued to encourage leadership candidates to stay within our Board jurisdiction.



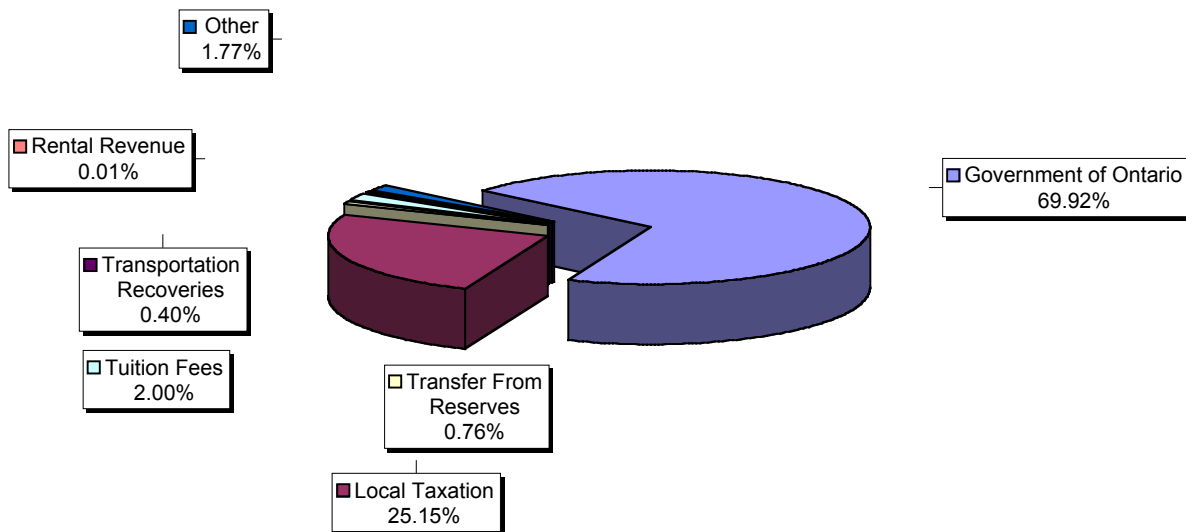
2002 – 2003 Budget Estimates

In June, the Board adopted the budget for the 2002 – 2003 school year in the amount of \$88,032,495. Details of the major revenue sources and expenditures by major function and object are as follows:

Revenue by Major Source

Government of Ontario	61,550,093
Local Taxation	22,136,279
Transfers From Reserves	666,540
Tuition Fees	1,758,967
Transportation Recoveries	349,800
Rental Revenue	12,000
Other	1,558,816
<i>Total</i>	\$ 88,032,495

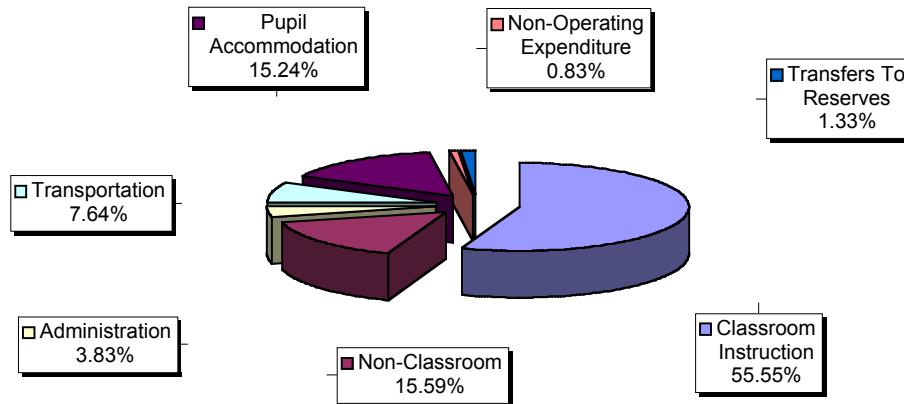
2002 - 2003 Estimated Revenue By Major Source



Expenditure by Major Function

Classroom Instruction	48,899,424
Non-Classroom	13,725,283
Administration	3,367,248
Transportation	6,721,448
Pupil Accommodation	13,418,353
Non-Operating	729,800
Transfers To Reserves	1,168,939
<i>Total</i>	\$ 88,032,495

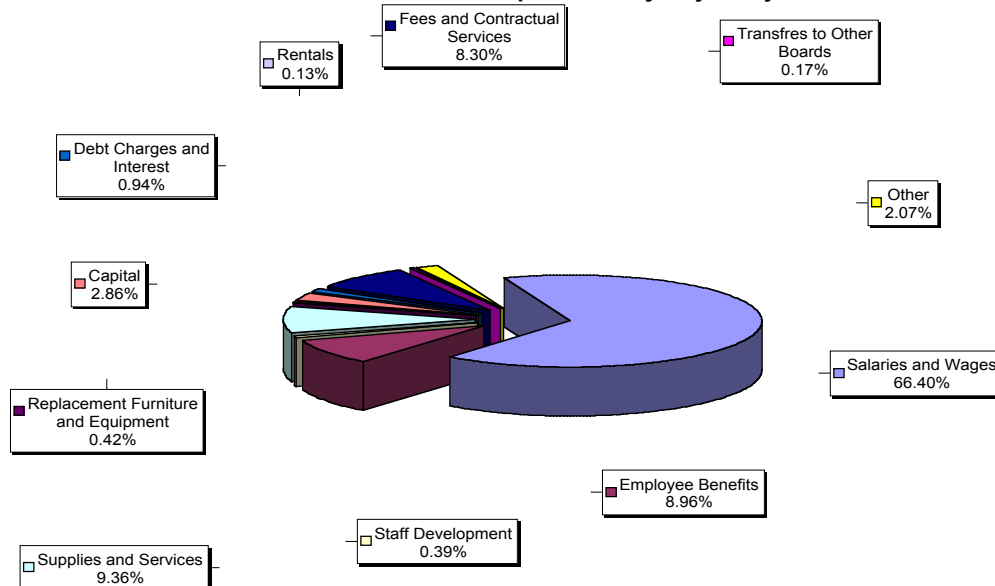
2002 - 2003 Estimated Expenditure by Major Function



Expenditure by Major Object

Salaries and Wages	58,450,289
Employee Benefits	7,890,080
Staff Development	340,905
Supplies and Services	8,240,570
Replacement of Furniture and Equipment	368,463
Capital Expenditure	2,521,675
Debt Charges and Interest	824,936
Rentals	117,247
Fees and Contractual Services	7,303,339
Transfers to Other Boards	151,634
Other	1,821,357
<i>Total</i>	\$ 88,032,495

2002 - 2003 Estimated Expenditure by Major Object



Vision Setting

The following is a summary of the results of the Vision Setting Evaluation deliberations completed by trustees, staff, school councils and students during the fall of 2001 and winter of 2002. Sincere thanks are extended to the principals and vice-principals of District School Board Ontario North East for their expertise and effort expended in taking multiple group responses and consolidating them into a summary that reflects the ideas of all involved. All participants are to be commended for their sincere and serious approach to this most valuable exercise. Many of the suggestions given and concerns expressed are already being studied or even implemented. These results will be very valuable for the Board or administrative staff as a guide for future planning.

What Are We Doing Well?

- Improvement in communication throughout the Board
- Implementation of curriculum, evaluation and assessment procedures
- Provision of in-service opportunities
- Provision of a highly trained dedicated teaching and support staff
- Provision of technological resources and support services (WAN)
- Provision of full-time secretaries in all schools
- Provision of full-time JK, SK and Outdoor Education
- Provision of equitable and consistent policy, procedures and programs
- Provision of exemplary special education programs

What Are We Doing Badly?

- Provision of custodial services
- Retention of secondary students
- Provision of perceived regional equity in resource allocation
- Expectations and work-load for principals, teachers, support staff
- Visibility of senior administrative staff
- Implementation of Inclement Weather Policy
- Provision of special education resources according to population
- Implementation of Early Identification Procedures
- Provision of opportunities for meaningful consultation with realistic deadlines

General Needs/Goals

- increase in-service and additional qualification opportunities
- study effective student retention
- study the provision of full-time principals in all schools
- study the provision of full-time custodians in all schools
- study the provision of specialty teachers
- slow down the pace of change
- continue efforts at public relations
- reallocate dwindling resources into texts, resources and transportation
- continue to develop a district perspective

Policy Review Needs/Goals

- continue to develop all required board wide policies with adequate time lines allowed for thorough consultation from all interested parties
- provide in-service for new policy implementation
- develop Student Attendance Policy
- develop Role of Child and Youth Workers in Schools Policy
- develop Annual Staff Complement and Deployment Policy
- develop Staff Transfer and Equity in Access to Employment Policy
- review Inclement Weather Policy
- review of Early Identification Procedures Policy

Communication Needs/Goals

- develop teleconferencing/video-conferencing capabilities
- provide staff in-service in the use of communication technology
- increase visibility of senior administrative staff in schools and offices
- continue to encourage a consultative model of communication
- create a Annual Board Handbook with needed directories
- develop a Board motto or slogan to match our Mission Statement

Leadership Needs/Goals

- develop a mentoring program for all new staff
- provide more regional in-service as opposed to district in-service
- provide training for unqualified occasional teachers
- expand Log-On to Leadership program to include support staff

Accepted Mission Statement

District School Board Ontario North East is committed to providing a safe, positive and mutually respectful student focused environment which promotes the development of skills, knowledge and attitudes necessary for life long learning.

Trustees

Listed below are the elected Trustees of District School Board Ontario North East for the calendar year of 2002.

Name of Trustee	Location Represented
Juergen Leukert (Chair)	Diamond Township, Thornloe, New Liskeard
Arie Van Oosten (Vice-Chair)	Englehart
Howard Archibald	First Nations
Heather Bozzer	Timmins
Ruby Brunet	Hearst, Kapuskasing
Charlotte Johnson	Cochrane, Smooth Rock Falls
Corinne Miller	Timmins
Nancy Pedersen	Coleman Township, South Timiskaming
Rosemary Pochopsky	Kirkland Lake
Albert Schaffer	Timmins
Saunders Porter	Iroquois Falls, Matheson

Student Trustee Senate Representatives

These are the Student Trustee Senate Representatives of District School Board Ontario North East for the 2001-2002 and 2002-2003 school years. The duly elected Student Trustee for the 2001-2002 school year was Jennifer Guiho, a student enrolled at Timmins High and Vocational School. The current Student Trustee is Jesse Kancir from Kapuskasing District High School.

Name of Student		School Represented
Jennifer Andrews Jennifer Howe	01/02 02/03	Cochrane High School
Kenna Murray Andrew Schinkel	01/02 02/03	Englehart High School
Fone-Ning Tang Gabrielle Contant Michelle Dolbec	01/02 02/03 02/03	Hearst High School
Mary Jean Guy Carine Huard Emma Côté	01/02 02/03 02/03	Iroquois Falls Secondary School
Jesse Kancir Shawn Zwaryczuk	01/02 and 02/03 02/03	Kapuskasing District High School
Jeannine Morin Jesse Bishop	01/02 02/03	Kirkland Lake Collegiate & Vocational Institute
Angela Costante Cara Copeland	01/02 02/03	Roland Michener Secondary School
Marie-Helene Beaulieu Josée Contant	01/02 and 02/03 02/03	SRF Secondary School
Kelly Aggett Jordan Laurin	01/02 and 02/03 02/03	Timiskaming District Secondary School
Jennifer Guiho Spencer Hughes Melissa Pasi	01/02 02/03 02/03	Timmins High & Vocational School

School Councils

District School Board Ontario North East established its final policy, procedures and guidelines for school councils as required by the Ministry of Education through Regulation 612/00 and 613/00.

In the spring of 2002, final consultations occurred which resulted in the development of guidelines for Consultation with School Councils, Hosting Regional and/or District Meetings, Financing for School Councils, Resolving Internal Disputes, Conflict of Interest, and Maintaining Memberships on School Councils.

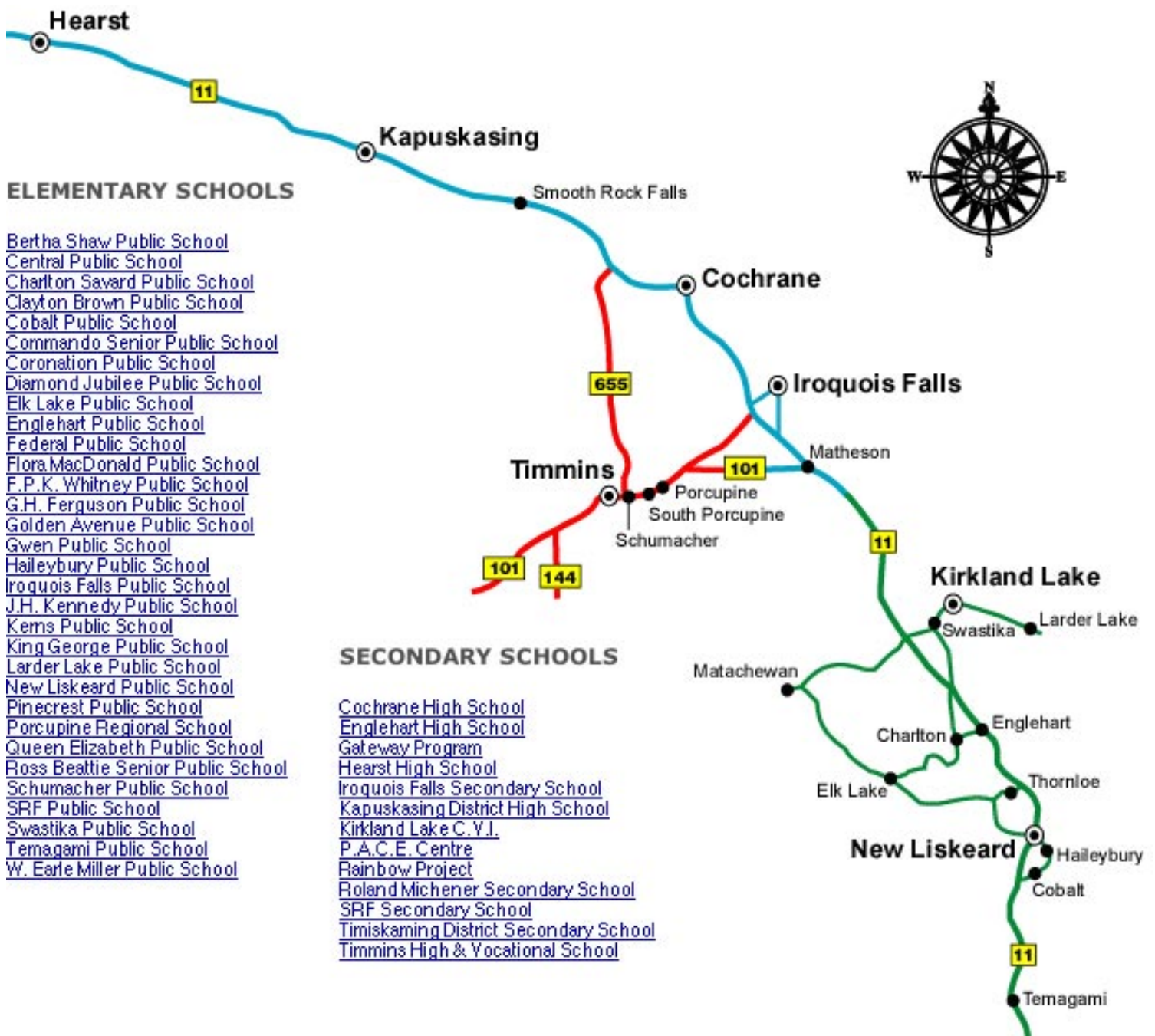
Due to a lack of sufficient agenda items, regional meetings were not held. Instead, individual school councils worked with principals and staffs on a variety of issues and projects.

School councils continue to be part of all policy consultations. Most recently school councils were represented in the development of the survey to parents and students as part of the Teacher Performance Appraisal Policy.

This year, the Ministry of Education did not host regional meetings on issues related to school councils, nor did it require representation from school councils for consultation purposes.

Through its policies, procedures and guidelines, the Board will continue to encourage school councils in their advisory role, in order to improve student achievement and enhance the accountability of the educational system.

Map of The District



ELEMENTARY SCHOOLS

- [Bertha Shaw Public School](#)
- [Central Public School](#)
- [Charlton Savard Public School](#)
- [Clayton Brown Public School](#)
- [Cobalt Public School](#)
- [Commando Senior Public School](#)
- [Coronation Public School](#)
- [Diamond Jubilee Public School](#)
- [Elk Lake Public School](#)
- [Englehart Public School](#)
- [Federal Public School](#)
- [Flora MacDonald Public School](#)
- [F.P.K. Whitney Public School](#)
- [G.H. Ferguson Public School](#)
- [Golden Avenue Public School](#)
- [Gwen Public School](#)
- [Haileybury Public School](#)
- [Iroquois Falls Public School](#)
- [J.H. Kennedy Public School](#)
- [Kems Public School](#)
- [King George Public School](#)
- [Larder Lake Public School](#)
- [New Liskeard Public School](#)
- [Pinecrest Public School](#)
- [Porcupine Regional School](#)
- [Queen Elizabeth Public School](#)
- [Ross Beattie Senior Public School](#)
- [Schumacher Public School](#)
- [SRF Public School](#)
- [Swastika Public School](#)
- [Temagami Public School](#)
- [W. Earle Miller Public School](#)

SECONDARY SCHOOLS

- [Cochrane High School](#)
- [Englehart High School](#)
- [Gateway Program](#)
- [Hearst High School](#)
- [Iroquois Falls Secondary School](#)
- [Kapuskasing District High School](#)
- [Kirkland Lake C.V.I.](#)
- [P.A.C.E. Centre](#)
- [Rainbow Project](#)
- [Roland Michener Secondary School](#)
- [SRF Secondary School](#)
- [Timiskaming District Secondary School](#)
- [Timmins High & Vocational School](#)

School Facilities

Kirkland Lake Collegiate and Vocational Institute and École Secondaire Jean-Vanier

In June 2002, District School Board Ontario North East and Conseil scolaire catholique de district des Grand Rivières received notification that the Ministry of Education in its release of the 2002 – 2003 Student-Focused Funding Legislative Grants provided New Pupil Place Funding for the replacement of Kirkland Lake Collegiate and Vocational Institute and École secondaire Jean-Vanier. The schools have been a shared facility for many years and will remain as such in the future.

The Ministry of Education provided District School Board Ontario North East with an annual amount of \$1,092,405 and Conseil scolaire catholique de district des Grand Rivières with an annual amount of \$875,424. The two amounts combined, \$1,967,829, will finance an estimated \$20,500,000 capital building project.

Since amalgamation of school boards on January 1, 1998, the two Boards have worked very hard to obtain the funding necessary to replace the schools.

The Boards continue the joint process of planning, designing and constructing the new shared facility with the planned opening date of September 1, 2005.

2002 – 2003 Planned Major School Projects

Ongoing projects include the third phase of roof replacement at Timiskaming District Secondary School at an estimated cost of \$240,000 and energy conservation projects through out the District in the amount of \$224,755.

Another \$1,061,224 has been or will be spent on various planned projects which include the following.

- Installing a surveillance system for Timmins High and Vocational School
- Re-roofing of the Kapuskasing Education Centre and Bertha Shaw Public School
- Providing handicap accessibility at Coronation Public School and Iroquois Falls Public School
- Installing computer infrastructure at Englehart Public School, Haileybury Public School, Schumacher Public School and King George Public School
- Renovating science rooms at Timiskaming District Secondary School, the senior washrooms at Kerns Public School and developmental program accommodations at G.H. Ferguson Public School
- Providing plumbing upgrades at Schumacher Public School and Central Public School
- Providing brick re-pointing at F.P. Krznaric Whitney Public School and Golden Avenue Public School
- The installation of a ventilation system at Haileybury Public School, a public address system in Temagami Public School and a new fire alarm system in Swastika Public School.

Student Transportation

Student transportation in all of our board area which stretches from Temagami to Hearst is shared by the four coterminous school boards representing English public, French public, English Catholic and French Catholic rate payers. The Student Transportation Policy and the required procedures have been developed by the Joint Transportation Liaison Committee.

This committee consists of trustees and staff representing all four boards. The resulting Student Transportation Policy has been approved by each of the four boards.

The Joint Transportation Liaison Committee is actively reviewing the current Student Transportation Policy and meets on a very regular basis. The business relationship of all four coterminous boards is also being studied with a view to find further economic efficiencies while continuing to provide safe and efficient student transportation.



Human Resources

Technology continues to be the bridge that spans the large geographical area of our Board. Last year we implemented the Absence Tracking Module in the School District System. Attendance for employees can be entered daily from each worksite. In an effort to assist employees and improve attendance, the Board approved an Employee Assistance Program. In November of this year, an Attendance Management Plan was presented to the Human Resources Committee. The implementation of this plan will involve consultation with unions and employee groups.

The Board ratified extensions of our collective agreements for elementary and secondary teachers ending August 31, 2002. The educational assistants and the professional student services personnel ratified one year agreements ending December 31, 2002. Labour relations continue to be challenging given the fiscal restraint imposed by the provincial funding mechanism.

Governance And Policy Development

The Trustees of District School Board Ontario North East have attended two regular Board meetings each month. Numerous committee meetings and negotiation sessions have been held. The Special Education Advisory Committee, the First Nations Advisory Committee, the Finance and Property Committee, the Regional Accommodation Review Committees, the Human Resources Committee and the Joint Transportation Liaison Committee have been very active in the past year. The agenda of all of the meetings have been full as the business of the Board continues. The provision of all board packages is now fully electronic and processed through our Wide Area Network . Public Board information is available in the form of agenda, highlights and minutes on the Board web site at www.dsb1.edu.on.ca.

The following policies received third reading and final approval during this year and are available in the Policy Manual at the Board website:

- Canvassing and Fund Rising Policy
- Suspension Policy
- Expulsion Policy
- School Funds Policy
- Access to School Premises and Trespass to Property Policy
- Appropriate Use of Information Technology Policy
- Retirement Policy
- Appropriate Dress Policy
- Occasional Teacher Policy
- Home Instruction Policy

The following policies have been revised:

- Teacher Performance Appraisal policy
- Drug Education Policy
- Electronic Meeting Policy
- Joint Transportation Policy
- School Council Policy

The following policies are awaiting approval. They have been posted on the Board website for public consultation. All draft policies are posted to the Consultation Page for a period of two months for comments, concerns or suggestions from anyone who wishes to consult.

- Home Schooling Policy
- School Council Travel Expense Reimbursement

Staff Recognition

District School Board Ontario North East values the many staff members who work so diligently on behalf of our students. The Board held the second annual regional long service awards celebrations and retirement dinners which take place every May and June. Gifts and congratulations were extended by trustees and administrative staff at these six separate functions which took place throughout the jurisdiction of the Board.

Special awards are also given to staff, students and volunteers when special efforts are recognized.



Professional Development

Professional Development of all staff is necessary for the successful implementation of the new curriculum. During the past year, the Curriculum Department has facilitated and delivered a wide range of in-service training to support and assist elementary and secondary teachers and principals using a variety of sessions. Training has been provided in many areas, including evaluation strategies, new policy requirements and subject specific needs.

Additional funding for Early Reading, Ministry Implementation initiatives, Ontario Youth Apprenticeship Programs, Bridges to Employment, Exemplar Training, EQAO Training and Report Cards have contributed to our ability to provide quality in-service sessions.

Curriculum

The continued implementation of the new Ontario curriculum at the elementary and secondary levels has been the main focus of programming for District School Board Ontario North East. The Board's Curriculum: Review, Development and Implementation Plan clearly reflects the vision of both the Board and the Ministry of Education in this regard. This plan is reviewed and adjusted yearly.

This past year initiatives have included Grade 3 and 6 program improvement planning, Secondary School Reform initiatives, Geography Resources, Grade 12 Profiles, Reading and Writing Instructional Strategies Resource Booklet, Early Reading Strategy Implementation as well as the development of French Immersion Exemplars for grades 3 and 6. We continue to focus on electronic reporting procedures and the elementary and secondary assessment practices.

The Ontario Early Reading Strategy began this school year to help improve the reading achievement of Junior Kindergarten to Grade 3 students, as measured by the annual province-wide Grade 3 reading test. The strategy required every school board and elementary school to set goals for improvement and to report annually to parents on the progress made meeting those goals. Under the strategy, all elementary schools are required to participate in a regular cycle of target setting, improvement planning and testing.



Information Technology Services (ITS)

For the 2002 calendar year, Information Technology Services (ITS) focused on the standardization of hardware and software throughout the Board, support for the increased use of computers by teachers and students and more efficient asset management and service for all stakeholders within the Board.

In order to standardize software and menu systems and allow for future upgrades to occur simultaneously, the Windows 2000 operating platform was selected for schools and offices. Installation of Windows 2000 will facilitate equity and consistency while narrowing the skill set and future training requirements for support technicians.

Teachers continue to need simplified and consistent access to software, user-friendly record keeping alternatives and easy control of computers in their classrooms and labs. This will be accomplished through the installation of IBM's menu interface and control software called "School Connect". This intuitive system promotes productive use by staff and students alike while at the same time protecting computers from tampering.

In order to reduce travel time and costs, minimize duplication, consolidate skill sets, improve response time and make more extensive use of the existing Wide Area Network, ITS looked to the Unicentre product. This product allows technicians to remotely deal with software issues, see computer screens while providing direct user assistance, load software and preventatively monitor administrative and school computers and software.

The Board's financial considerations during the year and the likelihood of restructuring impacted on the implementation of these initiatives. Implementation will continue to occur over time.

The Technology Use Standards are now complete. They provide guidelines for the appropriate use of technology by all staff, students, trustees and other authorized users within the Board.

The three teacher trainers continued to provide excellent training and support for school staffs and individual teachers for report cards, as well as curriculum and presentation software. The Student Links Program has been installed recently in elementary schools. This program is directly tied to individual grade expectations and provides a regularly updated resource to teachers and students. A variety of workshops for teachers were held both during and after the school day for such things as digital cameras, scanners, and video editing equipment.

There has been a marked increase in the use of the telephone system (Line Pool B) within the Wide Area Network, which is producing cost savings. The board web site boasts over 600,000 hits a year. This provides a valuable communication link with communities near and far.

The most recent project undertaken by ITS is Video Conferencing. We now have five sites which can be linked to facilitate professional development and administrative and planning meetings throughout the board with minimal travel required. Training of technicians and staff is planned for the near future. This exciting initiative represents a more efficient and progressive way of "doing business".

The initiatives outlined in this report reflect the continued value which District School Board Ontario North East places on technology, not only for today, but also for the future.

Virtual Learning

In February, 2002, the Board piloted an eLearning project to give students the opportunity of taking courses on-line through Virtual Learning. The Virtual Learning Centre offered three courses to students attending regular day school. Although it is recognized that online courses will never equal the experience of attending classes in the local school, it has been shown as a suitable alternative, permitting students to take courses that may not otherwise be available.

The project proved to be a wonderful success and the program is being expanded during the next school year. The Virtual Learning Centre has proved to be an alternative education option for adult learners and regular day school students in need of courses not available to them during the regular day school program.

There are currently 9 closed enrolment credits, 2 waiting list credits and 10 continuous entry credits being offered.

The District School Board Ontario North East Virtual Learning Centre can be found at the Board web site or at www.virtualcentre.ca.

Special Education

The Trustees and staff of District School Board Ontario North East have appreciated the past dedication to students that was made possible by the maintenance of three Special Education Coordinators and three Teacher Diagnosticians. Since September, due to budget restraints, the board now employs two Special Education Coordinators and two Teacher Diagnosticians. These staff members, along with the superintendent responsible for Special Education, plan with each of the school staff complements for the individual needs of exceptional students. The program and individual plans promote the attaining of each student's maximum potential. The placements of Educational Assistants and Child and Youth Workers provide the necessary support services that provide for enhanced opportunities for students in classrooms or alternate settings.

The Special Education Advisory Committee meets monthly and is supportive in reviewing and developing the Annual Board Plan for Special Education.

This year the Special Education team has focused on:

- The development of individual educational folios to submit for four cycles of validation by the Ministry of Education. It is hoped that these cycles will increase the funding allotment from the Ministry of Education for Special Education.
- The dedication of a portion of the Special Education budget to employ a registered psychologist with Prior, Lyndor and Associates on a contract basis.
- The partnership of our Board with the Ministry of Education and Integrated Services for Children. This partnership provides teacher diagnosticians for the Public and Catholic English school systems.
- The review and enhancement of the Annual Board Plan for Special Education to meet Ministry directives.

The Board continues to evaluate services and programs for our exceptional students. This ongoing evaluation requires the teamwork of coordinators, diagnosticians, principals, teachers and superintendents to assure quality, equity and accountability throughout the District.

Alternative Education

The Board operates three Alternate Education programs. Gateway is located at Timiskaming District Secondary School, Rainbow at Kirkland Lake Collegiate and Vocational Institute and P.A.C.E., Programs in Alternate and Continuing Education is affiliated with Timmins High and Vocational School. These educational sites offer programs by computer, regular classes, correspondence courses and Independent Learning Courses. All sites invite adolescents or adults who may work and want part-time studies or full-time studies to complete or upgrade courses to receive their Ontario Secondary School Diploma so they can enter college or university. The alternate education programs also work with the Human Resources Department of the Federal Government, Job Connect and Ontario Works in helping attending students to acquire the courses necessary that lead them to job postings or further education or training.

Basic Adult Education

District School Board Ontario North East has three Basic Adult Education Programs totally funded by the Ministry of Education. These literacy programs are situated in Kirkland Lake, Timmins and Kapuskasing. The programs operate during the day and assist adults in learning the skills of reading and mathematics. The three sites have warm and inviting settings that promote the development of basic literacy and numeracy skills. These programs help these adult learners gain the confidence they need to succeed in job searches.

Special Programs

District School Board Ontario North East provides a variety of special programs throughout the year. These programs are structured to complement regular classroom activities and offer integrated learning opportunities within local communities. Cultural programs, physical activity programs, exchange programs, outdoor education programs, school trips, commercial and industrial tours, as well as school to work experiences, all enhance learning for our students in extended classroom settings. As a District School Board we will continue to offer special programs as appropriate.

We are particularly proud of our very comprehensive extra-curricular programs offered outside of regular school hours by dedicated elementary and secondary staff members.

The new grade 6 outdoor education program was successfully implemented this past year. Grade 6 students from across the district enjoyed an overnight camping experience while studying environmental science and other integrated studies. The outdoor education program was held at Camp Bickell which is at the geographical centre of the Board's jurisdiction.



Bridges To Employment

Bridges to Employment, a partnership between coterminous district school boards funded by the Ministry of Education, has completed the third and final year of the partnership. This program was designed to facilitate student transitions from the classroom to the work. The schools involved in the project have benefited from the funding allowing many rewarding work place programs for their students. Following this initial seed funding, schools are now expected to continue the development process within their individual sites.

French As A Second Language

District School Board Ontario North East is committed to providing quality French as a Second Language programming that is responsive to local community needs. The programming that is offered in the communities across Northeastern Ontario reflects the diversity of those communities. French as a Second Language programming is available from Junior Kindergarten to secondary school graduation as both Core French programs in regular English Language classrooms and as French Immersion programming in either Early or Late Immersion settings. This past year a programming review was held with respect to these programs and we anticipate that the recommendations will result in improved programming across the board.

Cooperative Education And The Ontario Youth Apprenticeship Program

The Ministry of Education has focused on the expansion of the Cooperative Education program for all students in an effort to emphasize real life work experiences for students. Secondary schools continually review their current programs and develop strategies for expanding the school to work opportunities available for their students.

The Cooperative Education programs build on the Grade 10 Career Studies Course and encourage students to explore career opportunities during their secondary school program.

The Ontario Youth Apprenticeship Program enables students to experience a skilled trade while completing the requirements for the Ontario Secondary School Diploma. The program is offered through the Board in partnership with the Ministry of Training, Colleges and Universities. This past year, 172 OYAP students were in Cooperative Education placements in trades that promote qualification through apprenticeships. At year end, there were 9 OYAP students registered as apprentices with the Ministry of Training, Colleges and Universities.

First Nations Advisory Committee

District School Board Ontario North East provides educational services to students from the following First Nations Communities:

1. Constance Lake
2. Fort Albany
3. Mattagami
4. New Post
5. Attawapiskat
6. Matachewan
7. Wahgoshig
8. Kashechewan
9. Notre Dame, Quebec
10. Bear Island

The First Nations members of the committee and the Board, in partnership with Federal Government representatives, are working on tuition agreements. The tuition agreements will also reflect the additional costs that are required for Special Education. It is anticipated that we will soon have completed agreements for the 2002 – 2003 school year.

The board has acted upon a recommendation of the First Nations Advisory Committee by requesting that the Ministry of Education allow an additional First Nations Trustee to serve on the Board in order to better represent the communities across our vast geographical area.

L.O.G.-O.N. To Leadership

District School Board Ontario North East is committed to fostering leadership opportunities for those seeking positions of added responsibility.

Outstanding leaders are people who set clear visionary goals, lead by example, create a climate of trust and respect and inspire confidence in others.

Developing accomplished leaders is a shared responsibility between the administration of D.S.B.O.N.E. and the aspiring leader. Through our L.O.G.-O.N. to Leadership Program, candidates are offered the skills, training, knowledge base and support needed to enable them to learn, reflect and enhance their professional goals.

About 60 staff members were actively involved in L.O.G.-O.N. to Leadership this year. Two workshops were offered to participants. The first was "Making Change for School Improvement", which offered a process for educators that simulates organizational change in educational settings. It provided a sound learning experience and a worthwhile exercise for all. The second workshop highlighted Thomas Stirr, author of Miller's Bolt. This book was purchased for all participants. The author challenged everyone to assess their values and goals to build better internal and external relationships with others.