



District School Board Ontario North East

***2003
Annual
Report***

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Message From The Director of Education

The following Annual Report outlines the achievements of District School Board Ontario North East in the year 2003. It is a pleasure to present the report that describes the third year of the mandate of the trustees, who began their term in January 2001.



In September, 2003, the Board presented to the parents and staff a framework for ongoing Student Improvement – called “An Educational Partnership for the Future.” The framework focuses on five categories – school improvement, early years, at-risk, secondary pathways and assessment and evaluation. The partnership prioritizes commitment to programs, service, safety, accountability, leadership and staff development, and communications. The Rozanski Report provided the Board with the needed dollars to continue many of our programs and assisted in maintaining a vision of planning. It also permitted the Board to balance their budget in June 2003.

The trustees supported us in building on excellent relations with all employees and exciting new initiatives, ensuring the emphasis is always on putting students first. Our commitment to students is highlighted in the wide range of innovative programs designed to meet the needs of individual students through:

- Activities that take learning beyond the classroom
- Events designed to bring community, parents and school together
- Choice-based learning programs and opportunities
- Student Retention programs

In the Spring 2003, District School Board Ontario North East received word of funding to replace G.H. Ferguson Public School in Cochrane. Plans were immediately made to add on to Cochrane High School for the Ferguson grades of JK to 5. The shared section of Cochrane High School housing the Conseil scolaire catholique du district des Grandes Rivières will be renovated and become the new site for Commando Senior Public. This will give Cochrane a new education facility of JK-12. This new facility is under construction with the opening for September 2004.

Kirkland Lake Collegiate and Vocational Institute is a project proceeding with tenders and construction to begin in 2004. The opening is scheduled for September 2005. This continues to be an ongoing project with District School Board Ontario North East and Conseil scolaire catholique du district des Grandes Rivières. The sharing is an extension of a tradition where English and French share their learning facilities.

A copy of “An Educational Partnership for the Future” is attached. This report highlights the reasons why public education remains the first choice for education. We trust that those searching for leadership and education excellence will look first at our public schools.

There are many new challenges ahead. It is exciting to be leading District School Board Ontario North East into its direction of an ongoing partnership and helping the school system live up to its System priorities with continued commitment to their students. Every time I visit an Ontario North East Public school, I see outstanding and amazing activities. Each school is a powerful and exciting place to learn and a focus of pride for all of our District. Our public schools are the homes of successes, quality, and caring.

I hope you find this report a reflection of the great work being done in District School Board Ontario North East.

Linda L. Knight

Linda Knight
Director of Education

Corporate Identity

In 2003, we operated with two offices - one in New Liskeard and one in Timmins. The schools were reorganized into two families managed by two Superintendent of Schools. They oversee a total of 47 schools. The area is vast and is comparable to that of France. The Superintendents also manage the portfolios of Curriculum and Special Education plus negotiations of the teacher groups. The Director manages the portfolio of Information Technology and the Superintendent of Business and Finance oversees the negotiations of clerical and custodial groups. The Superintendent of Human Resources manages personnel issues and all negotiations.

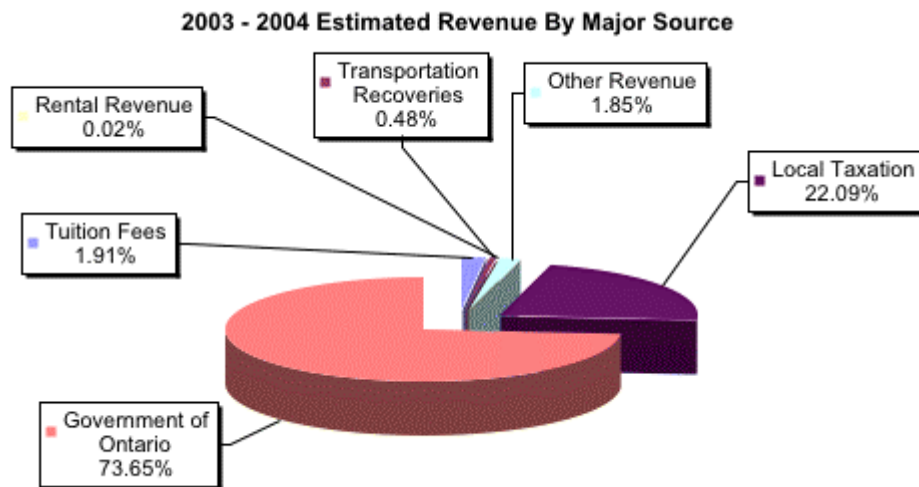


2003–2004 Budget Estimates

In June, the Board adopted its budget for the 2003-2004 school year in the amount of \$97,101,334. Details of the major revenue sources and expenditures by major function and object are as follows:

Revenue by Major Source

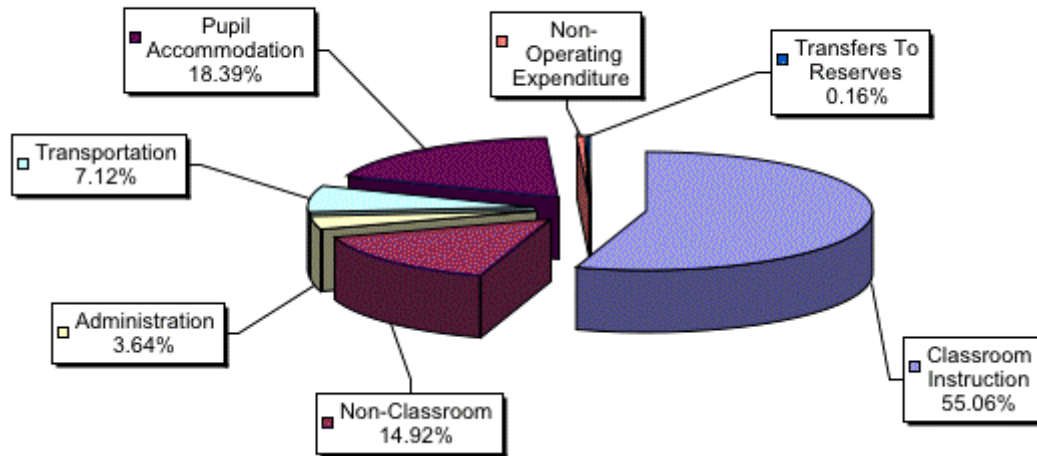
Government of Ontario	71,510,685
Local Taxation	21,444,956
Tuition Fees	1,857,256
Transportation Recoveries	470,500
Rental Revenue	19,975
Other	1,797,962
<i>Total</i>	\$ 97,101,334



Expenditure by Major Function

Classroom Instruction	53,461,138
Non-Classroom	14,486,224
Administration	3,535,012
Transportation	6,910,288
Pupil Accommodation	17,852,130
Non-Operating	697,678
Transfers To Reserves	158,864
<i>Total</i>	\$ 97,101,334

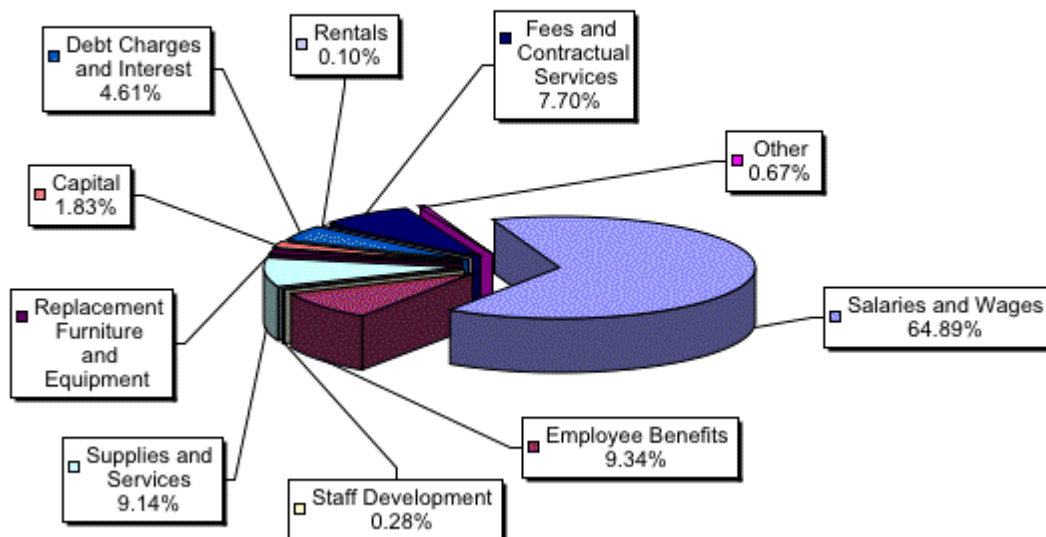
2003 - 2004 Estimated Expenditure by Major Function



Expenditure by Major Object

Salaries and Wages	63,011,729
Employee Benefits	9,066,007
Staff Development	273,205
Supplies and Services	8,877,841
Replacement of Furniture and Equipment	1,397,914
Capital Expenditure	1,773,380
Debt Charges and Interest	4,477,669
Rentals	96,162
Fees and Contractual Services	7,472,382
Other	655,045
<i>Total</i>	\$ 97,101,334

2003 - 2004 Estimated Expenditure by Major Object



Trustees

Listed below are the elected Trustees of District School Board Ontario North East for the calendar year of 2003.

Name of Trustee	Location Represented
Juergen Leukert (Chair)	Dymond 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
Saunders Porter	Iroquois Falls, Matheson
Albert Schaffer	Timmins

Student Trustee Senate Representatives

These are the Student Trustee Senate Representatives of District School Board Ontario North East for the 2002-2003 school year.

Name of Student	School Represented
Jennifer Howe	École Secondaire Cochrane High School
Andrew Schinkel	Englehart High School
Gabrielle Contant Michelle Dolbec	Hearst High School
Carine Huard Emma Côté	Iroquois Falls Secondary School
Jesse Kancir Shawn Zwaryczuk	Kapuskasing District High School
Jesse Bishop	Kirkland Lake Collegiate & Vocational Institute
Cara Copeland	Roland Michener Secondary School
Marie-Helene Beaulieu Josée Contant	Smooth Rock Falls Secondary School
Kelly Aggett Jordan Laurin	Timiskaming District Secondary School
Spencer Hughes Melissa Pasi	Timmins High & Vocational School

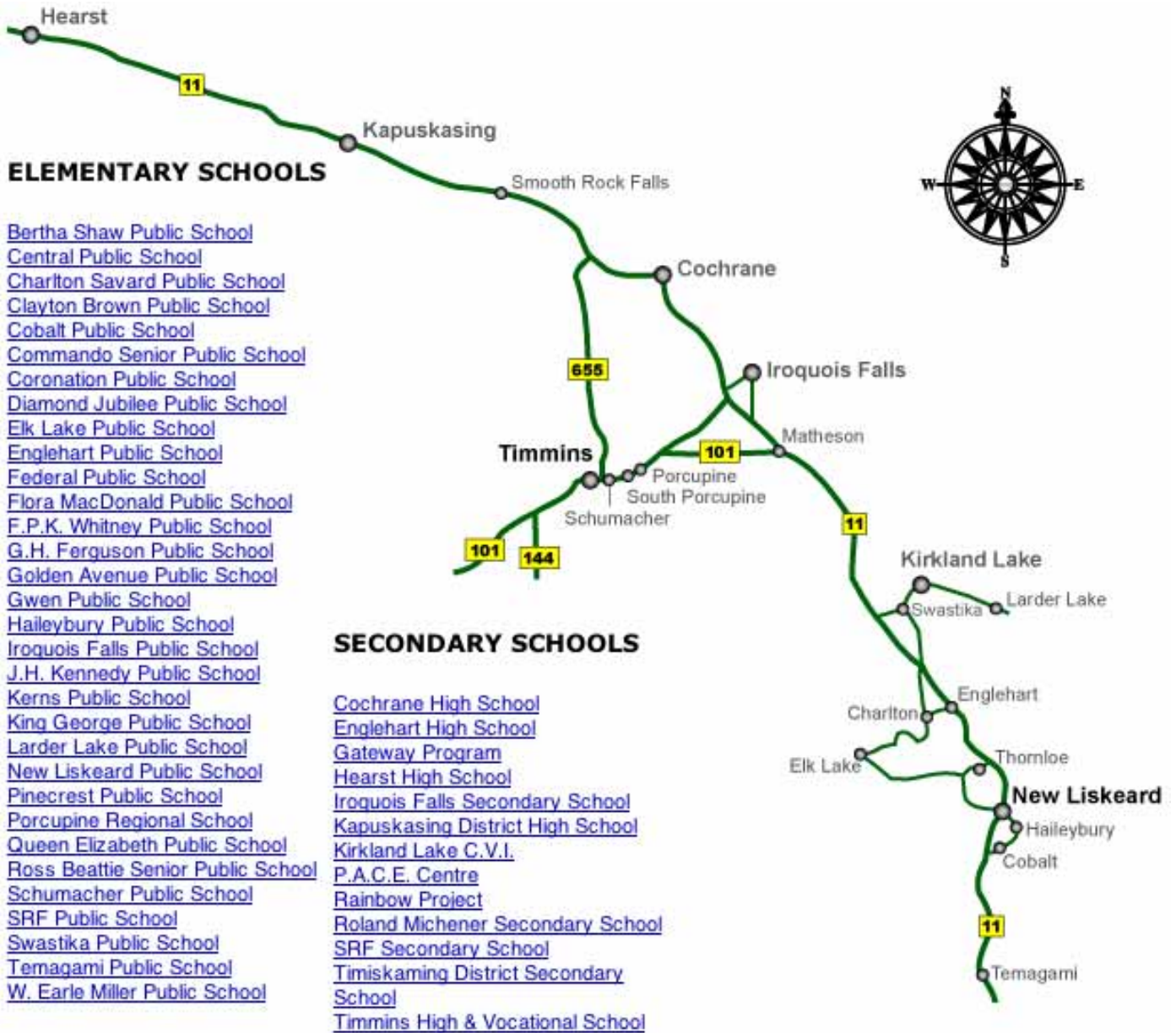
School Councils

School Councils operate in all schools under Regulation 2/00 and 613/00 Individual school council meetings are held in each school with principals and staff handling a variety of issues and projects.

The School Councils are part of our process in policy consultation. The commitment to "An Educational Partnership for the Future" brochure was presented to the school councils in the spring for consultation prior to final production.

The Board will continue to encourage the partnership of school councils in their advisory role, in its quest to continue student improvement, accountability of the educational system and the production of policies and procedures.

Map of The District



School Facilities

Kirkland Lake New School Project

The new school project planning, design and development are progressing very well. The project will be tendered in time to allow for an early spring, 2004 start on construction.

The cooperation between District School Board Ontario North East and Conseil scolaire catholique de district des Grand Rivières has been exemplary and the work of Critchley Delean Trussler Evans and Bertrand and ANO architects has been very innovative in designing a school that will provide an excellent learning environment for our students and take advantage of the cost savings and efficiencies in building the new school together, while at the same time respecting the unique cultures of our students and the communities we serve.

The final touches are being put on the sharing agreements between the Boards and are expected to be approved and signed in the very near future.

The project will inject an estimated \$28 million into the Kirkland Lake economy.

The school is scheduled to open in September 2005.

The cooperation between the two Boards has led to the reinforcement of the fact that publicly elected Boards who serve different linguistic and religious constituents can work together for the betterment of all providing that the right people are involved. Respect for and understanding of the differences in each others underlying basic values has led to this historic event for the residents of the Town of Kirkland Lake. Kirkland Lake will serve as an example for the rest of Ontario and Canada as to how dreams can be turned into reality if the will and desire to succeed are present.

A New JK to Grade 12 School For Cochrane

On October 3, 2003 Trustees of District School Board Ontario North East, along with members of its senior administration, school principals, project committee members, school council members and parents gathered on the site of the new school to mark the start of the construction of the new Junior Kindergarten to Grade 12 School facility.

Project completion will be the culmination of several years of planning and lobbying to see the replacement of G.H. Ferguson Public School and Commando Senior Public School. Both of these schools have served our students very well, however they have reached the end of their useful life as school facilities. Faced with very high future renovation costs in the near future, it became feasible to consider the construction of a new facility for G.H. Ferguson Public School in conjunction with the consolidation of Commando Senior Public School and Cochrane High School. The Ministry of Education agreed and funds were made available for the replacement of G.H. Ferguson.

The total construction budget is \$5.25 million. New construction will consist of an addition of some 23,550 square feet. The former portion of the school occupied by École secondaire catholique Jeunesse-Nord will be completely renovated. The cafeteria, change rooms, ventilation and air handling systems and roadways will be upgraded and new furniture purchased.

B. H. Martin Consultants will provide the architectural design and engineering services, while Cy Rheault Construction will be the general contractor for the project.

The school will be open for the 2004-2005 school year.

To date District School Board Ontario North East has provided new school facilities in Smooth Rock Falls, Iroquois Falls, Timmins and now Cochrane. Another major construction project, a new Grade 7 to Grade 12 School in Kirkland Lake is scheduled to open for the 2005-2006 school year.

These projects represent another step in developing "An Educational Partnership for the Future".

2002-2003 Planned Major School Projects

Major projects for the 2003-2004 school year include renovations to the science labs in both Timiskaming District Secondary School and Iroquois Falls Secondary School. Iroquois Falls Public School and Timiskaming District Secondary School will be made handicapped accessible as part of our ongoing plan to make our schools fully accessible to all. The Kapuskasing Education Centre's gym will receive upgraded flooring and lightning. Timmins High and Vocational School's auditorium lighting and curtains will be replaced.

Other projects include a fire code upgrade in Temagami Public School, the relocation of the front entrance, playfield drainage and fencing at Central Public School, window replacement at Joseph H. Kennedy Public School, playground levelling and drainage at Federal Public School, a painting facelift at Elk Lake Public School and office renovations at Bertha Shaw Public School.

The total amount budgeted for major maintenance projects is \$1,774,025.

Student Transportation

The Board, through its contracted bus operators, transports some 6,600 students to and from school each day. The Board spends \$6.9 million dollars annually to provide transportation services.

Student transportation throughout our board area, which stretches from Temagami to Hearst, is provided in partnership with our three coterminous Boards, Conseil scolaire de district catholique des Grandes Rivières, Northeastern Catholic District School Board and Conseil scolaire de district du Nord-Est de l'Ontario.

A Joint Student Transportation Policy has been developed by the Joint Transportation Liaison Committee, which consists of trustees and staff representing all four boards.

The Joint Transportation Liaison Committee meets on a regular basis to review and improve the current Student Transportation Policy to ensure that those students who require transportation services are served in the most efficient, effective and economical manner.



Human Resources

The Ministry of Education as part of its "Safe Schools" initiative directed school boards to undertake a criminal background check for Board employees. This was accomplished in partnership with the Ontario Public School Board Association (OPSBA). The OPSBA and other trustee associations created the Ontario Education Services Corporation (OESC). The Board in conjunction with the OESC completed criminal background checks for 1159 employees.

This year the Board approved the move from the WSIB schedule 1 to WSIB schedule 2 in the hopes of reducing our annual cost to provide insurance for injured workers.

The Board ratified an extension of the collective agreement for elementary school teachers ending August 30, 2003. Collective agreements were renewed for Custodial and Maintenance staff, Clerical and Secretarial staff and secondary school teachers in 2003.

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 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 web site:

- Attendance Management Policy
- Employee Criminal Background Check
- Police Records Check - Service Providers Policy
- Home Schooling Policy
- Physical Restraint Policy

The following policies have been revised:

- Students Travel/Field Trips Policy
- Violence Prevention Policy
- Police and School Protocol Policy
- Expulsion Policy

Policies being developed:

- Anti-Racism & Ethnocultural Policy
- Accessibility Policy
- Managing Aggressive Behaviour Policy

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 third annual 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 two separate functions, which took place in New Liskeard and Timmins.

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

Recognition of attendance for all staff who have been 0-3 days away. Certificates and a congratulatory letter were sent to those employees.

Professional Development

The training of lead math and reading teachers at the primary level has begun this year to help improve the reading and math performance of JK to grade 3 students, as measured by the annual province-wide test of grade 3 reading, writing and math. Under this strategy, all elementary schools across the province will have a teacher participate in the training in order to develop teacher expertise and consistency across the province. This strategy requires that every elementary school and the school board set goals for improvement and to report annually to parents on the progress made in meeting these goals.

Professional Development of all staff is necessary for the successful implementation of the 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. We are also pleased to announce that 14 online courses have been developed by our own teachers to allow for self-paced and easily accessible professional development. These courses can be accessed at: www.virtualcentre.ca.

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

Teacher Mentoring Program

As part of the Board's school improvement initiative orientation sessions for new teachers were held in Timmins and New Liskeard in August of this year. In October the Board organized a workshop for experienced teachers who volunteered to be mentors. The mentor program will provide new teachers with support, guidance and assistance during their first year of teaching. Research suggests that a mentor program improves teacher effectiveness and increases the retention of new teachers in the profession.

Curriculum

The continued implementation of the 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's initiatives have included Secondary School Reform initiatives, development of course profiles, applied math instructional strategies, the purchasing of math manipulatives for primary students, core French and immersion resources, as well as implementing the Early Reading Strategy. We have also implemented and continue to support an ambitious training program for intermediate teachers on later literacy. We continue to focus on electronic reporting procedures and unit planning, as well as elementary and secondary assessment practices.

Later Literacy

District School Board Ontario North East is committed to improved student learning and teacher training in reading strategies.

Following the successful February 2003 pilot of Later Literacy, an intense reading intervention program, training of classroom and special education teachers has continued. At least one person in each school of District School Board Ontario North East has been trained to deliver this specialized program. Initial results are very encouraging as significant student improvement in reading levels and math scores have been recorded.

In February 2004, the training model will be extended to encompass delivery of reading strategies for regular classroom teachers. Key teachers developed application strategies transferable and useful for all teachers. The initial pilot will involve secondary teachers of TH&VS, RMSS and IFSS and will be delivered by Board trainers. A similar elementary pilot will be established in the spring of 2004.

Section 20 Classroom

Section 20 of the General Legislative Grants provides for the provision of education services in facilities approved by the Child and Family Services Act and secure and open custody designated for the purpose of the Young Offenders Act. The Board currently provides educational services in facilities located in Cochrane, Monteith, Schumacher and Kirkland Lake.

Information Technology Services (ITS)

Better Budget Picture:

We have developed a planning and budgeting tool called the 5 Year Plan. Based on our school computer inventories, the Plan allows us to budget for the replacement of school and administrative computers over a 5 year rotation. This year, we have replaced computers in a number of elementary and secondary schools, and in administrative offices, starting with the oldest computers.

Video Conferencing:

We now have a total of 8 permanent video conference sites and 3 portable systems, strategically located in schools and Board Offices within our District. The systems continue to be used for meetings and training, and have provided us with substantial savings in travel costs and increased productivity. This is in addition to enhanced safety with the reduction of winter driving.

School Connect Implementations:

In less than a year, we have installed School Connect in 40 percent of our elementary schools, and we are testing the product in secondary schools. School Connect and the Unicentre family of software products, are allowing us to standardize our computer desktops in all schools, while increasing the remote manageability of these systems. We are already realizing a return on these investments, in reduced travel costs for tech support. As well, we can now install software remotely with the click of a mouse button, in our growing family of School Connect schools.

Replacement of Network Equipment:

With increased dependency on our Wide Area Network, comes increased pressure on the network equipment in our schools and offices. We have negotiated an agreement with Cisco Systems, to replace all network hardware in all of our schools and offices. This allows for immediate network performance increase, while spreading the costs comfortably over a number of years. The result is improved computer services for our students and staff, along with responsible budget management.

New Network Administrator:

Adam Kemp is our new Network Administrator. The position was created in order to bring in-house, a number of services that were previously contracted out. Adam's focus is the maintenance and improvement of the Wide Area Network, but he is also looking after school networks, security, and special projects.

Filtering - Web Sites and Email Spam:

We are continuing to investigate systems to protect our students and staff from Internet-borne threats, including email spam and offensive web sites. By employing filtering systems, we can reduce spam mail and restrict access to inappropriate internet sites. Our research will lead us to the most effective products for these purposes, and will also determine the time frame for implementation.

Maplewood Report Cards:

We have now standardized on Maplewood report cards in all of our secondary schools. As well, we are moving forward on centralizing the student data, for ease of access by Administration.

Theatre Renewal:

We have made numerous improvements to the William Dawson Theatre in Timmins High and Vocational School. We are also looking at similar improvements to the theatre in Iroquois Falls Secondary School. This reflects our commitment to the arts programs for our students, as well as the shared use of our facilities with the local communities.

Conclusion:

It has been a busy year full of changes and new projects in ITS, but we welcome new challenges. We will continue our role in Technology support, and pledge to do our best to provide reliable learning tools for our students, and effective communication tools for our staff and administration.

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 was expanded during the past year. With well over 200 students enrolled, many students completed courses for credit and for some it made it possible for 6 students to obtain their Secondary School Diplomas. 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.

The virtual learning initiative has also been extended to provide online professional development courses for teachers. Currently, 14 such courses are available, with the hope that as many as 45 courses will be available by June 2004.

The board is also exploring the possibility of twinning virtual learning courses with video conferencing equipment to provide students and teachers with some face-to-face experiences, especially in courses which are challenging to offer strictly online.

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

Students At-Risk Initiative

District School Board Ontario North East is committed to providing continued learning opportunities for all students.

On March 25 2003, the Ministry of Education and Training announced the addition of \$50 million to the Learning Opportunities Grant for 2003- 2004 to improve outcomes for students in Grades 7-12 who may be at risk of not achieving their educational goals. This announcement reflected the recommendations of the Report of the Education Equality Task Force in December 2002 and the Report of the Working Group on At-Risk Students in January 2003. As part of the ongoing \$50 million, a dedicated full-time board leader was to be hired to coordinate strategies supporting students at risk; this leader is responsible for working with the central board staff, and school staff to develop and implement annual Students At-Risk work plans focused on literacy and numeracy (2004) programs, school-to-work transition programs, and staff training.

District School Board Ontario North East seconded Principal Michelle Leigh to fill the role of the Students At-Risk Program Coordinator. Board leaders met with MET representatives and the members of the Expert Panels in June 2003 to discuss supports for students at risk, the implementation of the Ontario Secondary School Literacy Course, and policy details regarding this initiative.

Special Education

The Trustees, Administration, and staff of District School Board Ontario North East have continued their dedication to supporting programs and services to maximize the potential of exceptional students. As of September, the board now employs two Principals of Special Education. The two teacher diagnosticians positions have also been continued. The Superintendent responsible for Special Education coordinates with input of the special education and school principals, staffing to complement for meeting the needs of identified students within the school environment. The yearly review of programs, placements, services, and resources ensures that the board is endeavouring to maximize the educational success for exceptional students. The placements of Educational Assistants and Child and Youth Workers provide the additional individualized supports for a more intensive intervention for students in classrooms or alternative settings, as determined by the 1st process.

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 preparation of individual education portfolios for potential ISA students for cycle 5 of the process. It is hoped that the validation by the Ministry of Education for Special Education staff, will enhance the current funding allotment.
- The dedication of a portion of the Special Education budget to employ a registered psychologist with Prior Lyndar and Associates on a contract basis.
- The continued partnership of our Board with the Integrated Services for Northern Children section of the Ministry of Community and Social Services providing teacher diagnosticians for the public and Catholic, English school systems.
- The new formatting of the Annual Board Plan for Special Education to meet Ministry Directives.
- The establishment of a Managing High Behaviour Needs Committee.
- Train Board "trainers" using the Understanding and Managing Aggressive Behaviour mode to support staff for interactions for identified and non-identified students.

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

Alternative Education

The Board operates four Alternative Education Programs. Gateway is located in Haileybury and works in conjunction with Timiskaming District Secondary School. Rainbow is located at Kirkland Lake Collegiate and Vocational Institute. P.A.C.E. (Programs in Alternate and Continuing Education) is affiliated with Timmins High and Vocational School. The Alternative School in Iroquois Falls is located in a storefront location in the downtown area and is closely tied to Iroquois Falls Secondary School.

These educational sites offer programs by computer, regular classes, correspondence courses, and Independent Learning Courses. All sites invite adolescents or adults to part-time or full-time studies. Students can upgrade or take secondary courses that lead to an Ontario Secondary School Diploma.

The Alternative Education Programs also work with the Human Resources Department of the Federal Government, Job Connect, and Ontario Works in helping attending students acquire the courses necessary for job postings, 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.

The Board has focused on literacy and numeracy programs this year. The program "Later Literacy" has been implemented in all schools with professional development of teachers continuing. For numeracy programs, we have invested in some new texts and manipulatives to enhance student learning.

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 is in its second 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 that is at the geographical centre of the Board's jurisdiction. Other grades are encouraged to take advantage of the facility for day programs.

The secondary schools are involved in our Camp Bickel partnership through Broad-Based Technology. The schools are constructing dorms and furniture. This type of learning brings great pride to our students, staff and Board.

French As A Second Language

District School Board Ontario North East is committed to providing quality French as a Secondary Language that is responsive to local community needs. French as a Second Language is available from Junior Kindergarten to secondary school as both Core French programs in regular English Language classrooms and as French Immersion programs in either Early or Later Immersion settings.

This past year, the Board was able to purchase new reading anthologies for all Immersion students in Grades 1 to 3. Teachers were provided with an assessment tool to support early literacy skills in French.

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.

School/College/Work Initiative

At the present time, over half of our secondary school graduates enter directly into the workforce. In an effort to encourage greater numbers of our young people to take advantage of the opportunities that are available in our community college, District School Board Ontario North East partnered with the Northeastern Catholic District School Board and Northern College.

A workshop called "Destination College: Pathways to the Future" was organized in May to bring secondary teachers of Math, Business, and Computers together with related College Professors. The goal was to ensure an alignment of courses between secondary schools and the college. The College and secondary staff members met to develop clear secondary pathways to Northern College in the following areas: Bachelor of Science in Nursing, Paramedic Program, Architectural Technology, Civil Engineering Technology, Business, and Veterinary Technician. This project will be a multi-year initiative.

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) Mattagmi
- 4) Taykwa Tagamou Nation
- 5) Attawapiskat
- 6) Matachewan
- 7) Wahgoshig
- 8) Kashechewan
- 9) Notre Dame, Quebec
- 10) Bear Island
- 11) Peawanuck

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 2003-2004 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.

The First Nations Advisory Committee appointed Howard Archibald for another three year term as trustee.

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 50 teachers were actively involved in L.O.G.-O.N. to Leadership this year. Each person was interviewed by members of the L.O.G.-O.N. to Leadership Committee to determine the goals and interests of participants. During the course of the year, questions and scenarios were posted on the Board's Virtual Learning site and participants were invited to submit comments and suggestions as to how they might address the issues being discussed. Then intent was to encourage participants to consider how they might handle a variety of situations if they had leadership responsibilities.

Members were also encouraged to begin or expand their Professional Portfolios.