

Holy Spirit Catholic School Division

**Board Meeting
St. Basil Catholic Education Centre
Wednesday, January 24, 2024
6:00 p.m.**

AGENDA

The public is welcome to join the Board of Trustees Regular Meeting in person at St. Basil Catholic Education Centre.

A. CALL TO ORDER

- A.1 Board Chair
- A.2 Prayer (St. Joseph School, Coaldale) – Trustee Frances Cote

B. ACTION ITEMS

- a) Approval of Agenda
 - b) Approval of Previous Minutes
 - i) December 20, 2023 Regular Board Meeting
 - c) Business Arising/Unfinished Business from the Minutes
- B.1 CUPE 1825 Negotiations Committee Representation

C. POLICY REVIEW

- C.1 Policy 11: Staff Code of Conduct
- C.2 Policy 12: Teaching Staff Reduction
- C.3 Policy 19: Conflict of Interest and Nepotism

D. ADMINISTRATIVE REPORTS

- D.1 Superintendent's Report
- D.2 Deputy Superintendent's Report
- D.3 Secretary Treasurer's Report

E. BOARD REPORTS

- E.1 Board Chair's Report
- E.2 ACSTA Report
- E.3 ASBA Report
- E.4 GrACE Report

F. ADVOCACY

- F.1 Individual Trustee Advocacy
- F.2 School Council Advocacy

G. INFORMATION ITEMS

- G.1 Correspondence from the Minister of Education
- G.2 Alberta Education Assurance Surveys
- G.3 Blueprints and SPICE Conferences
- G.4 Holy Spirit Social Media Analytics Report
- G.5 2022 Programme for International Student Assessment
- G.6 Secret Service / Lethbridge Police Threat Assessment Presentation
- G.7 Director of Learning Update
- G.8 Director of Religious Education Update
- G.9 Director of Support Services Update
- G.10 First Nations, Métis and Inuit Education Update
- G.11 Enrolment Data Update

H. ADJOURNMENT

<p>CALL TO ORDER OPENING PRAYER</p> <p>Approval of Agenda</p> <p>Previous Minutes</p> <p>Business Arising from the Minutes</p> <p>PRESENTATION Jordan's Principle</p> <p>Infrastructure Maintenance and Renewal Update</p>	<p>Present</p> <p>10475/1223 Bob Spitzig</p> <p>10476/1223 Cheralan O'Donnell</p>	<p>MINUTES OF THE REGULAR MEETING OF THE BOARD OF TRUSTEES OF THE HOLY SPIRIT ROMAN CATHOLIC SEPARATE SCHOOL DIVISION, HELD AT THE ST. BASIL CATHOLIC EDUCATION CENTRE ON WEDNESDAY, DECEMBER 20, 2023, COMMENCING AT 3:16 P.M.</p> <p>BOARD Board Chair Carmen Mombourquette Vice Chair Thomas Machacek Trustee Frances Cote Trustee Tricia Doherty Trustee Blake Dolan Trustee Linda Ellefson Trustee Roisin Gibb Trustee Cheralan O'Donnell Trustee Bob Spitzig</p> <p>ADMINISTRATION Superintendent of Schools Ken Sampson Recording Secretary Rhonda Kawa</p> <p>Regrets Deputy Superintendent Michelle MacKinnon Secretary-Treasurer Lisa Palmarin</p> <p>Board Chair Carmen Mombourquette called the December 20, 2023 Regular Board Meeting to order at 3:16 p.m. He acknowledged that the land on which we stand is the traditional territories of the Blackfoot Nations and the people of the Treaty 7 region in southern Alberta. Trustee Blake Dolan led the Board in reciting the opening prayer provided by students from St. Michael's School, Pincher Creek.</p> <p>M/C That the agenda for the December 20, 2023 Board Meeting be approved, as amended.</p> <p>The following items were added to the agenda:</p> <p>B.3 ACSTA Symposium B.4 Professional Conduct & Competency General Panel F.2 St. Michael's School, Bow Island Rural Small School Grant F.3 St. Michael's School, Bow Island Meeting Update</p> <p>M/C That the minutes of the November 29, 2023 Regular Meeting of the Board be approved, as presented.</p> <p>There was no business arising from the minutes.</p> <p>Director of Religious Education Aaron Skretting and Director of Support Services Crystal Lothian spoke to the grant Holy Spirit Catholic School Division received from Jordan's Principle. Jordan's Principle is federal funding for the needs of First Nations, Métis and Inuit students so they can access the products, services and supports necessary. As a division, the grant was applied for and close to six hundred (600) students were identified in Holy Spirit Catholic School Division. The division received a grant of 1.7 million dollars this year and was approved for a total of three (3) years.</p> <p>Plant Operations Coordinator Vivien Kossuth provided a review of the Infrastructure Maintenance and Renewal projects that have occurred throughout the division. She outlined to the Board how the Maintenance department operates, the priorities and how projects are managed.</p>
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December 20/23: page 2		
<p align="center">Continuous Improvement Plan Quarterly Review</p>		<p>Superintendent Ken Sampson provided a quarterly review of the Board’s Continuous Improvement Plan and highlighted the ongoing work of our division in terms of addressing our Board Strategic Priorities through the lens of the Collaborative Response Model.</p>
<u>ACTION ITEMS</u>		
<p>Board Faith Retreat</p>	<p align="center">B.1</p>	<p>As part of the Board’s Work Plan, an annual Faith Retreat is scheduled to enhance Trustee faith formation.</p>
	<p align="center">10477/1223 Tricia Doherty</p>	<p>M/C That the Board of Trustees schedules the Board Faith Retreat for January 24, 2024 from 9:00 a.m. to 12:00 p.m..</p>
		<p>Director of Religious Education Aaron Skretting will facilitate the retreat.</p>
<p>Appointment of Auditor</p>	<p align="center">B.2</p>	<p>The Board must appoint a new auditor as the terms for that appointment have now expired.</p>
	<p align="center">10478/1223 Tom Machacek</p>	<p>M/C That the Board of Trustees appoints the accounting firm of KPMG as Holy Spirit Catholic School Division’s Auditor for the 2023/2024, 2024/2025, 2025/2026, 2026/2027, 2027/2028 fiscal years.</p>
<p>ACSTA Symposium</p>	<p align="center">B.3</p>	<p>ACSTA will be holding a Symposium called, “<i>Teachers as Missionary Disciples: Forming Witnesses for Catholic Schools</i>” on February 9-10, 2024 in Edmonton, Alberta. ACSTA has asked Boards to sponsor up to ten (10) delegates to attend the symposium.</p>
	<p align="center">10479/1223 Bob Spitzig</p>	<p>M/C That the Board of Trustees supports the paying of the registration fees for the ACSTA Symposium: Teachers as Missionary Disciples: Forming Witnesses for Catholic Schools held in Edmonton, Alberta on February 9-10, 2024, up to a total of \$1000.00.</p>
<p>Professional Conduct & Competency General Panel</p>	<p align="center">B.4</p>	<p>At present, teacher complaints are handled by a Professional Conduct & Competency General Panel. A review of the process has brought to the forefront concerns which will be brought to the Minister of Education.</p>
	<p align="center">10480/1223 Bob Spitzig</p>	<p>M/C That the Board of Trustees directs Board Chair Carmen Mombourquette to pen a letter to the Minister of Education regarding the fundamental concerns about the teacher complaint process.</p>
<u>POLICY REVIEW</u>		
<p>Policy 5: Role of the Board Chair</p>	<p align="center">C.1</p>	<p>The Board reviewed <i>Policy 5: Role of the Board Chair</i> and determined that no changes were required at this time.</p>
	<p align="center">10481/1223 Linda Ellefson</p>	<p>M/C That the Board of Trustees approves <i>Policy 5: Role of the Board Chair</i>, as presented.</p>
<p>Policy 6: Role of the Vice Chair</p>	<p align="center">C.2</p>	<p>The Board reviewed <i>Policy 6: Role of the Vice Chair</i> and determined that no changes were required at this time. A change was suggested that item #6 should be revised to say that the vice chair shall review and approve the Trustee remuneration and expense claims.</p>
	<p align="center">10482/1223 Tricia Doherty</p>	<p>M/C That the Board of Trustees approves <i>Policy 6: Role of the Vice Chair</i>, as amended.</p>
<p>Policy 10: Board Delegation of Authority</p>	<p align="center">C.3</p>	<p>The Board reviewed <i>Policy 10: Board Delegation of Authority</i> and determined that no changes were required at this time.</p>
	<p align="center">10483/1223 Roisin Gibb</p>	<p>M/C That the Board of Trustees approves <i>Policy 10: Board Delegation of Authority</i>, as presented.</p>

December 20/23: page 3		
<u>ADMINISTRATIVE REPORTS</u>		
Superintendent's Report	D.1	The Board reviewed the Superintendent's December 20, 2023 Report.
	10484/1223 Tricia Doherty	M/C That the Board of Trustees receives and files the Superintendent, Deputy Superintendent and Secretary Treasurer Reports for December 20, 2023.
Deputy Superintendent's Report	D.2	The Board reviewed the Deputy Superintendent's December 20, 2023 Report.
Secretary Treasurer's Report	D.3	The Board reviewed the Secretary Treasurer's December 20, 2023 Report.
<u>BOARD REPORTS</u>		
Board Chair's Report	E.1	Board Chair Carmen Mombourquette provided a report about recent correspondence, planning, events, and activities.
	10485/1223 Cheralan O'Donnell	M/C That the Board of Trustees receives and files the Board Chair, ACSTA, ASBA, GrACE, PCCELC, and TBAC Reports for December 20, 2023.
ACSTA Report	E.2	Trustee Linda Ellefson, Board representative to the ACSTA, provided a report to the Board regarding recent business, events and activities.
ASBA Report	E.3	Trustee Cheralan O'Donnell, Board representative to the ASBA, provided a report to the Board regarding recent business, events and activities.
GrACE Report	E.4	Trustee Linda Ellefson and Tricia Doherty, Board representatives to the GrACE committee, provided a report to the Board regarding recent GrACE business, events and activities.
PCCELC Report	E.5	Trustee Bob Spitzig, Board representative to the PCCELC committee, provided a report to the Board regarding recent PCCELC business, events and activities.
TBAC Report	E.6	Trustees Blake Dolan, Bob Spitzig and Frances Cote, Board representatives, to the TBAC committee, provided a report to the Board regarding recent TBAC business, events and activities.
<u>ADVOCACY</u>		
Individual Trustee Advocacy	F.1	Each Trustee provided a written report about the activities they have been engaged in to advocate for the Board and school division over the past month.
	10486/1223 Linda Ellefson	M/C That the Board of Trustees receives and files individual Trustee Advocacy Reports for December 20, 2023.
School Council Advocacy	F.2	School Council Advocacy is a forum to address key topics and to provide a bridge for information to be shared between school councils and the Board of Trustees. Trustee Tom Machacek brought forth an inquiry by St. Michael's School, Bow Island school council regarding the rural small school grant and when was the last time this grant was increased by the government. Superintendent Ken Sampson will look into this and come back with an answer. Trustee Tom Machacek has reached out to the local MLA for an answer as well.
St. Michael's School, Bow Island Meeting Update	F.3	On December 18, 2023, Board Chair Carmen Mombourquette, Vice Chair Tom Machacek and Superintendent Ken Sampson met with St. Michael's School, Bow Island school council, staff and community members to discuss the operational realities for the school and the division.
<u>INFORMATION ITEMS</u>		
Early Registration 2024/2025	G.1	The Board reviewed a sample of the 2024/2025 Early Registration advertising campaign that will be launched in January. New student registration officially begins on February 1, 2024.

<p>December 20/23: page 4</p> <p>Annual Education Assurance Results Report Summary 2022/2023</p> <p>IMR Update</p> <p>Director of Learning Update</p> <p>Director of Religious Education Update</p> <p>Director of Support Services Update</p> <p>First Nations, Metis and Inuit Education Update</p> <p>Holy Spirit Stars</p> <p>Enrolment Data Update</p> <p>ADJOURNMENT</p>	<p>G.2</p> <p>G.3</p> <p>G.4</p> <p>G.5</p> <p>G.6</p> <p>G.7</p> <p>G.8</p> <p>G.9</p> <p>10487/1223 Bob Spitzig</p>	<p>The Board reviewed the summary of the 2022/2023 Annual Education Assurance Results Report. The summary has been placed on the division website as well as a press release was sent out to all media outlets throughout the division.</p> <p>Prepared for Board information was an Infrastructure Maintenance and Renewal (IMR) Update that provided details on the various projects undertaken in the division this school year.</p> <p>Carmen Larsen, Director of Learning, provided a report to the Board, apprising them of recent division activity related to Learning.</p> <p>Aaron Skretting, Director of Religious Education, provided a report to the Board, apprising them of recent division activity related to Religious Education.</p> <p>Crystal Lothian, Director of Support Services, provided a report to the Board, apprising them of recent division activity related to the Support Services.</p> <p>Aaron Skretting, Director of Religious Education, provided a report to the Board, apprising them of recent division activity related to First Nations, Métis and Inuit Education.</p> <p>The Board reviewed the activities and achievements of the division's students and staff over the past month.</p> <p>The Board received the division enrolment report for November 2023.</p> <p>M/C That the Board of Trustees adjourns the Regular Board Meeting of December 20, 2023 at 5:54 p.m.</p> <p>_____</p> <p>Board Chair</p> <p>_____</p> <p>Secretary-Treasurer</p>
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Board Meeting Prayer

Dear God, thank you for gathering us here today. We ask that your presence among us today enriches us and fills our hearts with understanding and wisdom. Please help us make wise decisions that will guide our schools to grow in the knowledge of Christ. Please be with all people faced with poverty, sickness, war, and difficulties that may go unnoticed. Help them see your light shining through. May the decisions made in this meeting be useful to our students and teachers. We ask this through Christ our Lord.

Amen.

ACTION NO: B.1

January 24, 2024

BOARD AGENDA ACTION ITEM

TO: Board of Trustees

FROM: Carmen Mombourquette, Board Chair

SUBJECT: CUPE 1825 Negotiations Committee Representation

ORIGINATOR: Carmen Mombourquette, Board Chair

BACKGROUND

1. Presently the CUPE 1825 Negotiations Committee Trustee representatives consists of Board Chair Carmen Mombourquette, Trustee Blake Dolan (Committee Chair) and Trustee Bob Spitzig.
2. Due to a conflict of interest, Board Chair Carmen Mombourquette has asked to be excused from the committee and a new representative be appointed in his place.

RECOMMENDATION

That the Board of Trustees appoint a new representative for the CUPE 1825 Negotiations Committee to serve along with Trustees Blake Dolan and Bob Spitzig (*pending discussion*).

PR NO: C.1

January 24, 2024

BOARD AGENDA POLICY REVIEW

TO: Board of Trustees

FROM: Board Chair

SUBJECT: Policy 11: Staff Code of Conduct

ORIGINATOR: Board Chair

BACKGROUND

1. *Policy 11: Staff Code of Conduct* and all associated appendices, are brought forward for Board review and discussion with respect to the need to revise or modify, if required.
2. A copy of the Board's Mission, Vision, and Values is attached with this policy. All policy review should be conducted on the basis of how each reflects the statements made in the Board's Mission, Vision, and Values.
3. The Board will find attached a Policy Review Template, which will facilitate the Board's thorough review of this policy.

RECOMMENDATION

That the Board of Trustees accepts *Policy 11: Staff Code of Conduct* and associated appendices, as presented.

ARTICULATING OUR PURPOSE



"Creativity" by the Staff and Students of St. Patrick Fine Arts Elementary – 2009/2010

HOLY SPIRIT CATHOLIC SCHOOLS' MISSION STATEMENT

The mission or purpose represents the fundamental reason for the organization's existence.

"What are we here to do together?"

It includes all of the elements of our purpose so we can ensure that our vision and goals clearly reflect our mission.

We are a Catholic Faith Community,
dedicated to providing each student entrusted to our care,
with an education rooted in the
Good News of Jesus Christ.

Guided by the Holy Spirit,
in partnership with home, parish and society,
our schools foster the growth of responsible citizens
who will live, celebrate and proclaim their faith

Our Catholic faith is the foundation of all that we do

THE VISION OF HOLY SPIRIT CATHOLIC SCHOOLS

A vision is a picture of the future you seek to create, described in the present tense, as it were happening now.

It shows where we want to go, and what we will be like when we get there.

*A vision gives shape and direction to the organization's future
and it helps people set goals to take the organization closer to it.*

Holy Spirit Catholic Schools...
Christ-centered learning communities
where students are cherished and achieve their potential.

VALUES AND CORE COMMITMENTS

Values are the beliefs that reflect our mission and guide our actions on our progress to our vision.

Core commitments are not goals; they are the actions we are committed to performing in every aspect of our organizational life.

WE VALUE

OUR CORE COMMITMENTS TO THE VALUE

ALL GOD'S
CHILDREN

- We nurture the inherent spiritual, moral, intellectual, social, creative, physical, and emotional giftedness of everyone in our schools.
- We honour diversity.
- Our schools provide a welcoming safe and accepting sanctuary.

EXCELLENCE IN
LEARNING

- We provide opportunities for all students to discover and become the persons God created them to be.
- We will implement best practices in education to support the learning needs of all students.
- We support and encourage the continued professional growth and reflective practice of all staff.
- We will promote continuous improvement in all schools and areas of the division to foster high quality Catholic education.

SACRAMENTALITY

- We see God and the wonder of God's work in everything we do and in all the people we encounter.
- As disciples of God, we model Christ to the world.
- We celebrate the presence of God in our schools through prayer, liturgy and symbols of our faith.
- We practice Christian fellowship.
- We promote and practice social justice, based on the teachings of Jesus Christ.
- We believe in the importance of the sacraments and encourage the participation of our students and their families in parish life.

OUR
COLLABORATIVE
COMMUNITY

- We share the responsibility of education with our students, staff, parents, parish and the community at large.
- We encourage and appreciate the active involvement of all who share in the mission of educating students in our schools.
- We are committed to engaging our stakeholders, and will be receptive to and respectful of their input.

MINISTRY

- We employ people who share our commitment to our Catholic faith and the promotion of Gospel values so that our schools provide living witness to Jesus Christ.
- We honour the commitment and effort our staff members provide to Catholic education.
- We actively participate in the mission of the Church.
- We provide opportunities for faith development.
- We encourage and support the constitutional right to Catholic education.

STEWARDSHIP

- We respect and protect God's creation.
- We ensure that our resources and efforts best serve the needs of all our students.
- We are accountable to our supporters and will operate in a fiscally responsible manner.
- We ensure that decisions are both fact and policy driven.
- We support and provide processes which promote fair and objective decision-making through a Catholic perspective.
- We are open and transparent.



Policy Review Template

Source Document: *Policy 8: Policy Making*

Policy under review: *Policy 11: Staff Code of Conduct*

Date: January 24, 2024

Upon review, does this policy require amendment? Yes No

Nature of/reason for amendment?

Other implications or considerations?

STAFF CODE OF CONDUCT

A positive learning environment, where employees are unencumbered in performing their duties for the benefit of students, is a prerequisite to an effective school system. Respect for self and others, contributing to the common good, accepting accountability for one's own actions, seeking and granting forgiveness, acting morally, ethically and legally as a person formed in the image of God, and the promotion of self-discipline are behaviours integral to fulfilling the mission of Holy Spirit Catholic Schools. Catholic schools are mandated to provide to their students a fully-permeated Catholic education that is Christ-centred, an instrument of the Catholic Church, dedicated to the development of the students as a whole person, mentally, physically, and spiritually. Since Catholic schools exist to affirm the growth and worth of people, and model for students' social and human relationships that will fulfill this outcome, a standard for the code of conduct of employees is of utmost importance.

It is from this foundation that a distinctive vision of the call for desired behaviours of employees within our Catholic schools develops and emerges. As Pope John Paul II reminds us:

Community is at the heart of all Catholic education, not simply as a concept to be taught, but a reality to be lived. (To Teach as Jesus Did, 1972, #23)

To this end, everyone employed by the Board within the Holy Spirit Catholic School Division has the responsibility to:

1. Support achieving the mission and educational goals established by the division and the school.
2. Convey through word and action respect for the legitimate actions and responsibilities of students, parents, teachers, support staff, trustees, administrators, and all other employees.
3. Understand the organizational structure of the school division, the rationale for inherent authority within this structure, and communication and actions that are necessary to preserve its purpose.
4. Act within the school division's Communication Protocol (See Policy 3, Appendix B).
5. Exhibit professional behaviour by showing positive examples of preparedness, communication, punctuality, attendance, language, and appearance.
6. Maintain a safe and caring learning environment for all, free from all types of harassment, intimidation, bullying, substance abuse, physical violence, mental or emotional abuse, and/or any other forms of inappropriate conduct.
7. Ensure actions and language are free from bias or discrimination towards (but not limited to) race, religious beliefs, colour, gender, sexual orientation or identity, physical or mental limitations, ancestry / place of origin, marital status of parents or family circumstances.

8. Act within the employment standards prescribed by legislation, contracts of employment, affiliated professional associations, and the divisional policy / administrative procedure framework.
9. Conduct oneself so as to sustain a positive and hopeful view of the work of others, so as to further the greater objective of employees being unencumbered in the pursuit of their goals, roles, and responsibilities.

Legal References: *Sections 33, 198, 201, 218, Education Act*
ATA Code of Conduct
Employment Standards Code
Section 23, Teaching Profession Act
Canadian Charter of Rights and Freedoms
Supporting Safe, Secure and Caring Schools in Alberta (1999)

PR NO: C.2

January 24, 2024

BOARD AGENDA POLICY REVIEW

TO: Board of Trustees

FROM: Board Chair

SUBJECT: Policy 12: Teaching Staff Reduction

ORIGINATOR: Board Chair

BACKGROUND

1. *Policy 12: Teaching Staff Reduction*, is brought forward for Board review and discussion with respect to the need to revise or modify, if required.
2. A copy of the Board's Mission, Vision, and Values is attached with this policy. All policy review should be conducted on the basis of how each reflects the statements made in the Board's Mission, Vision, and Values.
3. The Board will find attached a Policy Review Template, which will facilitate the Board's thorough review of this policy.

RECOMMENDATION

That the Board of Trustees accepts *Policy 12: Teaching Staff Reduction*, as presented.



Policy Review Template

Source Document: *Policy 8: Policy Making*

Policy under review: *Policy 12: Teaching Staff Reduction*

Date: January 24, 2024

Upon review, does this policy require amendment? Yes No

Nature of/reason for amendment?

Other implications or considerations?

TEACHING STAFF REDUCTION

The Board is committed to ensuring that a high quality educational program is available to students by employing as many staff members as the financial resources of the Board will permit. However, reductions in the number of staff may be required from time to time as a result of the resources available to the Board and the requirements of the educational program and services provided.

Specifically

Reduction in the number of teaching staff members will be undertaken in accordance with the following:

1. A reduction in the number of teachers employed in the division may be considered by the Board when the division's ability to provide educational services has been, or will be, affected by any or more of the factors listed below:
 - 1.1 Student enrolments — both current and projected.
 - 1.2 Government and/or local financial support for education.
 - 1.3 Student educational needs.
 - 1.4 New and/or revised curricula.
 - 1.5 Changes in the function of existing physical facilities.
 - 1.6 Other factors that may be considered relevant by the Board.
2. The Superintendent may apply this policy as deemed appropriate on a school-by-school or jurisdiction-wide basis, or in a geographic region of the school division.
3. Should a reduction in the number of teaching staff members become necessary, the Board shall make every effort to effect the reduction through, first, voluntary attrition, resignation, retirement, voluntary transfer, or changes in employment status (i.e. Reduction in FTE), and second, transfer of staff to other assignments.
4. If voluntary or normal attrition and transfer does not result in the required number of staff reductions, the Board will terminate contracts of employment in accordance with the following criteria, listed in priority:
 - 4.1 Teachers on temporary contracts of employment will be the first to be released.
 - 4.2 Teachers on probationary or interim contracts may be released through the expiration of the terms of their current contracts.
 - 4.3 The appropriateness of the academic and experience qualifications and the application of such qualifications to the needs and programs of the division.
 - 4.4 The relative assessed competence of the staff member based upon the written performance appraisals by the division's administrative and supervisory staff.

- 4.5 The philosophical requirements and demands for teaching in a Catholic school system.
- 4.6 The staffing requirements of the division.
- 4.7 Where personal qualification and experience, program needs, relative competence and commitment to Catholic education are deemed equal, then years of service with the division will be the determining criterion. Years of service will be calculated from the first day of employment on a continuous contract and will include maternity and sick leaves only.
5. Notwithstanding the above, teachers on temporary, probationary, or interim contracts may be retained and continuous contract teachers released if the teacher holds a specialized teaching assignment. For example, in the areas of second language, special programming, counseling, specialized career and technology studies, fine arts, and essential core subjects at specific grade levels, it may be necessary to retain teachers on temporary, interim and probationary contracts in order to maintain these programs.
6. The Deputy Superintendent of Schools is responsible for applying the criteria noted in 4 above and for recommending to the Superintendent of Schools which contracts of employment should be terminated.
7. When the Deputy Superintendent has determined which continuous contracts of employment will be recommended to the Superintendent for termination, the Deputy Superintendent shall inform each of the teachers, in writing, of:
 - 7.1 The recommendation to terminate the contract of employment and the reason for the recommendation.
 - 7.2 The date, time and location of a meeting at which the Superintendent will consider the recommendation.
 - 7.3 The right of the teacher to attend the meeting referenced in 7.2 and make representations to the Superintendent.
 - 7.4 The right to seek representation from the Alberta Teacher's Association and legal counsel.
8. Recommendations to terminate teacher contracts of employment should be provided to the Superintendent at least sixty calendar days prior to the conclusion of a semester or a school term. However, it is recognized that if there are circumstances that make adhering to this time line impractical and unreasonable the Superintendent will consider these recommendations.
9. The Superintendent's decision with respect to teaching staff reduction and any resulting termination of teachers' contracts of employment is a final decision and there will be no procedural right of appeal of such decisions by the Superintendent to the Board. The right of appeal of such decisions by the Superintendent will be to the Board of Reference as contemplated by Division 5, Section 231 of the *Education Act*.
10. The Board is not required to assign a teacher whose contract of employment has been terminated to any vacant position.

Legal References: Sections 33, 196, 197, 204, 205, 206, 207, 209, 210, 211, 212, 214, 215, 217, 218, 219, 232, *Education Act*

PR NO:

C.3

January 24, 2024

BOARD AGENDA POLICY REVIEW

TO: Board of Trustees

FROM: Board Chair

SUBJECT: Policy 19: Conflict of Interest and Nepotism

ORIGINATOR: Board Chair

BACKGROUND

1. *Policy 19: Conflict of Interest and Nepotism*, is brought forward for Board review and discussion with respect to the need to revise or modify, if required.
2. A copy of the Board's Mission, Vision, and Values is attached with this policy. All policy review should be conducted on the basis of how each reflects the statements made in the Board's Mission, Vision, and Values.
3. The Board will find attached a Policy Review Template, which will facilitate the Board's thorough review of this policy.

RECOMMENDATION

That the Board of Trustees accepts *Policy 19: Conflict of Interest and Nepotism*, as presented.



Policy Review Template

Source Document: *Policy 8: Policy Making*

Policy under review: *Policy 19: Conflict of Interest and Nepotism*

Date: January 24, 2024

Upon review, does this policy require amendment? Yes No

Nature of/reason for amendment?

Other implications or considerations?

CONFLICT OF INTEREST AND NEPOTISM

All trustees and employees shall be cognizant of standards relevant to “nepotism” within the workplace, and engage in leadership practices and communication so that conflicts inherent with this concept may be alleviated. Such standards are outlined further within this document.

Definitions

Conflict of Interest	a situation in which an employee/trustee whose private interests, or the private interests of a relative or an associate, might benefit from the employee/trustee’s actions or influence as an employee/trustee of the division.
Pecuniary Interest	refers to monetary conflict of interest. A pecuniary interest is said to exist where an individual employee/trustee is involved in decisions that would have a positive or negative financial impact on the personal circumstances of the employee/trustee and his or her spouse/partner.
Associate	an individual or organization with whom an employee/trustee has any personal or pecuniary interest.
Nepotism	favouritism shown to relatives in bestowing employment or conferring privileges.
Relative	refers to an employee/trustee’s child, sibling, parent, parent-in-law, or spouse.
Family status	the status of being related to another person by blood, marriage, or adoption.
Registered Charity	refers to a charitable organization, public foundation, or private foundation registered with the Canada Revenue Agency. A registered charity is issued a Registration Number and is exempt from paying income tax and can issue tax receipts for donations.
Society	is an independent legal entity, incorporated for any non-profit purpose, that exists separate from its members. Societies must direct any profits back into fulfilling the objectives of the organization.

Procedures

Upon election, each Trustee shall file with the Secretary-Treasurer the following information:

1. Disclosure of information

- 1.1 Each trustee of a Board shall file with the Board's Secretary-Treasurer a statement showing:
 - 1.1.1 the names and employment of the trustee and the trustee's spouse or adult interdependent partner and children,
 - 1.1.2 the names of the corporations, partnerships, firms, governments or persons in which the trustee has a pecuniary interest, and
 - 1.1.3 the names of the corporations, partnerships, firms, governments or persons in which the trustee's spouse or adult interdependent partner or children under 18 years of age have a pecuniary interest.

The Board's Secretary-Treasurer shall:

- 1.2 Compile a list of all the names reported on the statements filed with the Secretary-Treasurer, and
- 1.3 Provide a copy of the list to:
 - 1.3.1 all the trustees of the board, and
 - 1.3.2 the officials and employees of the board that the board directs shall receive a copy.
2. Respecting outside employment, employees/trustees may take supplementary employment, including self-employment unless such employment:
 - 2.1 Causes an actual conflict of interest;
 - 2.2 Interferes with regular employment duties;
 - 2.3 Involves the use of division premises, equipment, or supplies;
 - 2.4 Causes the employee to hold pecuniary interests that are in conflict of interest.
3. Where it appears that a conflict of interest might arise in taking supplementary employment, or through pecuniary interest, it is the duty of the employee/trustee to notify the Superintendent, or designate, in writing as to the nature of employment.
4. Employees/Trustees shall not accept monetary or other payment in addition to normal salary or expenses for duties which they normally perform in the course of their employment.
5. Employees/Trustees who own, or have pecuniary interests in businesses that may act as a supplier to the division shall be strictly governed by the Alberta Government Regulations on tendering and are required to notify the division of their financial interest in a company at the time of submitting a tendered bid.
6. Products and materials developed as part of an employee/trustee's regular duties shall be the property of the division.
7. It is the intention of the Board to regulate employment in such a manner as to avoid potential favouritism or conflict of interest that may occur between employees who are related to one another.

8. A relative of an employee or trustee may work in the division provided that there is not an opportunity to exercise favouritism or there is no conflict of interest present for the employees or trustee involved.
9. An employee is prohibited from being in the direct supervision of a relative where the supervisor can make decisions unilaterally in areas such as:
 - 9.1 Assignment of duties.
 - 9.2 Approval of requisitions.
 - 9.3 Determination of salary or wage levels.
 - 9.4 Completion of evaluation of performance reports.
 - 9.5 Decisions about promotion, retention, transfer, or termination.
 - 9.6 Approval of expense claims.
10. Relatives cannot participate in the recruitment or selection process.
11. In the event a selection committee makes a choice of a candidate for a position that may be viewed as being in violation of this policy, the committee shall advise the Board and provide all of the pertinent information and the Board will make a determination.
12. Employees and trustees must bring to the Board's attention any potential conflicts of interests prior to entering into any agreements.
13. When through hiring, marriage, transfer or promotion, a conflict of interest situation is considered by the Board to exist, an alternative place of work in the school system (as soon as one is available), shall be determined, normally, for the non-supervising employee and a transfer will take place.
14. If it can be anticipated in advance, that the hiring, marriage, promotion or transfer of an employee will result in a conflict of interest or favouritism potential for another employee he/she would supervise, the "supervised" employee shall be advised of the necessity for him/her to assume another position in the system, such that would eliminate the conflict of interest or favouritism situation.
15. Short-term replacement or temporary employment from an approved substitute employee list that involves a family member will not be considered to create a conflict of interest according to this policy.
16. Employees are not permitted to sit on the executive of a School Council where they work. Trustees are not permitted to sit on the executive of a School Council. Furthermore, employees are not permitted to sit on the board of any registered charity or society registered under the Society Act, whose primary focus is in regards to fundraising for a divisional school or the school division.

Legal References: Sections 33, 52, 85, 86, 88, 89, 205, 222, *Education Act*

REPORT NO: D.1

January 24, 2024

BOARD AGENDA REPORT

TO: Board of Trustees

FROM: Ken Sampson, Superintendent of Schools

SUBJECT: Superintendent's Report

BACKGROUND

1. Attached is the Superintendent's Report for January 24, 2024.

RECOMMENDATION

That the Board of Trustees receives and files the Superintendent, Deputy Superintendent and Secretary Treasurer Reports for January 24, 2024.



Holy Spirit Catholic School Division

...where children are cherished and achieve their potential

Superintendent Report

January 24, 2024

1. Providing Faith Leadership

- Commitment to weekly Mass, usually at All Saints Parish and serving as Eucharistic Minister, as scheduled;
- Participated in our Annual Board Retreat led by our Director of Religious Education;
- Meeting with Bishop McGrattan as part of the Calgary Diocesan Leadership Team;
- Leading morning prayer / devotion at St. Basil Catholic Education Centre and beginning all meetings and gatherings with prayer;
- Continuing to work with our Director of Religious Education to implement and deliver the Catholic Leadership Program for aspiring leaders in our schools; and
- Regular and ongoing monthly meetings with Fr. Kevin.

2. Building Effective Relationships

- Meetings with a number of individual staff members to extend appreciation and gratitude to them for the great work they do in our division;
- Interviewed with Global Lethbridge about our current student enrollment numbers and the registration process for the 2024-25 school year;
- Continue to write approximately fifty (50) monthly electronic cards to all staff celebrating birthdays in the month of December;
- Ongoing meetings with principals to discuss matters of interest/need at their respective schools/sites;
- Attended our monthly St. Basil Catholic Education Centre staff meeting;
- Individual meetings with Senior Administrative Team; and
- Regular and ongoing meetings with ATA Local President to discuss matters of mutual interest.

3. Modeling Commitment to Professional Learning

- Began reading [*Educating for Eternity: A Teacher's Companion for Making Every Class Catholic*](#), by Dr. Brett Salkeld;
- Participation in LLT Professional Learning group with a focus on artificial intelligence. At the recent LLT meeting, we had a celebration of learning where each group shared their group's key learnings;
- Participated in the monthly check-in during the C21 CEO Academy Conference Call where we discussed the topic of artificial intelligence (AI) in two questions:
 - How have you used AI/ChatGPT to inform your leadership?
 - How has AI/ChatGPT been applied in supporting key priorities and extending the human experience in your systems?
- Connecting and following up with ERDI Corporate Partners from the last conference around professional learning opportunities;
- Leading our LLT meetings and providing presentations as required; and



Holy Spirit Catholic School Division

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- Continued work with LLT Professional Learning whose focus is on developing best practices for ethical Artificial Intelligence (AI) usage, dispelling unfounded fears surrounding AI adoption, facilitating resource sharing, and exploring diverse applications of this technology.

4. Visionary Leadership

- In the process of setting up the second round to review Leadership Professional Growth Plans (LPGPs) with all of our principals who are not undergoing evaluation this year. These plans are being reviewed in in-person meetings three times over the course of the school year;
- Further, individual future planning meetings are being scheduled with each and every administrator to identify their short and long term plans;
- Facilitated and participated in a number of Collaborative Response meetings at our schools to help inform their Continuous Improvement Plans and support the work of schools in living our Board priorities; and
- Reviewed our Annual Education Assurance Report with our Alberta Education liaison. He indicated that Holy Spirit's Annual Education Plan and AEAR are very well done and an exemplar in the province.

5. Leading Learning

- Planning a follow up session with our Learning Leadership Team to examine key indicators and possible measures in support of our new strategic priorities and how they may be actualized in school's Continuous Improvement Plans; and
- Continued ongoing monthly meetings with new principals who are undergoing evaluations this year.

6. Ensuring First Nations, Métis and Inuit Education for All Students

- Continuing to review and study the ever-evolving resource, [Guide to Relationships and Learning with the Indigenous Peoples in Alberta](#), an online study guide to support system leaders in understanding the ways of knowing, being and doing of Indigenous Peoples; and
- Continued support of the work of our Coordinator of FNMI Education as she directs our Facilitators and works with our Student Wellness Access Guides in providing a variety of learning opportunities for our students.

7. School Authority Operations and Resources

- Continued to review and approve batches of salaries for certificated and support staff, as well as expense claims across the division, while our Secretary -Treasurer was absent from work;
- Met with Budget Committee (group of division principals and SALT members) to begin discuss around budget processes and to make recommendations to the Board;



Holy Spirit Catholic School Division

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- Ongoing work to support our recently appointed Deputy Superintendent in her new role;
- Worked closely with our Director of Finance to begin the gathering of information that led to the enrolment projections for 2024-25;
- Attended the monthly Finance Committee Meeting; and
- Continued liaising with Student Information System Coordinator to discuss elements of the registration process for the 2024-25 school year, which began in earnest in mid-January.

8. Supporting Effective Governance

- Supporting the Board through active involvement in local bargaining with all three contract negotiations (CUPE 290 and 1825 as well as ATA);
- Continued and ongoing updates to the Board with regards to happenings within our division, particularly related to the challenges, complexities and damages as a result of the extreme cold weather; and
- Met with the Board Chair to set the agenda for the January board meeting.

REPORT NO: D.2

January 24, 2024

BOARD AGENDA REPORT

TO: Board of Trustees

FROM: Anthea Boras, Deputy Superintendent

SUBJECT: Deputy Superintendent's Report

BACKGROUND

1. Attached is the Deputy Superintendent's Report for January 24, 2024.



Holy Spirit Catholic School Division

...where children are cherished and achieve their potential

Deputy Superintendent Report to the Board of Trustees January, 2024

Embodying Catholic Leadership

- Leading prayer at St. Basil Catholic Education Centre before interviews and other meetings;
- Weekly Sunday Mass at St. Martha Parish;
- Participation in monthly faith formation led by Aaron Skretting at LLT;
- Daily rosary for my own personal faith journey;
- Writing cards/emails of gratitude to individuals to recognize the gifts and talents they share with our Holy Spirit family - I have a goal of being very purposeful in this endeavour.

Building Effective Relationships

- Brought lunch for our SALT team to enjoy together in order to build on a welcoming and caring team;
- School visits January – Catholic Central High, Trinity, St. Francis, St. Joseph - building a positive working relationship and promoting open, collaborative dialogue;
- Conversations with others in Zone 6 and in Catholic districts across the province with similar roles - so far Christ the Redeemer and Lethbridge School Division.

Modeling Commitment to Professional Learning

- Completed the book *10 Mindframes for Leaders*.
- Started a book study with a small group of school-based administrators on *Crucial Conversations*.
- Leadership Podcasts:
 - Podcast - Joe Sanfello - The Key to Leadership
<https://podcasts.apple.com/ke/podcast/the-key-to-leadership-a-discussion-with-dr/id1548045690?i=1000631618334>

Podcast - Sal Khan - Khan Academy - The Future is Here

<https://podcasts.apple.com/us/podcast/sal-kahn-the-future-is-here/id1391164389?i=1000634368662&l=ru>

Visionary Leadership

- Ongoing Executive and Senior Administrative weekly meetings to discuss supporting schools with the Board priorities;
- School-based administrator conversations on a vision of student success for their site.

Leading Learning

- Connecting regularly with school administrators to support any matters that may surface. This includes the components of teacher growth, supervision and evaluation;
- Co-facilitated the Catholic Leadership session for aspiring leaders within our division. Aaron has been leading this and I was privileged to help co-present this month Aaron and Matthew New.



Holy Spirit Catholic School Division

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Supporting First Nations, Métis and Inuit Education for All

- Collaborated in the interviewing and hiring of additional Jordan's Principle Educational Assistants as well as interviews for a Blackfoot Instructor.

Supporting School Authority Operations and Resources

- Working with those districts we partner with for transportation in order to establish final calendars for the 2024/2025 school year;
- Ensure weekly Here in Spirit newsletter is up to date with relevant detailed job postings for all positions available in the division;
- In collaboration with Early Learning Supervisor, school administrators and plant operations, we advertised, shortlisted, interviewed, checked references and (for some of the positions) on boarded - teachers, educational assistants, Blackfoot instructor and journeyperson electrician;
- Ongoing interviewing of substitute teachers and casual education assistants;
- Posted information for teachers wanting to request a transfer to another school. Teachers have until March 1, 2024 to submit their request.

Supporting Effective Governance

- Worked with the Executive Team, Board Chair to establish the agenda for the Board Meeting;
- Our search for the best candidate in Holy Spirit for the **2023/2024 Edwin Parr nominee** is underway. In order to be eligible, the teacher must have a minimum of 100 full-time equivalent days of teaching service within the current school year and hold an interim professional certificate. Our goal is to select one teacher and subsequently complete the nomination package prior to deadline. This teacher will represent Holy Spirit Catholic Schools at the Zone 6 ASBA award evening in May.

REPORT NO: D.3

January 24, 2024

BOARD AGENDA REPORT

TO: Board of Trustees

FROM: Lisa Palmarin, Secretary-Treasurer

SUBJECT: Secretary-Treasurer's Report

BACKGROUND

1. Attached is the Secretary-Treasurer's Report for January 24, 2024.

Update on Capital Projects and Maintenance

New Elementary School, West Lethbridge

- Sixth Consultant meeting held January 9, 2024
- The current schedule anticipates issuing for Tender to Contractors in July 2024
- The City of Lethbridge has requested the School Division hold an information session for the public prior to mid-February in advance of re-zoning

Catholic Central High School West, Lethbridge – Dual Credit Enhancements

- Construction deficiencies are being addressed.

CMR/IMR Projects

Please note - this is a partial list of ongoing work

- All Schools
 - In progress – Roof Restoration Priority Planning
 - In progress – HVAC Assessments and CMR forecasting
 - In progress - Action items from Playground Audits for rural schools
 - In progress – 2024 IMR project planning
 - In progress – Security Camera Upgrades and New Installations
 - In progress - Gym Equipment Repairs
 - In progress – Ordering and implementing Organics and Recycling bins
- Father Leonard Van Tighem School
 - In progress – Exterior envelope repairs
 - Complete – PA System Upgrades
 - New – Boiler Pump BMS Programming Review (root cause of water event during extreme cold weather)
- St. Patrick School Taber
 - 60% Complete – Structural Assessment Report by MPE Engineering
 - New – HVAC BMS Programming Review (root cause of cold interior temperatures during extreme cold weather)
- St. Mary School Taber
 - 60% Complete – Structural Assessment Report by MPE Engineering
 - Quoted – Gym Lighting Replacement
- St. Michael's School Pincher Creek
 - In planning – Humidity Issues Affecting Gym Floor Finish

- St. Patrick Fine Arts School
 - Quoted – Exterior envelope repairs
 - Quoted – Roof Restoration
- Catholic Central High School East Campus
 - In planning – Gym AV Design
 - New – Central Boiler Room Review (root cause of boiler failure during extreme cold weather)
- Our Lady of the Assumption School
 - Quoted – Roof Restoration
 - In planning - Programming Interior Amendments
- St. Joseph School
 - Quoted – Flooring Replacements and Repairs
- St. Francis Junior High
 - In planning – Roof repairs
 - New – Wall Insulation and Hot Water Heating Loop Review (root cause of frozen pipes during extreme cold weather)
- École St. Mary
 - In planning – Roof repairs
- St. Paul School
 - Quoted – Gym Lighting Replacement
- St. Catherine Picture Butte
 - New – Ceiling Space Insulation and Hot Water Heating Loop Review (root cause of water event during extreme cold weather)
- St. Teresa of Calcutta
 - New – Ceiling Space Insulation Review (root cause of frozen pipes during extreme cold weather)
- Children of St. Martha
 - New – Wall Insulation and Hot Water Heating Loop Review (root cause of frozen pipes during extreme cold weather)

Update on Technology Projects

Provincial Achievement Tests / Diploma Exams

- CCH - Diploma exams (Jan '24) were successful using our new fleet of Chromebooks
- Alberta Education is transitioning to a new online digital platform for provincial student assessments. We are in the planning and testing phase for this accommodation.
- St Francis and St Joseph piloted new Alberta Education online digital platform for PAT exams– Tech department was available for set up and support

Projects

Please note - this is a partial list of ongoing work

- Catholic Central East Campus - Gym AV Design in progress
- Tech and Maintenance are working together to create a classroom template for technology runs for new Westside School.
- Design phase for new security cameras

REPORT NO: E.1

January 24, 2024

BOARD AGENDA REPORT

TO: Board of Trustees
FROM: Board Chair
SUBJECT: Board Chair's Report

BACKGROUND

1. Board Chair Carmen Mombourquette will provide the Board Chair's Report for Trustee information, which includes Board correspondence, planning and events, and recent activity.

RECOMMENDATION

That the Board of Trustees receives and files the Board Chair, ACSTA, ASBA, and GrACE, Reports for January 24, 2024.



BOARD CHAIR REPORT

Date: January 24, 2024

Submitted by: Dr. Carmen Mombourquette

EVENTS AND ACTIVITIES:

Date	Activity
14 Dec	Teacher/Board Advisory Committee Meeting
15 Dec	Meeting in Coaldale
15 Dec	Interviews - Deputy Superintendent
17 Dec	Read through OLA IB PYP programme application and gave permission for signage
18 Dec	Finance Committee Meeting
18 Dec	St. Michael's Bow Island Meeting with School Council and parent community
20 Dec	Provided quotes for AEAR report press release
20 Dec	Committee of the Whole Meeting
20 Dec	School Board Meeting
10 Jan	SWOT response sent to ACSTA
10 Jan	Finalizing draft budget policy
10 Jan	St. Patrick Fine Arts School Council
13 Jan	CUPE negotiations planning meeting
14 Jan	Pancake breakfast at St. Martha's
15 Jan	CUPE 290 negotiations
15 Jan	Agenda setting meeting
15 Jan	Speakers' Corner - Code of Professional Conduct for Teachers
15 Jan	ASBA Speakers Corner - Code of Trustee Conduct

CORRESPONDENCE:

Month	Description
14 Dec	OLA note re IB PYP programme - signature required
15 Dec	Superintendent Weekly Update
15 Dec	FLVT Week Update
15 Dec	SWOT Analysis from last ACSTA AGM
15 Dec	ACSTA request for ranking of items in SWOT chart
15 Dec	Christmas Greeting from STAR Catholic
16 Dec	Passing of Mrs. Vanden Dungen
18 Dec	Christmas Greetings from Edmonton Catholic
18 Dec	Advent reflection - Peter, Paul, and Mary
18 Dec	Passing of parent of a staff member
19 Dec	Christmas Greeting from Superintendent
20 Dec	GrACE Newsletter

REPORT NO: E.2

January 24, 2024

BOARD AGENDA REPORT

TO: Board of Trustees

FROM: Linda Ellefson, Board Representative

SUBJECT: ACSTA Report

BACKGROUND

1. Linda Ellefson, Board representative to the ACSTA, will provide a report to the Board regarding recent ACSTA business, events, and activities.

ACSTA Report for January 24, 2024

Celebrate, Preserve, Promote and Enhance Catholic Education

www.acta.ab.ca

admin@acsta.ab.ca

- *Charlotte Taillon is new the Communications Officer*
- *Symposium Planning Committee: Deadline to register is February 2nd, The Symposium is being held at: Corpus Christi Parish Hall in Edmonton. (See Insert)*

Committee consists of:

Dean Sarnecki; Elk Island,
Kathy Glasgow; Medicine Hat;
Clare Ganton; STAR Catholic,
Kathleen Nguyen; Edmonton,
Stacey MacNeil-Ayeh; CCSSA,
Michael Hauptman; consultant,
Brendan Cavanagh; Executive Director,
Michelle Collett; Officer Manager and
Linda Ellefson; Holy Spirit Catholic School Division

Registration will be Friday, February 9; 6:00-6:30

Keynote Speakers:

- 1) Archbishop Smith: “Bishop as Witness and Catholic Education Leader”
- 2) Dr. Matt Hoven: “The Current State of and A Future Direction for Teacher Faith Formation in Local Catholic Schools”
- 3) Dr. Roisin Coll: “Teachers as Missionary Disciples: Forming Witnesses for Catholic Schools”
- 4) Paul Corrigan and Ryan Ledene: “Stories for the Field Hospital: Catholic Teacher Formation from the Lens of System Leaders.”

● *Advocacy/Communications: Purpose:*

- 1) To identify potentially contentious issues related to Catholic education and bring those to the Board of Directors for discussion.
- 2) To craft position statements for the board’s consideration.
- 3) To review draft messaging from staff for pre-approval from the Board of Directors.
- 4) To review and provide recommendations regarding the communication strategy.

The committee consists of:

Linda Ellefson; Holy Spirit (Co Chair)

Dean Sarnecki; Elk Island Catholic (Co Chair)

Monica Best; Yukon,

Terry Harris; Edmonton Catholic,

Vince MacDonald; Lakeland Catholic;

Charlotte Taillon; Communications Officer

Kelly and Brendan act as Ex-Officio

2024 Catholic Education Symposium

Teachers as Missionary Disciples: *Forming Witnesses for Catholic Schools*

Corpus Christi Parish Hall - 2707 – 34 Street Edmonton AB

February 9-10

Goals:	The symposium arises from a resolution from the Trustees: How do we form Catholic witnesses for our schools and creative faithful models for our students.
Narrowed down:	A look at the present and to the future in regards to teacher faith formation and effective professional development in this area in light of: <ul style="list-style-type: none">● Socio-cultural realities of secularism and shifting moral standards and Church teaching,● Teacher pre-service formation in both secular (University of Alberta, University of Calgary, University of Lethbridge, etc.) and Catholic schools (St. Joseph’s College, St. Mary’s University, Newman Theological College, etc.),● Current faith formation expectations of both new and experienced teachers,● Church and division leadership current expectations,● Current practices and research,● Future expectations and goals.
End result:	A guidebook/document for Boards: <ol style="list-style-type: none">1. Summary of presentations by the speakers,2. Provide a list of current and best practices from Alberta, NWT and Yukon divisions and research materials,3. As an assurance piece - global – how are we doing – provincial/local,4. Action piece: how might we form witnesses for enhancing Catholic education.5. How can our provincial partners support and add value to school division processes in the area of teacher formation.

REPORT NO: E.3

January 24, 2024

BOARD AGENDA REPORT

TO: Board of Trustees

FROM: Tricia Doherty, Board Representative (alternate)

SUBJECT: ASBA Report

BACKGROUND

1. Tricia Doherty, Board representative to the ASBA, will provide a verbal report to the Board regarding recent ASBA business, events, and activities.

REPORT NO: E.4

January 24, 2024

BOARD AGENDA REPORT

TO: Board of Trustees

FROM: Tricia Doherty and Linda Ellefson, Board Representatives

SUBJECT: GrACE Report

BACKGROUND

1. Tricia Doherty and Linda Ellefson, Board representatives to GrACE, will provide a report to the Board regarding recent GrACE business, events, and activities.

GrACE Report for January 24, 2024

INSPIRE, INVIGORATE, EMBOLDEN CATHOLIC EDUCATION

GOALS:

- *Unite in a common vision and message*
- *Encourage supporters in promoting Catholic education*
- *Educate supporters in speaking on behalf of Catholic education*
- *Communicate the message and value of Catholic education*

ADVOCACY:

- *Continue to share the stories of Catholic education and its value in our communities*
- *Engage organizations like CWL, Knights of Columbus, School Councils, our communities*
- *Communicate by continuing to promote and share the GrACE Newsletter, Facebook and Instagram*

Catholic Education Prayers of the Faithful for January:

- For Catholic education: That as a new year begins, we may choose Christ and embrace the spiritual practices of our Catholic faith, we pray to the Lord.
- For Catholic education: That our Catholic schools may inspire students to a life and love of service, we pray to the Lord.
- For Catholic education: That the teachers in our Catholic schools may be strengthened for their important task in our world, we pray to the Lord.
- For Catholic education: That our schools may celebrate the richness of the Catholic faith that we have inherited, we pray to the Lord.
- For Catholic education: That our Catholic schools may nurture the growth of wisdom and virtue in the young, we pray to the Lord.



Message from GrACE Executive Director

Dear GrACE Advocates and Friends in Christ,

In Alberta, Parents have the choice to send their children to either public or separate Catholic Schools with both systems receiving Government funding. This choice is an essential aspect of education throughout Alberta and beyond.

Catholic Education acknowledges that every individual has boundless potential, which is seen as a gift from God.

Nurturing spiritual, intellectual and social growth contributes, not only to the holistic development of all our Students, but also to the well-being of Alberta's Catholic Education system as a whole.

Catholic Education provides students with a strong foundation in Catholic teachings, values, and moral principles. It helps Students develop their spiritual identity and ethical values within the context of the Catholic faith.

This value-based education emphasizes virtues to include compassion, justice, and service to others. With the result that Students attending Catholic Schools are encouraged to engage in community service and develop a sense of social responsibility for the benefit of wider society.

Catholic Schools celebrate religious events and cultural traditions, fostering a sense of strong community involvement and sense of belonging, as well as, shared values amongst Students and Families.

Catholic Education is also open to all Students, regardless of their religious background. While, it is of a Catholic identity, it is not exclusive, and non-Catholic students are welcome to attend.

By building a supportive community around the gift of Catholic Education, GrACE makes a compelling call to action in support of the vital mission of Catholic Education.

By effectively conveying the significance of Catholic Education and the positive contribution it makes, each and everyone of us can inspire others to join us in our mission to deliver fully publicly funded Catholic Education.

Through our collective efforts and open communication, we can inspire and engage others to actively participate in the GrACE coalition, advocating for the unique benefits and values of Catholic Education.

If you have any questions for GrACE or need assistance, please feel free to reach out to me.

Kate

Executive Director GrACE
Gracedirector7@gmail.com

A Grateful Heart Makes All the Difference

GrACE plays a significant role in supporting and advocating for Catholic Education throughout Alberta and beyond.

There are four main pillars – Unite; Engage; Communicate; Educate – that represent the primary focus areas of goals of GrACE.

These pillars and associated deliverables serve to enhance the presence and impact of Catholic Education, ensuring its continued relevance and success within the broader educational landscape.

GrACE advocates for the rights and needs of Catholic Schools, ensuring the unique character and values of Catholic Education within a secular educational landscape.

Contributing to the collective effort to support and promote Catholic education, Grace is accompanied by Alberta and NWT Bishops Conference; CCSSA; ACSTA in its service to Catholic Education and supplementary role within the wider Catholic Education Movement.

The Alberta and Northwest Territories Bishops Assembly represents the Catholic Bishops in the region. This conference provides spiritual leadership and guidance to the Catholic community, including matters related to Catholic Education. It may offer moral and religious support and insights on the role of Catholic Education in the formation of individuals' faith and character.

CCSSA (Council of Catholic School Superintendents of Alberta) is an organization that represents the Catholic School Superintendents in Alberta, providing leadership; advocacy and support for Catholic Education, sharing best practices and addressing issues that affect Catholic Education throughout Alberta and beyond.

ACSTA (Alberta Catholic School Trustees' Association) is specific to Alberta and serves as the voice for Catholic School Trustees and advocates for Catholic Education within the provincial education system; provides faith-formation; fellowship opportunities;

Meet the GrACE Board

Historical Overview

Dedicated to serving and celebrating Catholic Schools and Education throughout Alberta and beyond, GrACE works in concert to foster a sense of unity and purpose in advancing Catholic Education in Alberta and beyond.

GrACE provides an inclusive and welcoming environment to inspire and invigorate the spirit of Catholic Education while promoting an understanding of its benefits to more than 183,500 Students at more than 450 Catholic Schools in 19 Catholic School Districts and 4 Francophone Boards.

The 'seeds' for GrACE began within Catholic Education communities and through conversations. With the encouragement of the Alberta Bishops, on December 12, 2017 a small working group representing ACSTA and CCSSA was tasked with creating a proposal for an advocacy group.

The goal at that time was to establish a partnership that would 'weave together the voices of these parties with strong messaging to ensure that Catholic Education thrives.

Approved by Albertas Bishops a covenant between CCSSA and ACSTA was created.

In October 2018 a GrACE Board was established consisting of 2 representatives from each of the partner boards and the name: Grateful Advocates for Catholic Education (GrACE) was agreed upon.

Supporting ACSTA and CCSSA, GrACE exists as a platform for discussion and exchange at all levels of society to both share experiences but also to address challenges faced by Catholic Education.

In doing so, GrACE provides both a complementary and supplementary role with added value for the wider Catholic Education Family throughout Alberta and beyond.

By bringing together individuals and organizations from different backgrounds and perspectives, GrACE encourages collaboration and a sense of collective responsibility in upholding the mission and values of Catholic Education in our shared society.

Strengthening the cause of Catholic Education by ensuring that it is recognized and protected within the broader educational landscape, GrACE's partnership approach provides further opportunities to address common challenges and opportunities in Catholic Education while preserving the distinctive character and values that Catholic Schools provide.

As GrACE champions its commitment to reach as many people as possible, GrACE's comprehensive approach involves a wide range of strategies, focused on engaging the whole Catholic Community and others who are not within the Catholic Education system.

Beyond Catholic Schools and Educators; Parents, Parishioners and supporters, engagement naturally follows with a diverse range of stakeholders, encouraging open dialogue with all those who share a commitment to quality education and values-based learning, as well as, those less sympathetic and appreciative of faith based education.

Fostering a supportive network, GrACE, in a determined effort to protect and promote the values and beliefs of Catholic Education in an impactful way, naturally expands in a more 'outward' focus, beyond the Catholic Community, to raise awareness; to build support; and to foster a deeper understanding of the value of Catholic Education and the positive impact of Catholic Schools on its Students; the broader education system and wider society, as a whole.



Archbishop Richard Smith
Chair
Archdiocese of Edmonton



Dr. Bryan Szumlas
Vice-Chair
Chief Superintendent, Calgary Catholic School District (CCSSA)



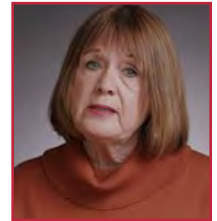
Betty Turpin
Member at Large
Superintendent, Holy Family Catholic Schools



Bishop Gary Franken
Member at Large
Diocese of St. Paul



Vincent MacDonald
Member at Large
Trustee, Lakeland Catholic Schools



Linda Ellefson
Member at Large
Trustee, Holy Spirit Catholic School Division



Susanna Kaup
Associate Member
Edmonton Catholic School District (REN)



Grant Gay
Associate Member
Christ the Redeemer Catholic Schools (REN)



Kate Mallon
Executive Director
GrACE

Meet the CCSSA and ACSTA Boards

In recent weeks CCSSA's and ACSTA's education leaders from across Alberta gathered for Annual Meetings with determination and commitment to Catholic Education

Celebrating the gift of publicly funded Catholic Education throughout Alberta and beyond, I have never experienced more dedicated advocates.

In doing so, GrACE provides both a complementary and supplementary role with added value for the wider Catholic Education Family throughout Alberta and beyond.

By bringing together individuals and organizations from different backgrounds and perspectives, GrACE encourages collaboration and a sense of collective responsibility in upholding the mission and values of Catholic Education in our shared society.

CCSSA Approves a New Constitution

In November of 2023, the membership of the CCSSA unanimously voted to approve a new Constitution. The graphic below shows the new structure. This model makes the CCSSA's Board slightly larger (8 voting members), ensures there is regional representation, and formally empowers the Board to act on behalf of the membership between the four plenary meetings of the membership that are held annually. The model also aligns better with the diocesan structure of the Church in Alberta and ensures the unique perspectives of members in each diocese are represented. This model also creates formal action committees that engage in collaborative work that, upon Board approval, will benefit all school divisions. This model also recognizes the importance of the Alberta Bishops by placing the Bishop Liaison on the Board of Directors and making that Bishop an Associate Member of the CCSSA. This model also enshrines the ability of the GrACE Director, the Executive Director of the ACSTA, and the Alberta Curriculum Resource Coordinator to fully participate in plenary sessions of the CCSSA as Associate Members of the CCSSA.



Meet the CCSSA Board



Ryan Ledene
Past-President



Paul Corrigan
President



Dr. Dwayne Zarichny
First Vice-President



Pat McDonald
Second Vice-President



Ryan Sawula
Diocesan Director
Archdiocese of Edmonton



John Wasch
Diocesan Director
Diocese of Calgary



Chantal Axani
Diocesan Director
Dioceses of the North



Dolorèse Nolette
Francophone Director



Dr. Scott Morrison
Executive Director
Ex Officio

FACTS ABOUT THE CCSSA

- 23 Catholic school divisions
- 86 Regular Members
- 5 Associate Members
- 8-person Board of Directors with 2 ex officio members
- Board of Directors acts on behalf of the membership between meetings
- 4 plenary sessions of the entire membership held annually
- Plenary sessions focus on faith formation and goals in annual assurance plan (e.g. recruiting and forming Catholic teachers and administrators and responding to other problems of practice in Catholic education)



Archbishop Richard Smith
AB Bishop Liaison
Ex Officio

Meet the ACSTA Board



Kelly Whalen
President
Holy Family CSSD



Dawn Miller
Vice-President
St. Thomas Aquinas
RCSSD



Harry Salm
Past President
Christ the Redeemer
CSSD



Mary Martin
Calgary RCSSD



Andrew Gustafson
Christ the Redeemer
CSSD



Miguel Poulin
Conseil Scolaire
Centre-Est



Giscard Kodiane
Conseil Scolaire
Centre-Nord



Geneviève Poulin
Conseil Scolaire
FrancoSud



Mario Paradis
Conseil Scolaire du
Nord-Ouest



Robert Joseph Gratton
East Central CSSD



Terry Harris
Edmonton CSSD



Dean Sarnecki
Elk Island CSSD



Jennifer Landry
Evergreen CSSD



Cathie Langmead
Fort McMurray
RCSSD



John Croken
Grande Prairie
RCSSD



Noreen Radford
Greater St. Albert
RCSSD



John Kuran
Holy Family CSSD



Linda Ellefson
Holy Spirit RCSSD



Vince MacDonald
Lakeland RCSSD



Gemma Christie
Living Waters CSSD



Kathy Glasgo
Medicine Hat
RCSSD



Cynthia Leyson
Red Deer CSSD



Lorette Andersen
St. Paul School
Division



Jolyne De Marco
St. Thomas Aquinas
RCSSD



Susan Waddell
Yellowknife Catholic
Schools

Looking forward to moving together, GrACE; CCSSA and ACSTA has three new Executive Directors this year.

Besides myself, Dr. Scott Morrison took up his new post earlier this year as Executive Director for CCSSA.

While, in recent weeks, Brendan Cavanagh was promoted as Executive Director for ACSTA.

Building on the incredibly successful work of our predecessors to whom we are all grateful, our leadership changes bring fresh perspectives and ideas which we all intend to be beneficial for our respective missions and the Catholic Education Movement we serve.

We plan for continued success and growth of our respective organizations and thank God for the opportunity.



Scott Morrison



Brendan Cavanagh

Celebrate Catholic Education

Publicly funded Catholic Education in Alberta is a unique and cherished historical gift for which we are all grateful.

It is an invaluable offering to both the Catholic Community and wider society, carrying growing responsibility in an increasingly secular world.

Catholic Schools provide an education that goes beyond academic subjects and fosters character development, empathy, and compassion.

Providing exceptional educational opportunities that integrate faith; academic excellence and service to the community, Parents; Teachers and Catholic Educators; School Administrators; Trustees and Clergy create an enriching transformative experience for Students within the Catholic Education System.

Dedicated to nurturing the spiritual; intellectual and social growth of all Students in Catholic Schools, Catholic Educators contribute to the continued growth and success of Catholic Education, preparing students to become compassionate and capable individuals who positively impact society.

With the evolving landscape of Education, it is increasingly important to celebrate Catholic Schools and to extol those aspects that have made the Catholic Schools and Education system influential and valued throughout Alberta and beyond.

GrACE's Newsletter seeks to build a provincial Catholic community by celebrating Catholic education across Alberta.

Students; Parents and Family Engagement:

Dedicated to serving and celebrating Catholic Schools and Education, I am grateful for the strong partnerships that already exist between GrACE and the wider Catholic Education Family - including Parents; Teachers and Catholic Educators; School Administrators; Trustees; Clergy; Parishioners and Community Members - providing exceptional educational opportunities that integrate faith; academic excellence and service to the community, you create an enriching transformative experience within Alberta's Catholic Education System: -

How can we more actively involve even more Parents and Families in our Student's education?

What can we do to foster a strong home-school partnership and provide Parent's with further support for their Child's Catholic School experience?

GrACE continues to emphasize the unique benefits and contributions of Catholic Education, providing a holistic education that combines academic excellence with faith-based values.

As we champion our commitment to reach Catholic Parents and supporters, GrACE provides an inclusive and welcoming environment that encourages dialogue and understanding.

Parents are the first educators and in a synodal Church where we are invited to listen to not only the voice of the magisterium but also the whole people of God in seeking to discern the action of the Holy Spirit, we must fully appreciate our Catholic Parents who chose for their children an education rooted securely in a deep and compassionate, Christ-centred knowledge and understanding of service and sharing both within and beyond the Catholic Community.

Aligned with GrACE's core values, let's explore innovative strategies that will enhance engagement with all of you; your Student bodies; Catholic Parents and Parishioners; and all stakeholders within the wider Catholic Education movement in Alberta and beyond.

The Gift of public funded Catholic Education

I am grateful for the gift of Catholic Education and appreciate the values; teachings and opportunities that Catholic Schools provide.

Our Catholic Faith is at the centre of all our efforts, fostering an environment that nurtures both academic excellence; spiritual growth and a sense of collective responsibility in upholding the mission and values of Catholic education in our shared society.

GrACE is driven by a deep commitment to ensuring access to high-quality Catholic Education.

Catholic Education underscores the importance of Catholic faith in education. It seeks to impart not only knowledge but also the moral and spiritual values that are central to the Catholic tradition. This faith-centered approach aims to nurture students' spiritual growth and character development.

There is clear commitment to excellence in teaching and learning, ensuring that Students receive the best possible education, including rigorous academic programs and high standards of achievement to include fostering intellectual curiosity, encouraging students to question, explore, and think critically about the world around them.

Upfront with the Archbishop

Join Archbishop Smith for a discussion about his own Marian devotion, the significance of Guadalupe to Truth and Reconciliation with Indigenous Peoples and the theology of the Immaculate Conception.

Our Lady of Guadalupe

Our Lady of Guadalupe is one of Mary's most well-known titles. On December 9, 1531, Mary appeared to St. Juan Diego on Tepeyac Hill, north of Mexico City

Three days later, on December 12, Juan Diego received a miraculous sign from the Virgin Mary. On this same day, centuries later, we celebrate the Feast of Our Lady of Guadalupe.

Our Lady of Guadalupe is the Patroness of the Family, as well as the Unborn. When Mary appeared to Juan Diego, she came as the Mother of God and an expectant Mother.

Our Lady of Guadalupe was established by Pope Benedict XIV in 1454. Then in 1999, Pope Jean Paul II declared her 'Patroness of the Americas' and 'Star of the New Evangelization'.

Saint John Paul II is known for his devotion to the Blessed Mother, his commitment to protecting the sanctity of life and his love for the family and shared with us his prayer to Our Lady of Guadalupe.



The Immaculate Conception of the Blessed Virgin Mary
SOLEMNITY: DECEMBER 8

What it is

- It is the **conception of Mary**. Through a special grace from God, she was kept free from Original Sin and lived her whole life free from sin in order to carry out her mission as the Mother of Jesus.
- It is an **ancient Church teaching**. While it was defined as dogma by Pope Pius IX in 1854, the Church has held it as point of faith for centuries before.

What it is not

- It is **not a virgin birth**. Mary was conceived like any other person.
- It is **not the conception of Jesus**. We remember the conception of Jesus on the Feast of the Annunciation, which is celebrated on March 25.

Why we celebrate

Because it is a **gift** that Mary said "yes" to God and bore his Son, Jesus!

The Miraculous Medal
also known as the Medal of the Immaculate Conception has this prayer inscribed:
"O Mary conceived without sin, pray for us who have recourse to Thee."

Archdiocese of Toronto | www.archtoronto.org

O Immaculate Virgin,
Mother of the True God and Mother of the Church!
You, who from this place reveal your clemency and your pity to all those who ask for your protection;
hear the prayer that we address to you with filial trust,
and present it to your Son Jesus, our sole Redeemer.
Mother of mercy,
Teacher of hidden and silent sacrifice,
to you, who come to meet us sinners,
we dedicate on this day all our being and all our love.
We also dedicate to you our life, our work,
our joys, our infirmities and our sorrows.
Grant peace, justice, and prosperity to our people;
for we entrust to your care
all that we have and all that we are,
Our Lady and Mother.
We wish to be entirely yours and to walk with you
along the way of complete faithfulness to Jesus Christ in His Church:
hold us always with your loving hand.
Virgin of Guadalupe,
Mother of the Americas,
we pray to you for all the bishops,
that they may lead the faithful
along paths of intense Christian life,
of love and humble service of God and souls.

Contemplate this immense harvest, and intercede with the Lord
that he may instill a hunger for holiness
in the whole People of God,

and grant abundant vocations of priests and religious,
strong in the faith and zealous dispensers of God's mysteries.
Grant to our homes the grace of loving and respecting life in
its beginnings, with the same love with which you conceived in
your womb the life of the Son of God.
Blessed Virgin Mary,
Mother of Fair Love,
protect our families,
so that they may always be united,
and bless the upbringing of our children.
Our hope, look upon us with compassion,
teach us to go continually to Jesus
and, if we fall, help us to rise again,
to return to him, by means of the confession of our faults and sins
in the Sacrament of Penance,
which gives peace to the soul.
We beg you to grant us a great love for all the holy Sacraments,
which are, as it were, the signs that your Son left us on earth.
Thus, most holy Mother,
with the peace of God in our conscience,
with our hearts free from evil and hatred,
we will be able to bring to all true joy and true peace,
which come to us from your Son,
our Lord Jesus Christ,
who with God the Father and the Holy Spirit,
lives and reigns for ever and ever.

Amen

Connect with GrACE Online

Follow GrACE on Facebook and Twitter. Post your pictures and tag us so we can share them and celebrate too. Thanks for being a grateful advocate in support of Catholic education! @GrACE4cathed

† GrACE Facebook address is www.facebook.com/GrACE4cathed

† Grace email is gracedirector7@gmail.com

† GrACE Twitter address is [@GrACE4cathed](https://twitter.com/GrACE4cathed)

† Instagram: [@grace4catholiceducation](https://www.instagram.com/grace4catholiceducation)

Catholic Education Prayers of the Faithful for January 2024

- † For Catholic Education: That as a new year begins, we may choose Christ and embrace the spiritual practices of our Catholic faith, we pray to the Lord.
- † For Catholic Education: That our Catholic schools may inspire students to a life of love and service, we pray to the Lord
- † For Catholic Education: That the teachers in our Catholic schools may be strengthened for their important task in our world, we pray to the Lord
- † For Catholic Education: That our Catholic schools may celebrate the richness of the Catholic faith that we have inherited, we pray to the Lord
- † For Catholic Education: That our Catholic schools may nurture the growth of wisdom and virtue in the young, we pray to the Lord

THE SECOND ANNUAL EDMONTON ARCHDIOCESE



GRADE 6 - 8
SATURDAY, JANUARY 20th, 2024

DOORS OPEN AT 9:45am
RETREAT | 10am - 4:45pm

EARLY BIRD | \$40
AFTER DECEMBER 15 | \$50

COME TO ENCOUNTER THE LORD
HAVE FUN AND BE
EMPOWERED TO BECOME A
MODERN-DAY SAINT!
THE CONFERENCE INCLUDES LOTS OF FUN,
KEYNOTE TALKS, PRAISE AND WORSHIP,
ADORATION, AND MORE.
REGISTRATION FEE INCLUDES LUNCH...

REGISTER HERE



OUR LADY OF PERPETUAL HELP CATHOLIC CHURCH
13 Brower Drive, Sherwood Park AB | 780 - 467 - 5470

GrACE Says Thank You...

Special thank you to the dedicated GrACE volunteers for their tireless efforts to support the work of GrACE. You are SO appreciated by us all!



Michelle Collette
GrACE Treasurer



Jolyne deMarco
GrACE Instagram
Administrator



Grant Gay
GrACE Facebook
Administrator

Further Opportunities to Volunteer

Student Volunteers are warmly invited to represent their School in GrACE's social media campaign; GrACE's new outreach and GrACE's database development.

All thoughts on how we can better utilize technology platforms to ensure even more timely communication channels between and within the wider Catholic Education Family and beyond gratefully received.

Please email gracedirector7@gmail.com to express interest and suggestions.

There are so many positive stories to celebrate Catholic Schools and Education in Alberta and beyond

John W. Costello Catholic School

John W. Costello Catholic School serves Calgary students in Kindergarten through to Grade 6 from Strathcona and surrounding communities. The school opened for the 1998-1999 school year and grew to over 500 students with at least 16 portables before Guardian Angel School was opened nearby. Today we are at 213 students and 26 staff

Beyond academic excellence, our education permeates all aspects of school life with the Catholic faith. Parents and clergy have their role to play by strengthening the relationship of our schools with both home and parish. In addition, all Catholics exercise their responsibility by offering the support of their prayers and advocating strongly for our schools. Every effort counts in the promotion of our Catholic education system here in Alberta.

In Calgary and the surrounding communities of Airdrie, Chestermere, and Cochrane, we are grateful for the 118 schools and over 61,000 students and the thousands of teachers, administrators, support staff, and parents that make up our Calgary Catholic School District.

This is our [Mission](#).

This is our current [Faith theme](#).

These are our [Board priorities](#).

Assistant Principal, Alison Mc Donald, says that as a new leader, she has proudly served the Calgary Catholic School District for 25 years, in the French Immersion program for the most part, and largely at the elementary level. This year marks my very first year in Administration, as the Assistant Principal of John Costello School.

Ever since my practicum, where I was placed in one public and then one Catholic school, I knew I had to be in the Catholic system. The difference was evident and inspiring. Catholicity is what sets us apart.

Embracing the profound significance of Catholic Education, I recognize that for some, it may be perceived as an additional layer. However, this same layer, grounded in the common foundation of Gospel values, serves as the very essence that simplifies and provides a frame of reference permeating life both within and beyond the school. It is this foundation that strengthens our community and interconnects the home, the parish, and the school.

I will continue to strive to prioritize prayer, understanding its transformative power as a guiding force in our daily lives. Additionally, I intend to emphasize the importance of outward signs of our faith, ensuring that the physical spaces within the school, such as the entrance and classrooms, prominently display our Catholic identity. This commitment extends to the continued faith formation of both staff and students, recognizing it as an ongoing journey that enriches our understanding and connection to our faith.

I view Catholic Education as a precious gift, one that should be treasured and shared openly. It is not a hidden treasure but a beacon that needs to be seen, heard, and felt. As a leader, I am dedicated to modeling service, respect, love, and kindness to all, fostering an environment where these values are not just spoken but lived daily. This commitment extends to my interactions within the school community and my active presence in the parish, embodying the essence of our Catholic faith in every aspect of my life.

By actively demonstrating the principles of Catholic Education, I aim to contribute to the vibrant tapestry of our school community, where the Gospel values serve as a guiding light, influencing both individual lives and our collective journey. This, I believe, is the true essence of Catholic education – a transformative force that shapes character, builds community, and leaves an indelible mark on the hearts and minds of all who are part of it. I am truly grateful to have been part of this gift of Catholic Education.



Catholic Education refers to educational institutions and programmes run by the Catholic faith which includes Colleges and Universities and all of whom are known for their commitment to delivering academic excellence while emphasizing the values and teachings of the Catholic Church.

St. Mary's University, Calgary

Marking the beginning of a new phase in St. Mary's University, Dr. Sinda Vanderpool was formally installed in 2022 as St. Mary's as the University's fourth President and Vice-Chancellor and first female appointment.



A gifted and inspiring leader, Dr. Vanderpool says that she is 'very honoured to serve as the President at St. Mary's University and especially humbled to serve and uphold the mission of a learning institution that blends this Catholic Intellectual tradition and its philosophies that enrich the lives of our students and the community.'

Dr. Vanderpool shares her [latest blog](#), written recently in recent months for the Archdiocese of Calgary, with GrACE as she continues to successfully expand St. Mary's position as a leading liberal arts, sciences, and education institution rooted in the Catholic intellectual tradition that is open to all.

In addition to sharing her story and her passions, Dr. Vanderpool sign points her efforts in trying to establish St. Mary's as a gathering place for the Catholic Community to include a [lecture series](#) focused on celebrating our Catholic identity.

Please consider supporting the mission of Catholic education by encouraging your family members and friends who have university-aged students to check out St. Mary's. [The next Open House is on February 10, 2024.](#)

Under its new strategic plan, St. Mary's University intends to become the preeminent Catholic university in Canada. Read more about St. Mary's exciting plans in the new year'.

Calgary Catholic Education Foundation (CCEF)

November 5, 2023

The Importance of Catholic Education Sunday

I often get asked as a nonprofit leader why I am so passionate about publicly funded Catholic education. "Isn't it just a duplication of the public system?" Isn't it outdated as we are a more secular society?" "Why should my tax dollars fund a religious education system?"

All of these, on the surface, are valid and sometimes difficult to answer at that moment, depending on the temperature of the conversation. Something that is not uncommon for any layperson of our faith.

Catholic education was a gift from my parents and their parents' generation and enshrined in our constitution because of their stewardship of our faith. My husband and I have passed it on to our adult children. I want to ensure it's there for their children's children.

I was raised in an English household in Quebec by an Irish Ontarian and an Irish Newfoundlander and was educated in the French Catholic school system. While my bilingualism has served me well throughout my career across Canada, it is

my Catholic education for which I am most grateful. And it saddens me to think that generations of Catholic students in Quebec and Newfoundland no longer have this beautiful gift.

The beauty and the unquantified "je ne sais quoi" of Catholic education is that students place God at the centre of their lives and thus in their world. This applies everywhere in their learning throughout their student career. They are taught to see the signs of God's love around them and His grace in their classrooms, communities, and the world. They experience His grace through relationships with family, friends, and teachers. Students are encouraged to participate in community activities and service to others as part of the Common Good. The Calgary Catholic Education Foundation grants funding for Social Justice and Safe and Faith-Filled school grants where we see student-led projects such as the Medicine Wheel at All Saints High School or the installation of benches for the chapel in St Helena Junior High School.

By teaching students to place God at the centre of their lives and to put others before themselves, our secular society benefits immensely from self-disciplined individuals with a solid moral compass that is gently taught through example and scripture. Our Catholic education system helps the broader community to be the best it can be in these challenging times. Our faith-based education and students have been called "the greatest work of the Church." Both have been gifted with the fullness of faith and the mission of evangelization. These beautiful young students will one day go out into the world to be community leaders and helpers in private and public service, science or business, healthcare, education, or religious life.

The Calgary Catholic Education Foundation, a registered Non-Profit, works year-round to support the 118 schools and over 61,000 students in the Calgary Catholic School District with enhanced learning opportunities. Since its inception in 2008, the CCEF has granted over \$3.4 million to schools and classrooms. On Catholic Education Sunday, we take our message to the greater community through participatory readings testifying to the gift of Catholic education at 45 parishes and 155 mass times in Calgary, Chestermere, Airdrie, and Cochrane. We remind our greater Catholic community of the beauty of the gift of Catholic education and that we need their continued support to ensure it is here for our children's children. The world needs our faith now more than ever.



God Bless

Janet Lymer, CFRE
Executive Director



Advent



Podcast: What have we forgotten about Advent?

Join Archbishop Smith as he shares about Advent as a season of penitence, the purpose of the liturgical year vs. the secular year, Advent as a season of being shook out of our apathy and the irregularity of the fourth Sunday of Advent being the same day as Christmas Eve this year.

[Watch the podcast](#)

Advent with Bishop Jon Hansen



Journey Through Advent video series – The Canadian Conference of Catholic Bishops presents “Journey through Advent” with Bishop Jon Hansen, CSSR, of the northern diocese of Mackenzie-Fort Smith. Reflect on the scriptures for the Sundays of Advent 2023 in this joint initiative of the National Liturgy Office, the Office national de liturgie and the Office for Evangelization and Catechesis: www.cccb.ca

[Canadian Catholic News] – For the fourth year running, the [Canadian Conference of Catholic Bishops \(CCCB\)](http://www.cccb.ca) is spiritually accompanying Catholics during Advent with short video reflections, inspired by the Gospel readings, published to its YouTube channel and website.

The Journey through Advent video series is a joint initiative of the CCCB’s Office for Evangelization and Catechesis, the National Liturgy Office and the Office national de liturgie.

Bishop Jon Hansen, CSSR, of the Mackenzie-Fort Smith diocese is leading the English reflections and Auxiliary Bishop Alain Faubert of Montreal is presenting the French homilies.

Margaret Shea-Lawrence, the director and commission secretary of the Office for Evangelization and Catechesis, said the series calls for a rededication to the Advent virtues of hope, joy, peace and love.

“It seems to me in these times of distress where there is so much discord, and seemingly a lack of charity, the world needs to manifest these virtues. I hope that the videos provide people with the opportunities to stop and reflect on what it means to live these virtues in their lives.

“Advent is the season of anticipation in which we prepare to celebrate the birth of Jesus Christ,” continued Shea-Lawrence. “More than ever, I believe people of God are called to witness to the presence of Christ, the Prince of Peace, in our world.”

Since the inception of Journey through Advent in 2020, Shea-Lawrence said individuals, families, parish groups and even Catholic school classes mediate upon the videos.

“Advent is an opportunity to join Isaiah in that longing as we wait patiently for God to reveal Himself to the world,” said the bishop who resides in Yellowknife. “As we do so, we come to realize it is not God who has left us, rather it is we who strayed. And it is God our Father who is gently calling us back. Will we take this opportunity to hear this call?”

[To view the 2023 Journey through Advent videos, visit the CCCB YouTube Channel.](#)

[To view the 2023 Journey through Advent videos, visit the CCCB YouTube Channel.](#)

This Advent, let’s pray for the grace to be able to open our hearts to know the love of Jesus who comes to be with us, and let’s ask for the grace to open our arms and to share his love with others in our lives!



Synod Prayer

We stand before You, Holy Spirit,
 as we gather together in Your name.
 With You alone to guide us,
 make Yourself at home in our hearts;
 Teach us the way we must go
 and how we are to pursue it.
 We are weak and sinful;
 do not let us promote disorder.
 Do not let ignorance lead us down the wrong path
 nor partiality influence our actions.
 Let us find in You our unity
 so that we may journey together to eternal life
 and not stray from the way of truth and what is
 right.
 All this we ask of You,
 who are at work in every place and time,
 in the communion of the Father and the Son,
 forever and ever. Amen.

The Rosary

The power of the rosary is beyond description!

The Rosary contains within itself the healing power of the Most Holy Name of Jesus, invoked with faith and love at the centre of each 'Hail Mary'.

Benedict XVI



Pope Francis

Pope Francis emphasized the virtue of listening during his audience with the School Sisters of Notre Dame: 'Listening to others is crucial, letting their words reach our hearts before responding

<https://x.com/EWTNVatican/status/1724405356250460378?s=20>

We are called, as Christians, to teach the world how to hope again. To grow in our own virtue of hope so that we can go out into the world and share the hope of Christ with others.



Anima Christi (Soul of Christ)

Soul of Christ, sanctify me.
 Body of Christ, save me.
 Blood of Christ, inebriate me.
 Water from the side of Christ, wash me.
 Passion of Christ, strengthen me.
 O good Jesus, hear me.
 Within Thy Wounds hide me.
 Suffer me not to be separated from Thee.
 From the malignant enemy, defend me.
 In the hour of my death, call me,
 And bid me come to Thee.
 That with Thy saints, I may praise Thee.
 Forever and ever.
 Amen.



We ask you to help us celebrate Catholic Education throughout Alberta and beyond

Assist GrACE:

- † Sign up for GrACE's Monthly Newsletter
- † Share GrACE's Monthly Newsletter
- † Celebrate Catholic Schools and Education
- † Provide information to share in GrACE's Monthly Newsletter
- † Tell your positive stories and benefits from your Catholic School and Education
- † Subscribe to GrACE's Facebook; Twitter and social media pages
- † Enrol Parents to become more actively involved in GrACE
- † Support local GrACE groups in your Parish
- † Ensure the GrACE Database has your correct contact information
- † Encourage a sense of collective responsibility in upholding the mission and values of Catholic Education in our shared society
- † Make a stand for Catholic Schools and Education in Alberta and beyond
- † Assert your choice in favour of Catholic Schools and Education and its values
- † Champion the benefits of Catholic Schools and Education, alongside its broader implications for the spiritual, intellectual, and social development of individuals and society as a whole
- † Action a movement
- † Provide information to share in GrACE's Monthly Newsletter
- † Subscribe to GrACE's Facebook; Twitter and social media pages
- † Share your positive stories and benefits from your Catholic School and Education
- † Post your pictures and tag us so we can share them and celebrate too

Social Media from around the Province

Inspiring Leader ECSD

<https://x.com/EdmCathSchools/status/1724555305776795713?s=20>

Our Lady of Fatima

https://x.com/OLOF_CCSD/status/1724497234803499257?s=20

St. Josephs High School, Red Deer

<https://x.com/SJHSBallAcademy/status/1724482466143171064?s=20>

St. James, CSSD

<https://x.com/stjamesCCSD/status/1724249725036286344?s=20>

Holy Spirit, Metis Week

<https://x.com/HolySpiritRCSD/status/1724449609676685483?s=20>

Pope and next Youth Day

<https://x.com/cnalive/status/1724470001485123930?s=20>

Young People, Joy of the Church

<https://x.com/Pontifex/status/1724396770296222121?s=20>

Vatican News

<https://x.com/VaticanNews/status/1724477041305600290?s=20>

ADVOCACY NO: F.1

January 24, 2024

BOARD AGENDA ADVOCACY

TO: Board of Trustees
FROM: Board of Trustees
SUBJECT: Individual Trustee Advocacy

BACKGROUND

1. Trustees will provide a brief update regarding the activities they have been engaged in to advocate for the Board and school division over the past month.

RECOMMENDATION

That the Board of Trustees receives and files individual Trustee Advocacy Reports for January 24, 2024.



INDIVIDUAL TRUSTEE ADVOCACY REPORT

TRUSTEE NAME: Thomas Machacek

BOARD MEETING DATE: January 24, 2024

SCHOOL COUNCIL MEETINGS:

Date:	School and Key Discussions:
Jan 22	SMS council

PARISH COMMITMENTS:

Date:	Key Discussions:
weekly	Attend Mass and present at Coffee after, on schedule as a Lector
Jan 18	Attend Parish Council and give report

PROVINCIAL MEETINGS:

Date:	Name and Key Discussions:

OTHER MEETINGS AND ADVOCACY:

Date:	Name and Key Discussions:
Jan 22	CUPE Negotiations
Jan 23	CUPE Negotiations
Jan 24	Board Retreat, Finance Committee, and Monthly Board Meeting



INDIVIDUAL TRUSTEE ADVOCACY REPORT

TRUSTEE NAME: Frances Cote

BOARD MEETING DATE: January 24, 2024

SCHOOL COUNCIL MEETINGS:

Date:	School and Key Discussions:

PARISH COMMITMENTS:

Date:	Key Discussions:
Jan	Attendance at weekly Mass/On-going conversation with Parish Priest

PROVINCIAL MEETINGS:

Date:	Name and Key Discussions:

OTHER MEETINGS AND ADVOCACY:

Date:	Name and Key Discussions:
Jan 18	ATA Negotiation Meeting
Jan 19	ATA Negotiation Meeting
Jan 24	COW/Board Meeting



INDIVIDUAL TRUSTEE ADVOCACY REPORT

TRUSTEE NAME: Tricia Doherty

BOARD MEETING DATE: January 24, 2024

SCHOOL COUNCIL MEETINGS:

Date:	School and Key Discussions:
Jan 10, 2024	SFJH Banff Choir Trip Meeting (Parent)
Jan 15, 2024	SFJH Musical Production Team meeting (Parent)
Jan 15, 2024	SFJH School Council (Parent) - CIP/AEAMR Presentation, New ESports Lab presentation
Jan 16, 2024	SPS School Council - Future events, hot lunch, Staffing Updates, ISSP grant used towards getting more gym equipment

PARISH COMMITMENTS:

Date:	Key Discussions:
Ongoing	Weekly Mass

PROVINCIAL MEETINGS:

Date:	Name and Key Discussions:
Jan 17, 2024	ASBA Zone 6

OTHER MEETINGS AND ADVOCACY:

Date:	Name and Key Discussions:
Jan 17, 2024	Economic Development Lethbridge Board Meeting
Jan 24, 2024	Board Retreat
Jan 24, 2024	Finance Meeting
Jan 24, 2024	Board Meeting



INDIVIDUAL TRUSTEE ADVOCACY REPORT

TRUSTEE NAME: Blake Dolan

BOARD MEETING DATE: January 24, 2024

SCHOOL COUNCIL MEETINGS:

Date:	School and Key Discussions:
Jan 16/24	SMPC School Council Meeting- <input type="checkbox"/> Fundraiser update <input type="checkbox"/> Friends of St Michael's looking into price of new Activity Bus <input type="checkbox"/> St. Michael's will be hosting next year's Provincial Sr. Boys Volleyball Tournament

PARISH COMMITMENTS:

Date:	Key Discussions:
	Weekly attendance at Mass

PROVINCIAL MEETINGS:

Date:	Name and Key Discussions:
-------	---------------------------

OTHER MEETINGS AND ADVOCACY:

Date:	Name and Key Discussions:
Jan 12/24	CUPE Bargaining Strategy Meeting
Jan 15/24	CUPE 290 Bargaining
Jan 17/24	CUPE 290 Bargaining
Jan 18/24	ATA Initial Bargaining Update Meeting
Jan 19/24	ATA Bargaining
Jan 22/24	CUPE 1825 Bargaining Meeting
Jan 23/24	CUPE 1825 Bargaining Meeting
Jan 24/24	Finance Committee Meeting
Jan 24/24	COW / Monthly Board Meeting
Jan 25/24	CUPE 1825 Bargaining Meeting



INDIVIDUAL TRUSTEE ADVOCACY REPORT

TRUSTEE NAME: Linda Ellefson

BOARD MEETING DATE: January 24, 2024

SCHOOL COUNCIL MEETINGS:

Date:	School and Key Discussions:
Jan.16	FLVT School Council : flooding in portable, upcoming events
Jan. 17	OLA School Council Virtual: Holy Spirit Stars

PARISH COMMITMENTS:

Date:	Key Discussions:
Jan. 14	Lector
	Regular Mass attendance

PROVINCIAL MEETINGS:

Date:	Name and Key Discussions:
Jan. 9	ACSTA Special Board of Directors concerning letter to Minister of Education (Pronoun Usage)
Jan. 15	ACSTA Virtual Symposium on Teacher Formation (Finalizing Program and Process)
Jan. 17	ACSTA Virtual Advocacy\Communications Committee Meeting
Jan. 17	ASBA Zone 6 at Palliser

OTHER MEETINGS AND ADVOCACY:

Date:	Name and Key Discussions:
Jan. 9	Visit to OLA
Jan. 10	Visit to FLVT
Jan. 16,18,19	Meals on Wheels to Picture Butte Residents
Jan. 24	Finance Meeting
Jan. 24	Board Meeting
	Read all Newsletters and ASBA Briefs and ACSTA Briefs
	Reading "The Holy Longing" by Ronald Rolheiser



INDIVIDUAL TRUSTEE ADVOCACY REPORT

TRUSTEE NAME: Roisin Gibb

BOARD MEETING DATE: January 24, 2024

SCHOOL COUNCIL MEETINGS:

Date:	School and Key Discussions:
January 15	SFJH School Council - review CIP, E-sports Presentation, Principal updates

PARISH COMMITMENTS:

Date:	Key Discussions:
January 14	Sacristan 9am St.Martha's Parish
January 8	Praesidium Academy - Completed Diocese of Calgary required modules for working with vulnerable population
Ongoing	Regular attendance at St.Martha's Parish
Ongoing	Dynamic Catholic Daily Reflections and Dynamic Catholic Feed Your Soul Weekly Gospel Discussion
Ongoing	Word Among Us Daily Readings and Reflection

PROVINCIAL MEETINGS:

Date:	Name and Key Discussions:
January 17	ASBA Zone 6 Meeting

OTHER MEETINGS AND ADVOCACY:

Date:	Name and Key Discussions:
Dec 20, 2023	COW and Public Board Meeting
January 10 + 17	ASBA Governance Certification: University of Calgary Course COR 569 - 002 Strategic Thinking



INDIVIDUAL TRUSTEE ADVOCACY REPORT

TRUSTEE NAME: Cheralan O'Donnell

BOARD MEETING DATE: January 24, 2024

SCHOOL COUNCIL MEETINGS:

Date:	School and Key Discussions:
January 10	School Council Meeting - Regrets
January 19	Gospel Time with Father Ian & Celebration of Students who have been charitable

PARISH COMMITMENTS:

Date:	Key Discussions:
Sundays	Mass St. Catherine Parish

PROVINCIAL MEETINGS:

Date:	Name and Key Discussions:
	ASBA Daily Briefs
	ACSTA Weekly Summaries
January 17	ASBA Zone 6 Meeting - Regrets due to schedule conflict

OTHER MEETINGS AND ADVOCACY:

Date:	Name and Key Discussions:
January 5	Budget Policy Planning Meeting & Review of other SD Policy
January 6	SWOT Analysis feedback
January 12	Union Negotiation Committee Meeting
January 15	Union Negotiation
January 17	Union Negotiation
January 24	Finance Committee Meeting
January 24	Board Meeting: Committee of the Whole
January 24	Board Meeting: Public General Meeting



INDIVIDUAL TRUSTEE ADVOCACY REPORT

TRUSTEE NAME: Bob Spitzig

BOARD MEETING DATE: January 24, 2024

SCHOOL COUNCIL MEETINGS:

Date:	School and Key Discussions:

PARISH COMMITMENTS:

Date:	Key Discussions:
Jan	On going Mass at All Saints
Jan. 17	All Saints PPC

PROVINCIAL MEETINGS:

Date:	Name and Key Discussions:

OTHER MEETINGS AND ADVOCACY:

Date:	Name and Key Discussions:
Jan.4	PCCELC (met to prepare for meeting with Town of Pincher Creek)
Jan.12	CUPE Proposal review
Jan.18	ATA Proposal review

ADVOCACY NO: F.2

January 24, 2024

BOARD AGENDA ADVOCACY

TO: Board of Trustees

FROM: Board of Trustees

SUBJECT: School Council Advocacy

BACKGROUND

1. In order to ensure better communication between the Board of Trustees and schools, Trustees serve as School Council Liaisons for each school within the division.
2. School Council Advocacy is a forum to address key topics and to provide a bridge for information to be shared between councils and the Board.

INFORMATION NO: G.1

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Carmen Mombourquette, Board Chair

SUBJECT: Correspondence from the Minister of Education

ORIGINATOR: Carmen Mombourquette, Board Chair

BACKGROUND:

1. Attached for Board information is correspondence from Minister Nicolaidis, Minister of Education, in response to Holy Spirit Catholic School Division's letter regarding the weighted moving average funding model and the challenges this model presents for the division.



ALBERTA
EDUCATION

*Office of the Minister
MLA, Calgary - Bow*

AR 122370

December 20, 2023

Dr. Carmen Mombourquette
Board Chair
Holy Spirit Catholic School Division
St. Basil Education Centre
620 - 12B Street North
Lethbridge AB T1H 2L7

Dear Dr. Mombourquette

Thank you for your letter regarding the weighted moving average funding model. I appreciate the opportunity to respond.

Education's mandate is about growing opportunities for students and addressing student learning challenges. A key initiative in this is ensuring the education system is appropriately funded to ensure the highest educational outcomes for students.

As you know, the previous funding model was based on a per-student approach, which was not equitable across school authorities because it favoured larger and more metro/urban authorities. While large school authorities could maximize funding efficiency through economies of scale, changes in student enrolment from year to year contributed to budget unpredictability for smaller authorities. As a result, school authorities were required to lower expenditures by reducing staffing levels and services in schools during the school year, negatively impacting students' educational outcomes.

After the new funding model was implemented in the 2020/21 school year, some school authorities raised concerns that the methodology may not adequately fund enrolment growth. In response to these concerns, in 2022/23, Alberta Education introduced the Supplemental Enrolment Growth Grant. The grant provides additional per-student funding to school authorities that have significant growth.

Recent changes to the Supplemental Enrolment Growth Grant funds all growth instead of a minimum threshold of growth. In 2023/24, Alberta Education added \$30 million to this grant to enable growing school authorities to address significant enrolment growth.

.../2

The weighted moving average methodology combined with the Supplemental Enrolment Growth Grant provides school authorities experiencing enrolment growth with more funding over three years than they would receive through per-student funding. This change to the grant recognizes the significant enrolment growth experienced in Alberta's schools.

In 2023/24, the System Administration Grant limit increased from 3.2 to five per cent of the total reported operating expenditures reported on the August 31, 2022, audited financial statements. Each school authority is provided with a specific targeted grant amount. This recognizes that smaller authorities will have a larger proportion of their overall funding available for required central office resources, while larger authorities are encouraged to find economies of scale. As a result of this update, Holy Spirit Catholic School Division's system administration funding is \$2.4 million, an increase of 2.9 per cent from last year.

Alberta Education recognizes that rural schools face unique challenges in the delivery of educational services. Small rural schools are unable to realize economies of scale on staffing and other expenses and can be disproportionately affected by fluctuations in student enrolment. Rural small schools are provided a guaranteed block of funding to ensure that funding is predictable and sustainable. Alberta Education increased the block funding rate by six per cent in 2023/24.

In addition to the block funding for rural schools, the Geographic Grant is provided to school authorities to better address their geographic location contexts and enhance equity and fairness of education opportunities. Factors such as rurality, sparsity, distance, and area served by the school jurisdiction are taken into consideration for the distribution of this grant. For the 2023/24 school year, Holy Spirit is allocated \$805,185 in Geographic Grant funding.

Alberta's government recognizes that today's classrooms are more complex than ever and is making record investments in education to meet students' diverse needs. We respect the autonomy of school authorities to manage resources, determine class sizes, and make hiring decisions that reflect local priorities, while making the best use of public funds.

Like you, Alberta's government values the important contributions of education support staff. The education system relies on effective collaboration between support staff, teachers, and administrators. Bargaining mandates are directed to ensure settlements in one part of the public sector do not adversely affect settlements in a different sector. This is particularly important for support staff negotiations where roles may be comparable across sectors.

Mr. Carmen Mombourquette
Page 3

We are committed to collaborating with stakeholders to ensure schools are adequately funded and will consider your feedback for future adjustments to the funding model.

Thank you for sharing your concerns. I wish your board, staff, and students all the best in the new year.

Best,

A handwritten signature in black ink, appearing to read "Demetrios Nicolaides". The signature is fluid and cursive, with the first name being more prominent.

Demetrios Nicolaides ECA PhD
Minister of Education

cc: Honourable Joseph Schow
Minister of Tourism and Sport and MLA for Cardston-Siksika

Honourable Nathan Neudorf
Minister of Affordability and Utilities and MLA for Lethbridge East

Honourable Grant Hunter
Parliamentary Secretary for Agrifood Development and MLA for Taber-Warner

Chelsae Petrovic
MLA for Livingstone-Macleod

INFORMATION NO: G.2

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Ken Sampson, Superintendent of Schools

SUBJECT: Alberta Education Assurance Survey

ORIGINATOR: Ken Sampson, Superintendent of Schools

BACKGROUND:

1. The Alberta Education Assurance (AEA) survey gathers feedback on the quality of education provided by school authorities and their schools.
2. The AEA survey is sent to parents or guardians of students in Grades 4,7 and 10 unless the school has fewer than 120 students in Grades 4 to 12, in this case the survey is sent to parents or guardians of students in Grades 4 and above.
3. Teachers and students complete the survey online at school.
4. The survey is scheduled to open in January and run until March.

Alberta Education Assurance Survey

Information for parents and guardians

About the survey

Every year, Alberta Education surveys students, their parents and all teachers on behalf of schools and school authorities to assess what is working well and where there is room for improvement. The survey asks students in grades 4, 7 and 10, and their parents, about their thoughts, feelings and experiences in school. The survey will be administered between January and March 2024. In some schools, all students in grades 4 and above and their parents will be surveyed.

Participants will be asked questions on a variety of topics, such as welcoming, caring, respectful and safe learning environments; student learning engagement; and parental involvement. The survey does not ask for names and cannot be used to identify individual participants.



Why is the survey needed?

Alberta's Assurance Framework requires school authorities across the province to report their performance according to a number of different measures that provide key information about how the education system is doing. A provincial survey allows all school authorities to be measured on the same things at the same time.

Participation in the survey is voluntary:

- All participants may opt out of taking the survey at any time with no repercussions and/or skip any questions they do not wish to answer.
- All responses are anonymous. The survey does not collect personally identifiable information and Random Access Codes will be used to group responses by survey type, school and authority.
- Only grouped data where there are more than six responses are reported.
- All data collected will be managed in accordance with the *Freedom of Information and Protection of Privacy Act*.
- If you have any questions regarding the survey or your child's participation, please contact your child's school directly.



How will I take the survey?

- Parents or guardians are issued a single-use Random Access Code mailed through Canada Post to complete the survey online.
- The code must be used to access the survey and helps Alberta Education group your response as being from a parent/guardian. It **is not** used to identify individuals.
- Monitor your Canada Post mailbox starting late-January 2024 for the survey invitation package from Alberta Education.
- Parents or guardians with more than one student in an eligible grade will receive a separate survey invitation package for each child.
- Paper copies of the survey can also be requested through your school principal once the survey opens.



How will students take the survey?

- Students complete the survey at school.
- Before the survey begins, your child's teacher or school staff will explain to the students that the survey is not a test – there are no right or wrong answers. They will also explain that there are no repercussions for opting out of participating and that they may skip questions they do not wish to answer.
- Responses are submitted anonymously. Random Access Codes will be used to group responses by survey type, grade, school and school authority only.

Details about the assurance measures and how to obtain results are available online at

www.alberta.ca/alberta-education-assurance-survey

If you have questions or concerns about the survey, please contact your school principal.

INFORMATION NO: G.3

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Carmen Mombourquette, Board Chair

SUBJECT: 2024 Alberta Catholic School Trustees' Association (ACSTA)
SPICE & Blueprints Retreats

ORIGINATOR: Carmen Mombourquette, Board Chair

BACKGROUND:

1. As seen in the attached information, the ACSTA will be hosting this year's SPICE Retreat from April 25 – 28, 2024 and Blueprints from April 30 – May 3, 2024. Both events will be held at the Pomeroy Kananaskis Mountain Lodge in Kananaskis.
2. Further information and registration details can be found at the following link:
<https://www.acsta.ab.ca/>

2024 SPICE Retreat

Thursday, April 25th - Sunday, April 28th

2024 Blueprints Retreat

Tuesday, April 30th - Friday, May 3rd

Pomeroy Kananaskis Mountain Lodge

Centennial Drive, Kananaskis Village, Alberta T0L 2H0 Canada

Phone: 403/591-7711 / [Map and Directions](#)



Speaker: Roy Petitfils

INFORMATION NO: G.4

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Sean Marks, Communications Coordinator

SUBJECT: Holy Spirit Social Media Analytics Report

ORIGINATOR: Ken Sampson, Superintendent of Schools

BACKGROUND

1. Attached for Board information is a Holy Spirit Social Media Analytics Report from June 1, 2023 to December 31, 2023. The data and metrics provides details on the division's recent social media activities and performance through Facebook, Twitter and Instagram.



Social Media Analytics

June 1, 2023 to December 31, 2023

Facebook & Instagram Review

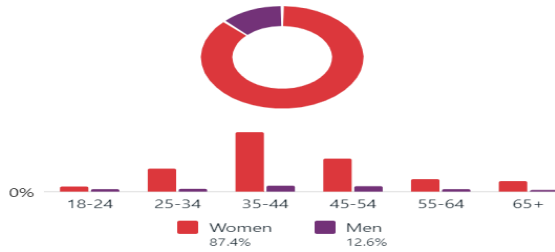
Audience (January 15, 2024)



Facebook followers ⓘ

759

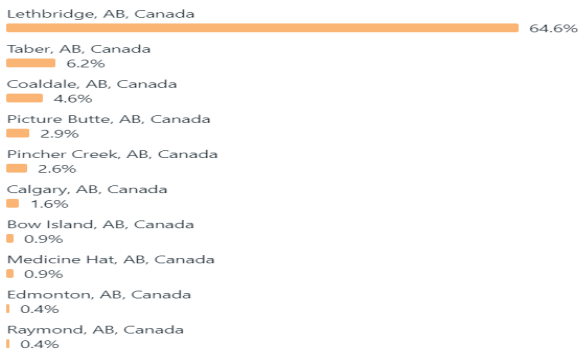
Age & gender ⓘ



Top countries



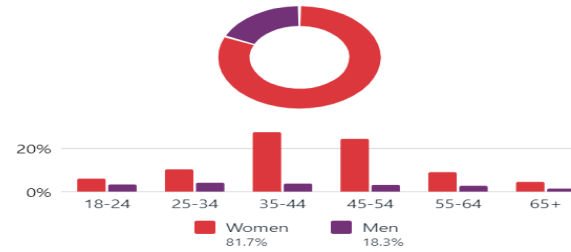
Top cities



Instagram followers ⓘ

625

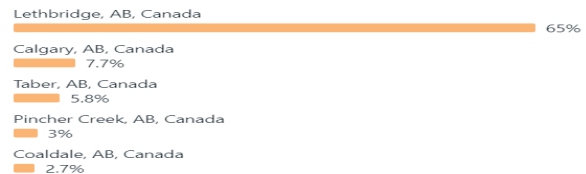
Age & gender ⓘ



Top countries








Top cities



June 2023

Monthly posts with the highest "Reach"

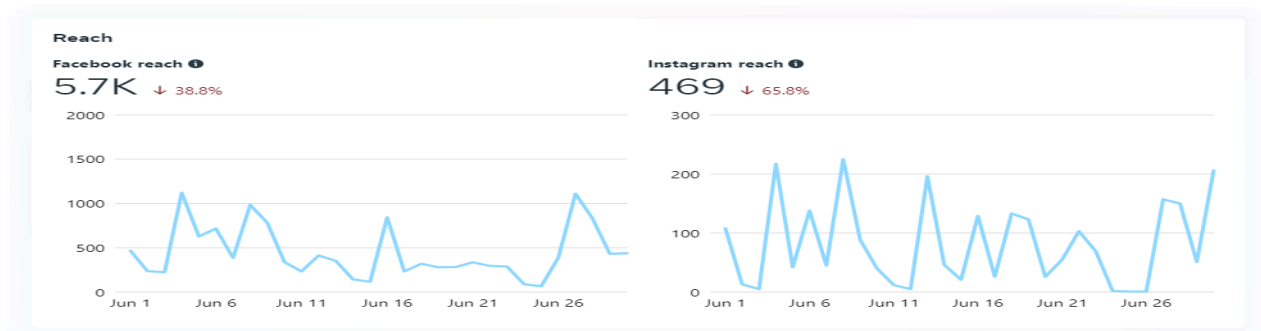
Title	Date published ↑↓	Reach ⓘ ↓
 10 of our 16 schools have put in video submissions t... Holy Spirit Catholic School Division, Southern Alberta	Boost Jun 4, 2023	2.9K Reach
 Today is the last day of the 2023/2024 school year for... Holy Spirit Catholic School Division, Southern Alberta	Boost Jun 27, 2023	1.5K Reach
 Come check out Catholic Central High School's melo... Holy Spirit Catholic School Division, Southern Alberta	Boost Jun 8, 2023	1K Reach
 As we all prepare for our summer to begin - our MH... Holy Spirit Catholic School Division, Southern Alberta	Boost Jun 28, 2023	974 Reach
 Students going into Grades 11 and 12 m... Holy Spirit Catholic School Division, Southe...	Boost unavailable Jun 6, 2023	726 Reach



Number of Facebook Posts/Shares/Stories: 37



Number of Instagram Posts/Shares/Stories: 27



Visits

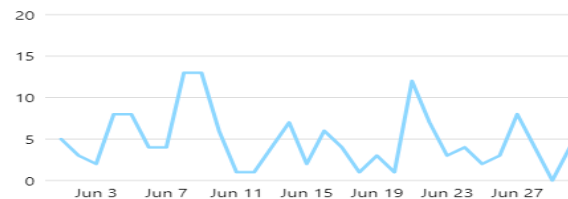
Facebook visits ⓘ

1,081 ↓ 26.3%



Instagram profile visits ⓘ

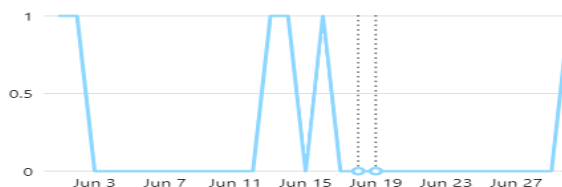
143 ↓ 56%



New likes and follows

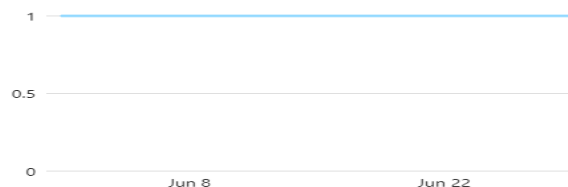
Facebook Page new likes ⓘ

6 ↓ 33.3%













New Instagram followers ⓘ

5 ↓ 50%



July 2023

Monthly posts with the highest "Reach"

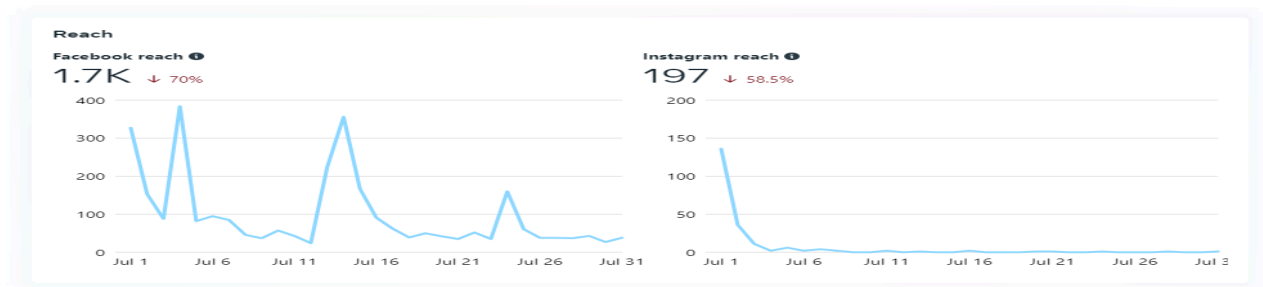
Title	Date published ↑↓	Reach ⓘ ↓
 The Mental Health Capacity Building Summer Progra... Holy Spirit Catholic School Division, Southern Alberta Boost	Jul 13, 2023	441 Reach 
 Summers are a great time for our mainte... Holy Spirit Catholic School Division, Southe... Boost unavailable	Jul 4, 2023	425 Reach 
 This post has no text Holy Spirit Catholic School Division, Southe... Boost unavailable	Jul 14, 2023	412 Reach 
 This post has no text Holy Spirit Catholic School Division, Southe... Boost unavailable	Jul 14, 2023	347 Reach 
 Are you looking for things to do? Join the Mental He... Holy Spirit Catholic School Division, Southern Alberta Boost	Jul 24, 2023	259 Reach 



Number of Facebook Posts/Shares/Stories: 6



Number of Instagram Posts/Shares/Stories: 1

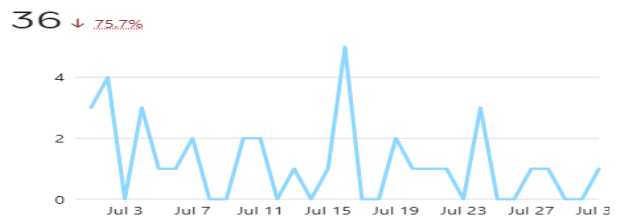


Visits

Facebook visits ⓘ

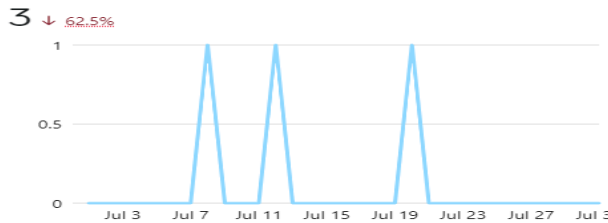


Instagram profile visits ⓘ

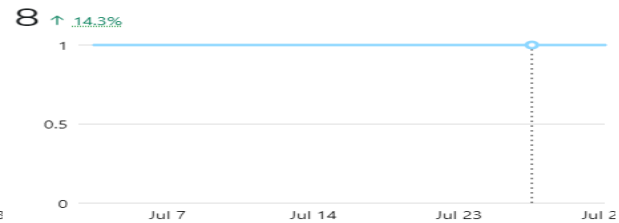


New likes and follows

Facebook Page new likes ⓘ








New Instagram followers ⓘ



August 2023

Monthly posts with the highest "Reach"

Title	Date published ↑↓	Reach ⓘ ↓
 Looking to prepare your child for their first bus ride? ... Holy Spirit Catholic School Division, Southern Alberta	Boost Aug 14, 2023	5.7K Reach
 Please join our #hs4 community in congratulating M... Holy Spirit Catholic School Division, Southern Alberta	Boost Aug 31, 2023	5.4K Reach
 Working with Reconciliation Lethbridge, through the ... Holy Spirit Catholic School Division, Southern Alberta	Boost Aug 31, 2023	5.3K Reach
 Southland has recently updated their maps, routes a... Holy Spirit Catholic School Division, Southern Alberta	Boost Aug 28, 2023	1.4K Reach
 Our #hs4 staff started the school year this morning w... Holy Spirit Catholic School Division, Southern Alberta	Boost Aug 30, 2023	1.2K Reach



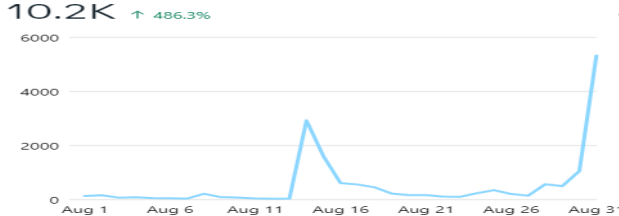
Number of Facebook Posts/Shares/Stories: 13



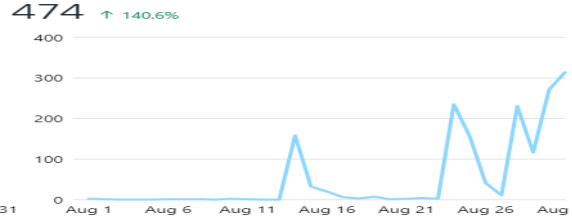
Number of Instagram Posts/Shares/Stories: 8

Reach

Facebook reach ⓘ



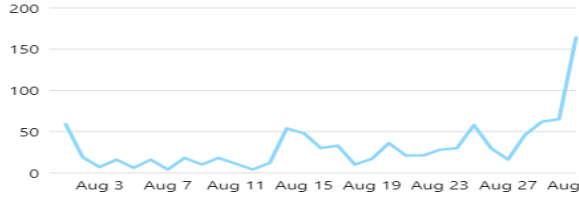
Instagram reach ⓘ



Visits

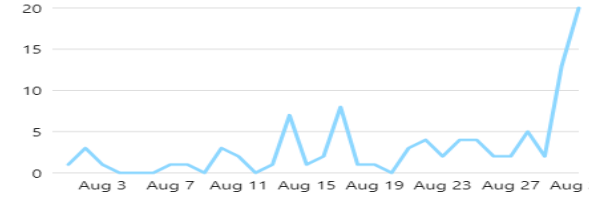
Facebook visits ⓘ

969 ↑ 161.9%



Instagram profile visits ⓘ

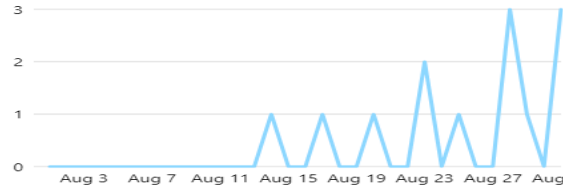
94 ↑ 161.1%



New likes and follows

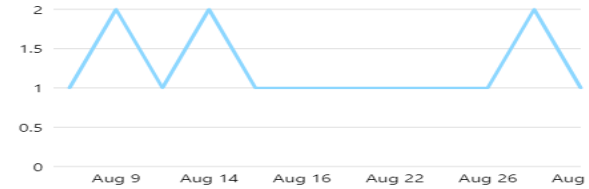
Facebook Page new likes ⓘ

13 ↑ 333.3%





New Instagram followers ⓘ

15 ↑ 87.5%



September 2023

Monthly posts with the highest "Reach"

Title	Date published ↑↓	Reach ⓘ ↓
 The Holy Spirit Catholic School Division's September ... Holy Spirit Catholic School Division, Southern Alberta	Boost Sep 29, 2023	571 Reach
 The September 27, 2023 Board of Trustees Agenda P... Holy Spirit Catholic School Division, Southern Alberta	Boost Sep 22, 2023	338 Reach



Number of Facebook Posts/Shares/Stories: 2



Number of Instagram Posts/Shares/Stories: 0

Reach

Facebook reach ⓘ

6.7K ↓ 33.8%



Instagram reach ⓘ

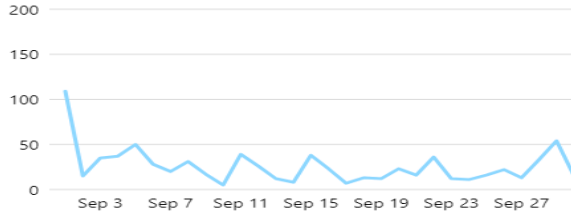
235 ↓ 50.1%



Visits

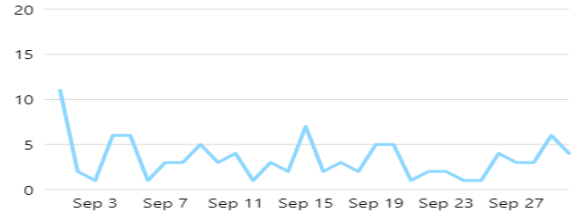
Facebook visits ⓘ

776 ↓ 14.7%



Instagram profile visits ⓘ

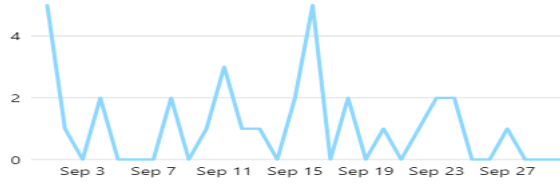
102 ↑ 9.7%



New likes and follows

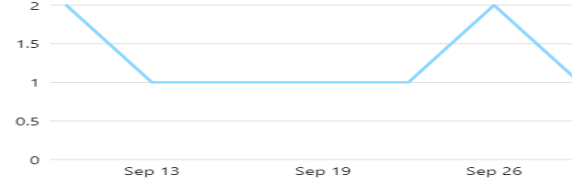
Facebook Page new likes ⓘ

32 ↑ 146.2%








New Instagram followers ⓘ

9 ↓ 40%



October 2023

Monthly posts with the highest "Reach"

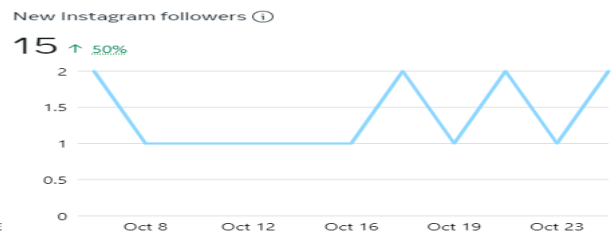
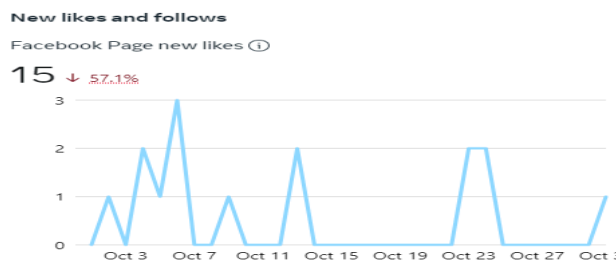
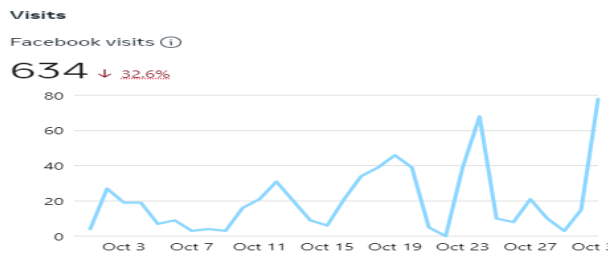
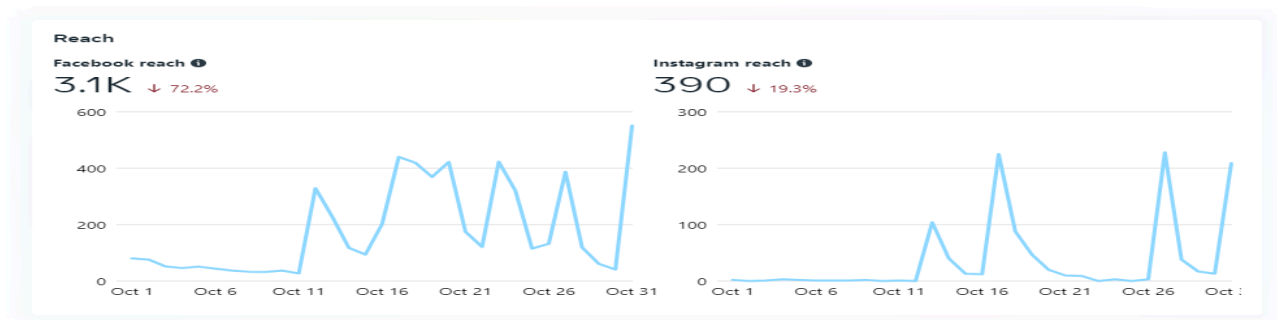
Title	Date published ↑↓	Reach ⓘ ↓
 A great opportunity to explore a trade. Students from... Holy Spirit Catholic School Division, Southern Alberta	Boost Oct 17, 2023	1.1K Reach
 Are you a retired staff member or trustee of Holy Spir... Holy Spirit Catholic School Division, Southern Alberta	Boost Oct 23, 2023	831 Reach
 Even the staff at the Holy Spirit Catholic School Divisi... Holy Spirit Catholic School Division, Southern Alberta	Boost Oct 31, 2023	588 Reach
 Holy Spirit Catholic School Division is excited to host ... Holy Spirit Catholic School Division, Southern Alberta	Boost Oct 16, 2023	535 Reach
 This post has no text Holy Spirit Catholic School Division, Southe...	Boost unavailable Oct 31, 2023	426 Reach



Number of Facebook Posts/Shares/Stories: 13








Number of Instagram Posts/Shares/Stories: 5



November 2023

Monthly posts with the highest "Reach"

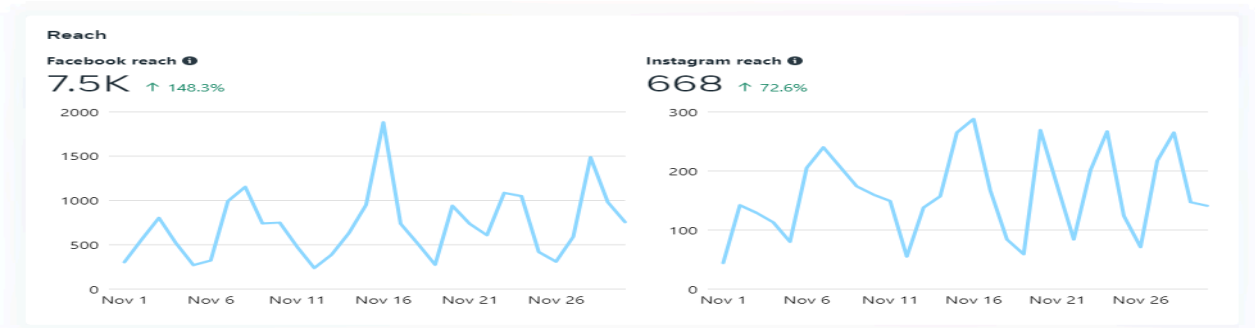
Title	Date published ↑↓	Reach ⓘ ↓
 Our Director of Learning, Carmen Larsen, had a blast ... Holy Spirit Catholic School Division, Southern Alberta	Boost Nov 16, 2023	2.1K Reach
 Yesterday evening was a special one for some of the ... Holy Spirit Catholic School Division, Southern Alberta	Boost Nov 28, 2023	1.7K Reach
 Kendrick Fox, a Veteran of the Canadian Armed Force... Holy Spirit Catholic School Division, Southern Alberta	Boost Nov 23, 2023	1.4K Reach
 It was an exciting day for the Kindergarten students a... Holy Spirit Catholic School Division, Southern Alberta	Boost Nov 7, 2023	1.4K Reach
 The Catholic Central High School Welding class is rais... Holy Spirit Catholic School Division, Southern Alberta	Boost Nov 29, 2023	1.2K Reach



Number of Facebook Posts/Shares/Stories: 58



Number of Instagram Posts/Shares/Stories: 50



Visits

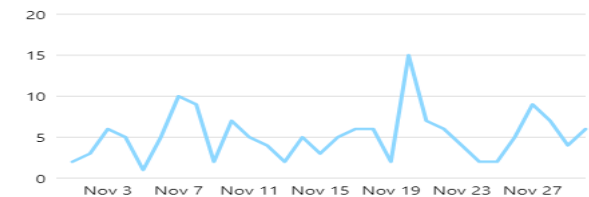
Facebook visits ⓘ

1,563 ↑ 148.1%



Instagram profile visits ⓘ

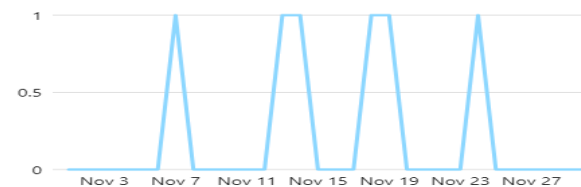
155 ↑ 118.3%



New likes and follows

Facebook Page new likes ⓘ

6 ↓ 50%








New Instagram followers ⓘ

16 ↑ 6.7%



December 2023

Monthly posts with the highest "Reach"

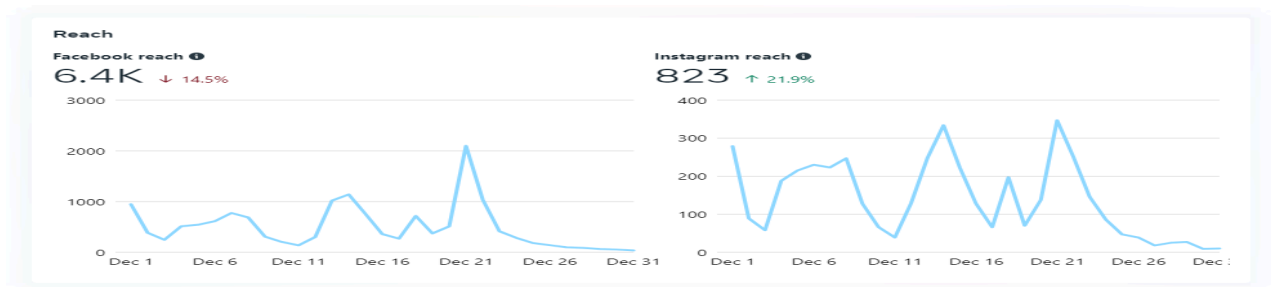
Title	Date published ↑↓	Reach ⓘ ↓
 The Holy Spirit Catholic School Division is excited to ... Holy Spirit Catholic School Division, Southern Alberta	Boost Dec 21, 2023	1.9K Reach
 With the new year quickly approaching, registration i... Holy Spirit Catholic School Division, Southern Alberta	Boost Dec 12, 2023	1.6K Reach
 Students from Our Lady of the Assumption School, L... Holy Spirit Catholic School Division, Southern Alberta	Boost Dec 14, 2023	1.2K Reach
 Our Superintendent, Ken Sampson, was treated to a f... Holy Spirit Catholic School Division, Southern Alberta	Boost Dec 21, 2023	915 Reach
 There's no better way to start off your Wednesday m... Holy Spirit Catholic School Division, Southern Alberta	Boost Dec 13, 2023	844 Reach



Number of Facebook Posts/Shares/Stories: 38



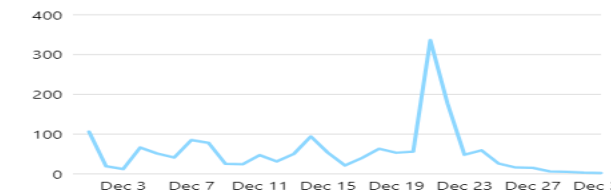
Number of Instagram Posts/Shares/Stories: 32



Visits

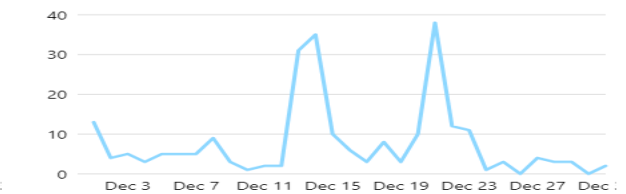
Facebook visits ⓘ

1,709 ↑ 4.1%



Instagram profile visits ⓘ

240 ↑ 50%



New likes and follows

Facebook Page new likes ⓘ

3 ↓ 57.1%



New Instagram followers ⓘ

14 ↓ 12.5%



Twitter Review

Note: Twitter is currently changing the analytics dashboard. Efforts have been made to find similar, comparative information to that shared for Facebook and Instagram accounts.

Audience (January 15, 2024)



Following: 279

Followers: 2,441

June 2023

Monthly posts with the highest "Reach"

Holy Spirit Catholic School Division @HolySpiritRCSD
10 of our 16 schools have put in video submissions to win \$10,000 from @kidoodleTV for a variety of projects that would benefit our students! <http://school-giveaway.kidoodle.tv/vote/>

@CSMhs4 @cchschoo @ESMhs4 @flvthawks
@Assumptionhs4 @SFleth @SJSCoaldale @SMTtaber
@SMBISchool @stchs4

Impressions	2,048
Total engagements	95
Detail expands	49
Link clicks	33
Retweets	5
Profile clicks	5
Likes	3

Holy Spirit Catholic School Division @HolySpiritRCSD
Come check out the melodious @cchschoo's 15th Annual Sweet Treats and Song Concert tomorrow, June 9, 2023, at 7pm at Southminster Church! To get your tickets in advance: [https://holyspirit.schoolcashonline.com/Fee/Details/28517/179/Faise/True ...](https://holyspirit.schoolcashonline.com/Fee/Details/28517/179/Faise/True...)
[https://twitter.com/cchschoo/status/1664630741458665474 ...](https://twitter.com/cchschoo/status/1664630741458665474...)

Impressions	828
Total engagements	6
Retweets	2
Likes	2
Link clicks	1
Detail expands	1



Holy Spirit Catholic School Division @HolySpiritRCSD
Blessings on all our #hs4 fathers! St. Joseph...pray for us! #IBelieveinCatholicEd
<pic.twitter.com/B8V2sUml3m>

Impressions	806
Total engagements	28
Detail expands	13
Likes	8
Retweets	3
Link clicks	3
Profile clicks	1

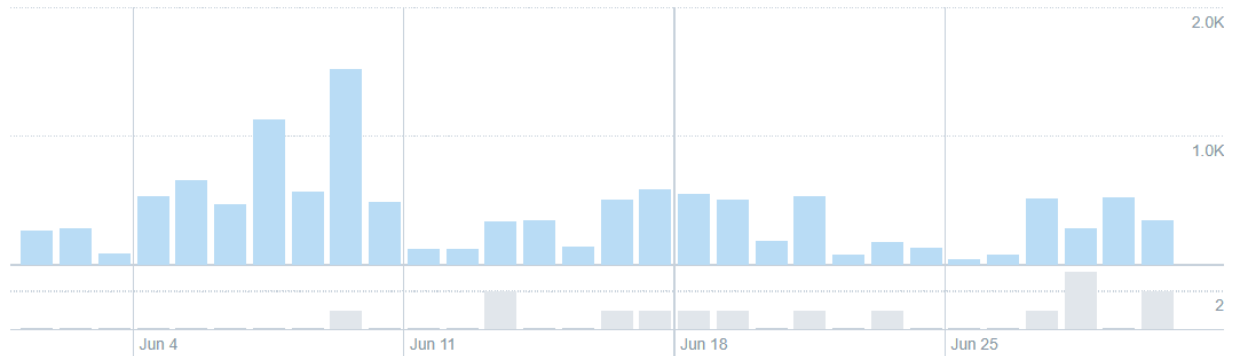
Holy Spirit Catholic School Division @HolySpiritRCSD
Our #hs4 Division Family Gathering is almost here! join us tomorrow, June 7, 2023, for some Indigenous games, food, and fun! The event starts at 5pm at CCH (Taatsikioyis) - East Campus. #hs4 #itsinikasi
[https://www.holyspirit.ab.ca/resources_publications/news/whats_new/division_family_gathering ...](https://www.holyspirit.ab.ca/resources_publications/news/whats_new/division_family_gathering...)
[https://twitter.com/HolySpiritRCSD/status/1663935554982125569 ...](https://twitter.com/HolySpiritRCSD/status/1663935554982125569...)

Impressions	692
Total engagements	7
Retweets	3
Detail expands	3
Likes	1



Number of Tweets: 21

Your posts earned **12.1K impressions** over this **30 day** period



Engagement rate

2.7%

Jun 30
3.1% engagement rate



Link clicks

77

Jun 30
6 link clicks

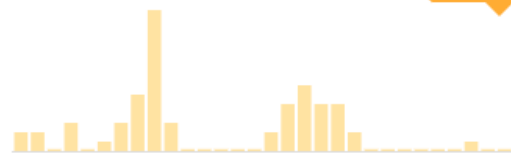


On average, you earned **3 link clicks** per day

Likes

62

Jun 30
0 likes



On average, you earned **2 likes** per day

Retweets without comments

27

Jun 30
1 Retweet without comments



On average, you earned **1 Retweets without comments** per day

Replies

0

Jun 30
0 replies

On average, you earned **0 replies** per day

July 2023

Monthly posts with the highest "Reach"

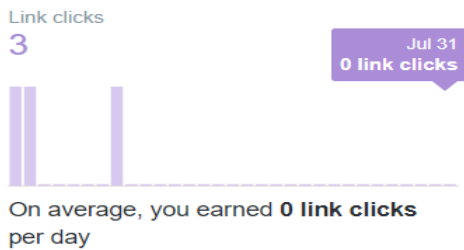
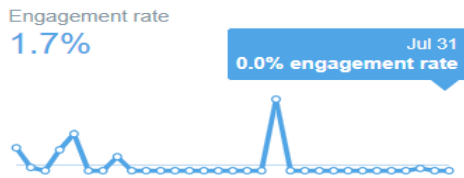
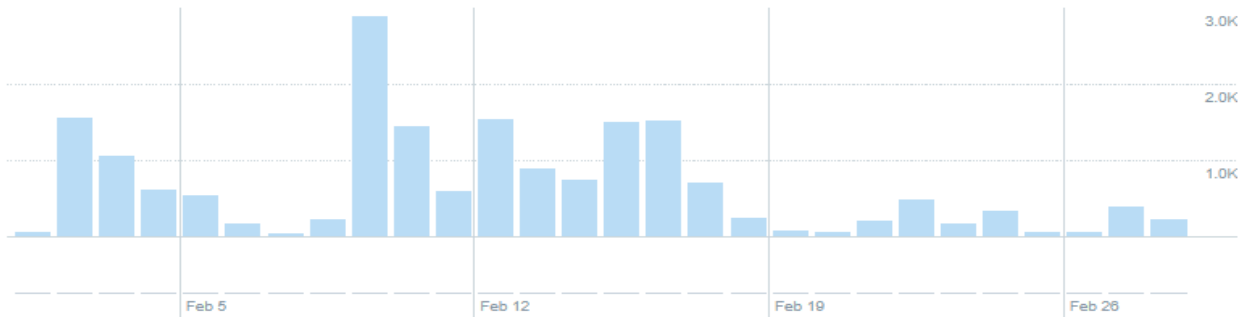
Holy Spirit Catholic School Division @HolySpiritRCSD
A blessed retirement to you Mr. Kostiuk! #hs4
[https://twitter.com/GregKostiuk/status/1674478710601416705 ...](https://twitter.com/GregKostiuk/status/1674478710601416705)

Impressions	889
Total engagements	55
Detail expands	44
Likes	8
Profile clicks	2
Retweets	1

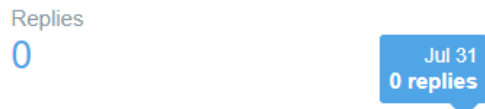
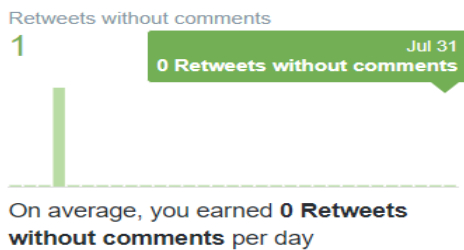


Number of Tweets: 1

Your Tweets earned 18.4K impressions over this 28 day period



On average, you earned 0 likes per day



On average, you earned 0 replies per day

August 2023

Monthly posts with the highest "Reach"



Holy Spirit Catholic School Division
 @HolySpiritRCSD
 Working with Reconciliation #yql, through @LethbridgeCity, #hs4 received the materials for our students to make a school "OK!" sign that will be showcased this September. Thank you to Charlene Bruised Head-Mountain Horse and Echo Nowak for making the deliveries!
pic.twitter.com/Sbq4MP0WCG

Impressions	2,833
Total engagements	27
Detail expands	11
Media engagements	10
Likes	3
Profile clicks	2
Retweets	1



Holy Spirit Catholic School Division
 @HolySpiritRCSD
 Please join our #hs4 community in congratulating Meghan Calder and Rosie Bartosek. Both were selected as the recipients of the Board's prestigious "Share the Mission Award" for 2022/2023. For all the details, visit:
[https://www.holyspirit.ab.ca/resources_publications/news/whats_new/share_the_mission_award_2022_2023 ...](https://www.holyspirit.ab.ca/resources_publications/news/whats_new/share_the_mission_award_2022_2023...)
 @Assumptionhs4 @SJSCoaldale
pic.twitter.com/al3cjZV868

Impressions	1,786
Total engagements	74
Detail expands	47
Link clicks	11
Likes	8
Profile clicks	3
Media engagements	2
Replies	1
Retweets	1
Hashtag clicks	1



Holy Spirit Catholic School Division
 @HolySpiritRCSD
 Looking to prepare your child for their 1st bus ride? @southlandbus #yql office will be giving new riders a chance to learn all about school bus safety Sat. Aug 26/23 from 11am-3pm at Nicholas Sheran Elementary School. For all the details, see:
[https://www.holyspirit.ab.ca/resources_publications/news/whats_new/my_1st_ride_event ...](https://www.holyspirit.ab.ca/resources_publications/news/whats_new/my_1st_ride_event...)
 #hs4 #yql pic.twitter.com/NTt6EToTL

Impressions	819
Total engagements	17
Detail expands	12
Retweets	3
Likes	1
Profile clicks	1



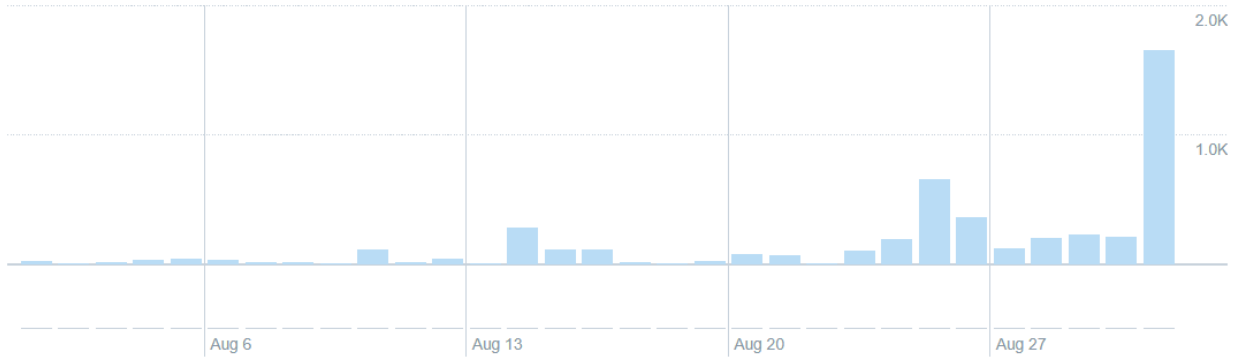
Holy Spirit Catholic School Division
 @HolySpiritRCSD
 "Build! Pilgrims of Hope!" Being able to gather our #hs4 staff for Opening Mass was a great and hopeful way to begin the school year! Thank you: Bishop McGrattan & local clergy for leading; @spfaschool for organizing; @cchschoo for hosting!
 #IBelieveinCatholicEd @calgarydiocese
pic.twitter.com/OfSF0gxmuQ

Impressions	624
Total engagements	99
Media engagements	38
Detail expands	38
Profile clicks	11
Likes	8
Retweets	2
Link clicks	1
Hashtag clicks	1



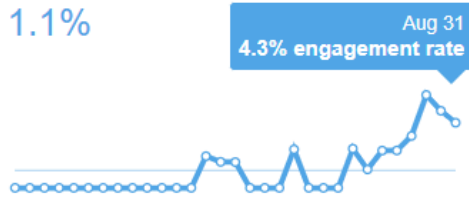
Number of Tweets: 7

Your posts earned **4.9K impressions** over this **31 day** period



Engagement rate

1.1%



Link clicks

16



On average, you earned **1 link clicks** per day

Likes

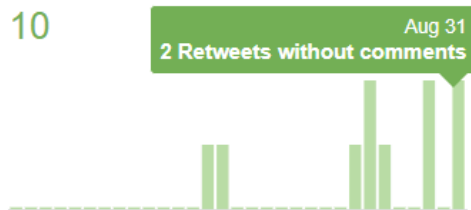
17



On average, you earned **1 likes** per day

Retweets without comments

10



On average, you earned **0 Retweets without comments** per day

Replies

1



On average, you earned **0 replies** per day

September 2023

Monthly posts with the highest "Reach"



Holy Spirit Catholic School Division
 @HolySpiritRCSD
 The Holy Spirit Catholic School Division's September Board Brief is now available at:
https://cdnsm5-ss10.sharpschool.com/UserFiles/Servers/Server_20670192/File/Board%20&%20Administration/Board%20of%20Trustees/Board%20Meetings/2023%202024/Briefs/September%202023%20Board%20Meeting%20Brief.pdf ...
pic.twitter.com/LuzIBNSVjG

Impressions	179
Total engagements	12
Link clicks	12



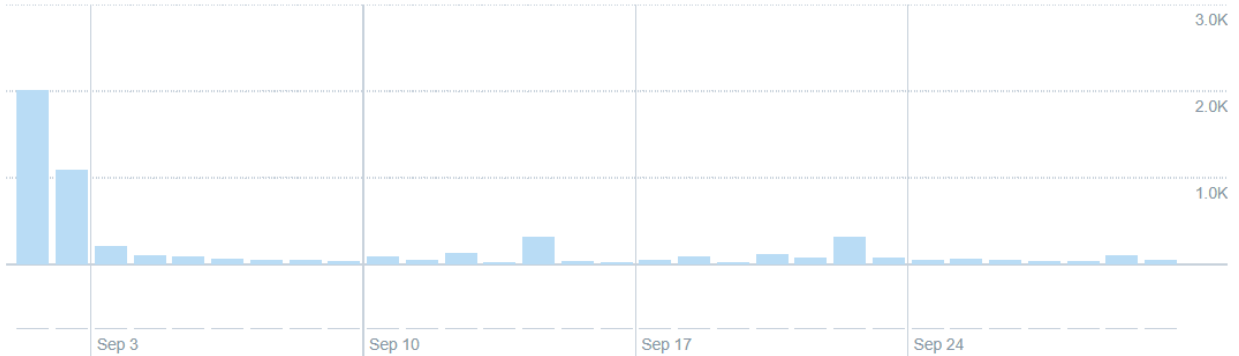
Holy Spirit Catholic School Division
 @HolySpiritRCSD
 The September 27, 2023 Board of Trustees Agenda Package is now available at:
https://cdnsm5-ss10.sharpschool.com/UserFiles/Servers/Server_20670192/File/Board%20&%20Administration/Board%20of%20Trustees/Board%20Meetings/2023%202024/01%20September%2027,%202023%20Agenda%20Package.pdf ...
pic.twitter.com/v0p95Rs2P5

Impressions	167
Total engagements	25
Link clicks	13
Detail expands	11
Profile clicks	1



Number of Tweets: 2

Your posts earned **5.6K impressions** over this **30 day** period



Engagement rate
2.1%



Link clicks
25



On average, you earned **1 link clicks** per day

Likes
7



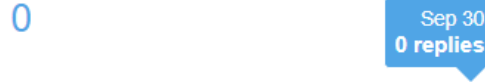
On average, you earned **0 likes** per day

Retweets without comments
0



On average, you earned **0 Retweets without comments** per day





Replies
0



On average, you earned **0 replies** per day

October 2023

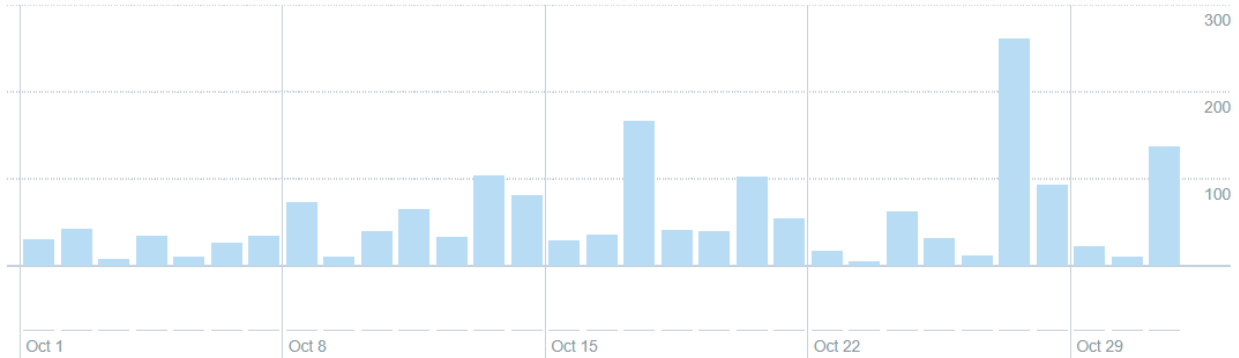
Monthly posts with the highest "Reach"

 <p>Holy Spirit Catholic School Division @HolySpiritRCSD Even the staff at Holy Spirit Catholic School Division Board Office want to join in the Halloween fun! Every day should be Halloween! #hs4 #spookynotspooky 🎃👻 pic.twitter.com/n72Bsl8dt</p>	<p>Impressions 258</p> <hr/> <p>Total engagements 21</p> <hr/> <p>Media engagements 14</p> <p>Likes 4</p> <p>Retweets 1</p> <p>Link clicks 1</p> <p>Profile clicks 1</p>
 <p>Holy Spirit Catholic School Division @HolySpiritRCSD Holy Spirit Catholic School Division (I)SWAG team is thrilled to host several Mental Health Learning sessions throughout the 2023-24 school year. The first will be on Thursday, October 19, 2023 at the Sandman Signature Lodge featuring Kim Clarke. pic.twitter.com/Gldym5P6b6</p>	<p>Impressions 213</p> <hr/> <p>Total engagements 7</p> <hr/> <p>Link clicks 3</p> <p>Media engagements 2</p> <p>Retweets 1</p> <p>Likes 1</p>
 <p>Holy Spirit Catholic School Division @HolySpiritRCSD Holy Spirit Catholic School Division October 25, 2023 Board Meeting Agenda Package is now available at: https://cdnsm5-ss10.sharpschool.com/UserFiles/Servers/Server_20670192/File/Board%20%20Administration/Board%20of%20Trustees/Board%20Meetings/2023%202024/Agendas/0.2%20-%20October%2025,%202023%20Regular%20Board%20Meeting%20Agenda%20Package.pdf ... Public is welcome to join. Doors are open from 5:45 - 6:15 pm. #hs4 pic.twitter.com/i9rqtCcRda</p>	<p>Impressions 157</p> <hr/> <p>Total engagements 9</p> <hr/> <p>Link clicks 7</p> <p>Media engagements 1</p> <p>Detail expands 1</p>
 <p>Holy Spirit Catholic School Division @HolySpiritRCSD #hs4 The Holy Spirit Catholic School Division October Board Meeting Brief is now available at the following link: https://cdnsm5-ss10.sharpschool.com/UserFiles/Servers/Server_20670192/File/Board%20%20Administration/Board%20of%20Trustees/Board%20Meetings/2023%202024/Briefs/October%202023%20Board%20Meeting%20Brief.pdf ... pic.twitter.com/WiHVvM6yA3</p>	<p>Impressions 148</p> <hr/> <p>Total engagements 11</p> <hr/> <p>Link clicks 11</p>



Number of Tweets: 4

Your posts earned **1.7K impressions** over this **31 day** period



Engagement rate
2.3%



Link clicks
25



On average, you earned **1 link clicks** per day

Likes
3



On average, you earned **0 likes** per day

Retweets without comments
2



On average, you earned **0 Retweets without comments** per day

Replies
0



On average, you earned **0 replies** per day

November 2023

Monthly posts with the highest "Reach"



Holy Spirit Catholic School Division
 @HolySpiritRCSD
 A Veteran of the Canadian Armed Forces, and one of the @HolySpiritRCSD FNMI Facilitators, was honoured with a "Quilt of Valour" at the Lethbridge Legion Earlier today. Head to our website for our full story on Kendrick Fox:
<https://www.holyspirit.ab.ca/cms/One.aspx?portalId=20670276&pageId=27458744> ...
 #QuiltofValour #hs4
pic.twitter.com/dWKQJRNJsl

Impressions	1,300
Total engagements	41
Detail expands	20
Media engagements	8
Link clicks	6
Likes	5
Retweets	2



Holy Spirit Catholic School Division
 @HolySpiritRCSD
 It was an exciting day for the Kindergarten students at St. Paul School who got to hear a story from Superintendent Ken Sampson, were taken on a tour of the St. Basil Catholic Education Centre and even got to try out the big, comfy board room chairs.
 #IBelieveInCatholicEd #hs4
pic.twitter.com/Pi3DhTIwIN

Impressions	626
Total engagements	21
Detail expands	11
Media engagements	5
Retweets	2
Likes	2
Link clicks	1



Holy Spirit Catholic School Division
 @HolySpiritRCSD
 Our Director of Learning had a blast decorating #HolidaySmileCookies this morning with the @LethSchDivision Superintendent.
 A big thanks to @TimHortons, @GreenShirtDay and @TobyBoulet for letting us help with such an incredible initiative!
 ❤️
 #LoganBouletEffect #GreenShirtDay #hs4
pic.twitter.com/jh76CNBX2q

Impressions	533
Total engagements	57
Detail expands	24
Media engagements	16
Likes	9
Retweets	3
Profile clicks	2
Replies	1
Link clicks	1
Hashtag clicks	1



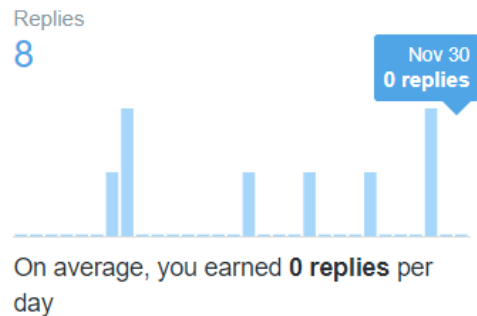
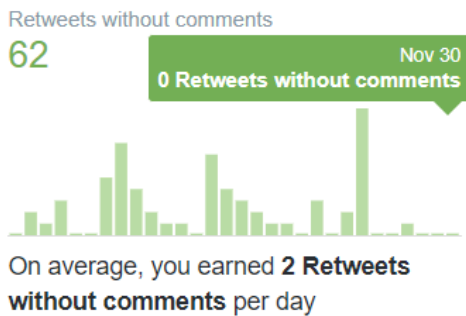
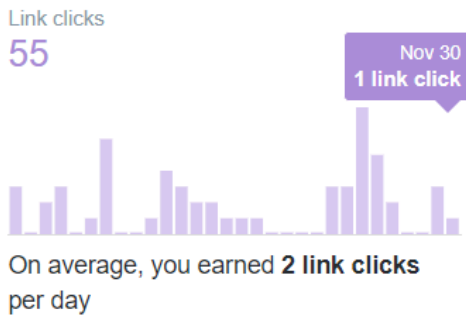
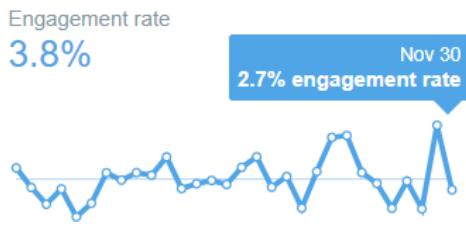
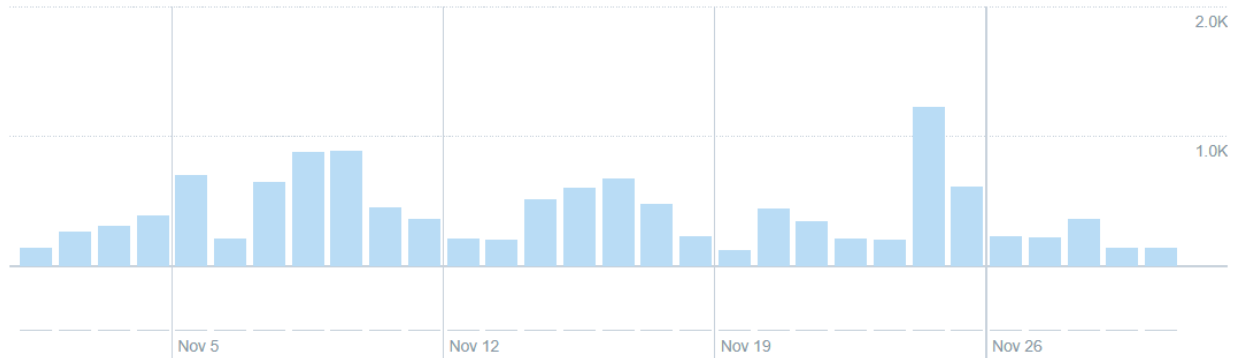
Holy Spirit Catholic School Division
 @HolySpiritRCSD
 Many of our schools will be holding Remembrance Day Liturgies & ceremonies over the coming days to honour those who fought for the freedom we enjoy today. Just a reminder that there will be NO SCHOOL on Friday, November 10, 2023.
 #LestWeForget #hs4
 #RemembranceDay2023
pic.twitter.com/ZBFTbrE9Ve

Impressions	432
Total engagements	18
Detail expands	11
Likes	5
Retweets	2






Number of Tweets: 50

Your posts earned **12.5K impressions** over this **30 day** period



December 2023

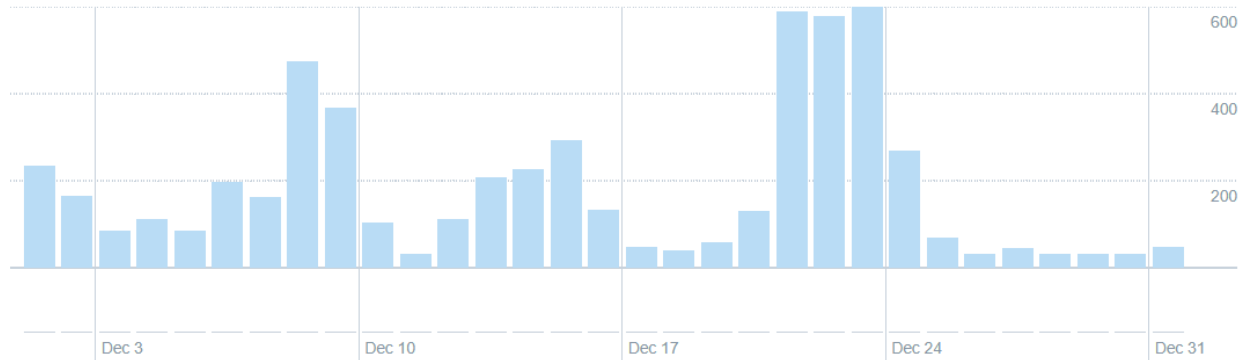
Monthly posts with the highest "Reach"

 <p>Holy Spirit Catholic School Division @HolySpiritRCS The Holy Spirit Catholic School Division is excited to announce Mrs. Anthea Boras as our new Deputy Superintendent.</p> <p>View the full story on our website: https://www.holyspirit.ab.ca/resources_publications/news/whats_new/new_deputy_superintendent_announced... pic.twitter.com/7XrCFmaszl</p>	<p>Impressions 1,074</p> <hr/> <p>Total engagements 109</p> <hr/> <p>Detail expands 49</p> <p>Link clicks 30</p> <p>Likes 14</p> <p>Profile clicks 7</p> <p>Retweets 4</p> <p>Media engagements 4</p> <p>Replies 1</p>
<p>Holy Spirit Catholic School Division @HolySpiritRCS It was a beautiful and blessed night at @cchschoo yesterday evening for their Christmas Cheer Concert. Thanks to all the students, faculty and parents that helped to bring this magical evening to life! #hs4 #IBelieveInCatholicEd #ChristmasConcert https://twitter.com/cchschoo/status/1733013846892380517 ...</p>	<p>Impressions 394</p> <hr/> <p>Total engagements 7</p> <hr/> <p>Likes 3</p> <p>Detail expands 3</p> <p>Retweets 1</p>
 <p>Holy Spirit Catholic School Division @HolySpiritRCS Just a reminder, our Holy Spirit Catholic Schools will be on break from December 23, 2023 to January 7, 2024. We'll see you all back in class on Monday, January 9, 2023. Have a Merry Christmas and a Happy New Years! #hs4 pic.twitter.com/YIFHChdfvW</p>	<p>Impressions 202</p> <hr/> <p>Total engagements 7</p> <hr/> <p>Likes 2</p> <p>Link clicks 2</p> <p>Retweets 1</p> <p>Detail expands 1</p> <p>Profile clicks 1</p>
 <p>Holy Spirit Catholic School Division @HolySpiritRCS With the new year quickly approaching, registration is right around the corner! Take the next step in your child's education and come join us at the Holy Spirit Catholic School Division. #hs4 #IBelieveInCatholicEd pic.twitter.com/RpR5uPy2sD</p>	<p>Impressions 191</p> <hr/> <p>Total engagements 3</p> <hr/> <p>Likes 2</p> <p>Retweets 1</p>



Number of Tweets: 26

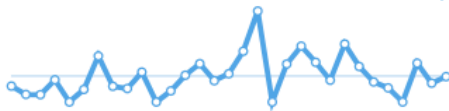
Your posts earned **5.6K impressions** over this **31 day** period



Engagement rate

4.2%

Dec 31
4.1% engagement rate



Link clicks

71

Dec 31
0 link clicks



On average, you earned **2 link clicks** per day

Likes

49

Dec 31
0 likes

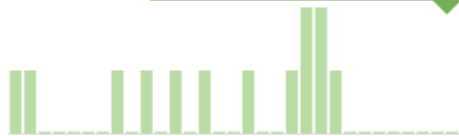


On average, you earned **2 likes** per day

Retweets without comments

13

Dec 31
0 Retweets without comments



On average, you earned **0 Retweets without comments** per day

Replies

2

Dec 31
0 replies



On average, you earned **0 replies** per day

INFORMATION NO: G.5

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Ken Sampson, Superintendent of Schools

SUBJECT: 2022 Programme for International Student Assessment

ORIGINATOR: Ken Sampson, Superintendent of Schools

BACKGROUND:

1. Every three years Alberta Education conducts the Programme for International Student Assessments (PISA) and assesses the performance of 15-year-old students in reading, math and science.
2. Eighty-one (81) countries participated in PISA 2022.
3. In Holy Spirit Catholic School Division, St. Michael's School, Pincher Creek participated in the international survey.
4. Attached for Board information is the summary of the PISA 2022 Alberta results.

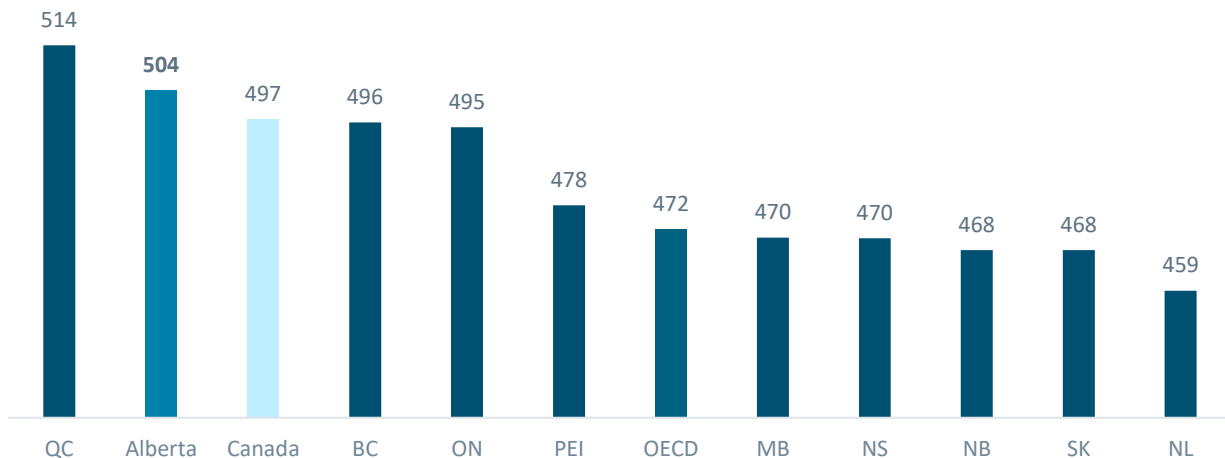
Summary of PISA 2022 Alberta Results

Background

PISA is conducted every three years and assesses the performance of 15-year-old students in reading, mathematics, and science. Eighty-one countries participated in PISA 2022. Typically, between 5,000 and 10,000 15-year-old students from at least 150 schools are tested in each country. In Canada, approximately 23,000 students from more than 800 schools participated across the 10 provinces. The large Canadian sample was required to produce reliable estimates representative of each province and for both French- and English-language school systems. In Alberta, 1,330 students from 64 schools participated in PISA 2022, out of a total sample of 2,078 students and 140 schools.

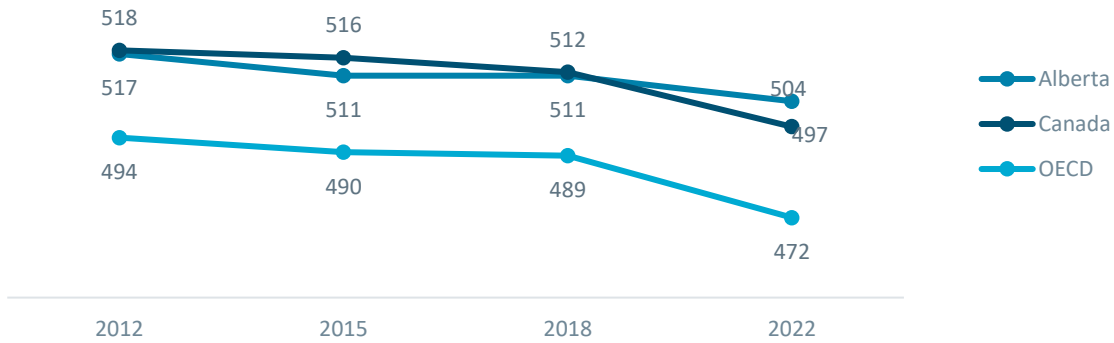
In each PISA cycle, a different domain is the focus for a more in-depth investigation. Mathematics was the main domain in PISA 2022. Contextual questions related to mathematics teaching and learning were added to the PISA assessment. The data from these contextual questions will allow us to explore the relationship between student, school characteristics and mathematics achievement. There will be ongoing analysis of PISA data to address specific questions as required. This summary focuses only on student performance on the PISA 2022 reading, mathematics, and science assessment. The results include average scores as well as proficiency.

Average Mathematics Scores by Province



Alberta students achieved an average score of **504**, the second highest score in Canada behind Quebec. Alberta's score was not statistically different from the Canadian average but higher than the OECD average.

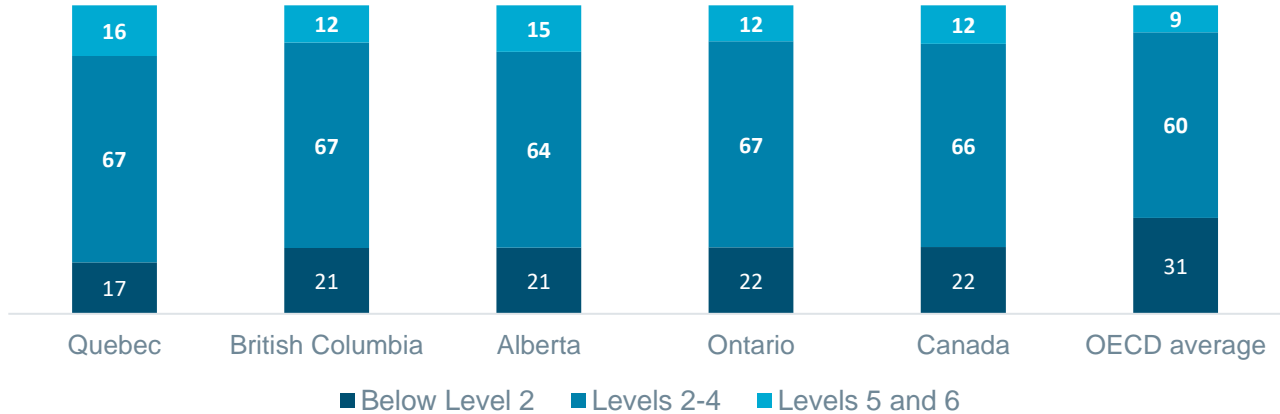
Trends in Mathematics Average Scores



Alberta's mathematics scores have decreased slightly from 2012 when mathematics was the main domain. However, the difference in scores between 2012 (517) and 2022 (504) is not statistically significant. Alberta and Canada have consistently performed above the OECD average.

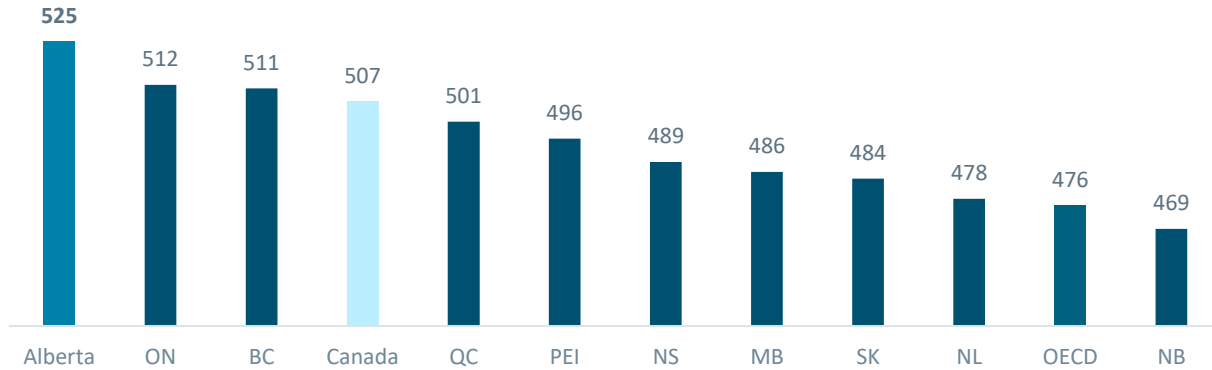
Mathematics Scores by Proficiency Benchmarks

PISA mathematical literacy is expressed on an eight-level **proficiency scale or benchmarks** (level 1a, 1b, & 1c, and levels 2-6). Tasks at the low end of the scale (Levels 1a–1c) are deemed easier and less complex than other tasks at the high end (Level 6). 15-year-old students are expected to achieve at least **Level 2** which is the baseline level of mathematics literacy required to take advantage of further learning opportunities and to participate fully in modern society.



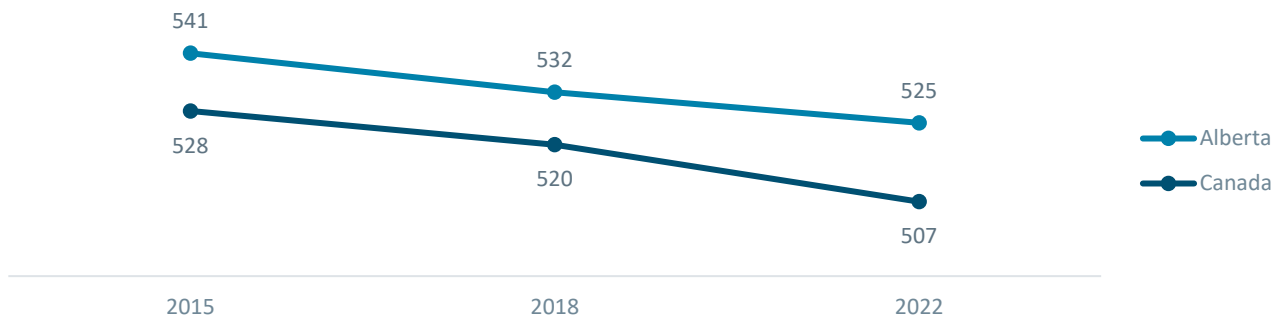
In PISA 2022, 79 percent of Alberta students performed at or above Level 2 in mathematics. This was on par with the Canadian average (78%) and well above the OECD average (69%). A higher proportion of Alberta students (15%) also reached the high levels of mathematics proficiency (Levels 5 and 6) compared to Canada and the OECD average.

Reading Average Scores



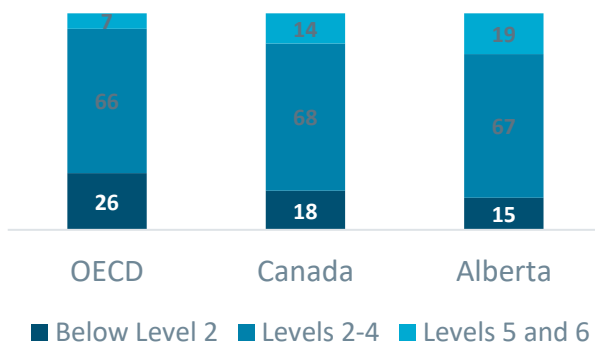
Alberta was second only to Singapore among all participating countries in PISA 2022. Alberta performed above both Canadian and the OECD averages.

Trends in Reading Average Scores



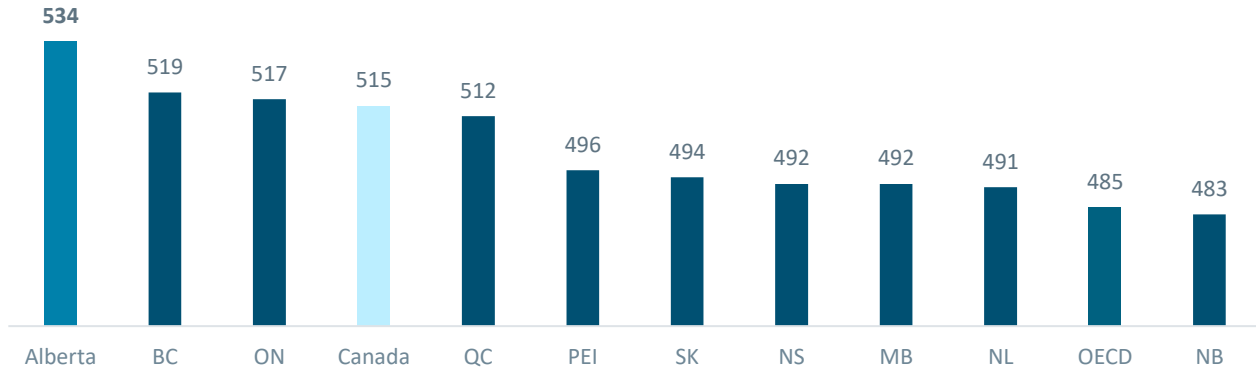
In Canada, performance in reading declined by 13 points between 2018 and 2022. The decline in scores for Alberta (7 points) was relatively lower and not statistically significant.

Reading Results by Proficiency Benchmarks



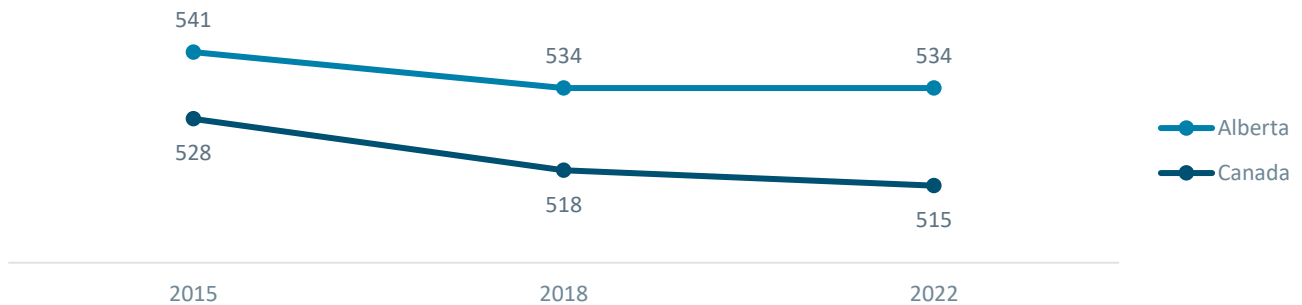
Eighty-five percent of Alberta students performed at or above the reading proficiency of Level 2, the base level of reading literacy that OECD considers as required to fully participate in modern society. In comparison, 82 percent of Canadian students and 74 percent of students in OECD countries performed at or above Level 2.

Science Average Scores



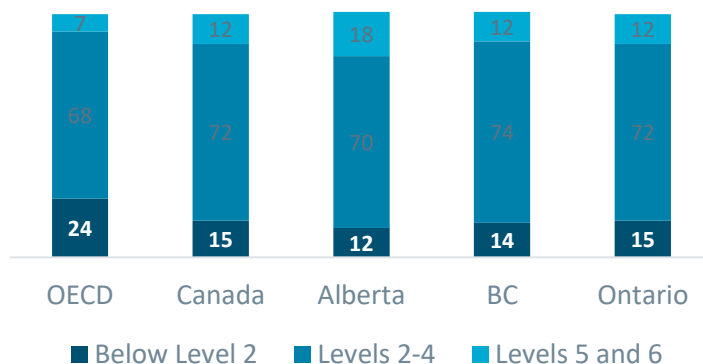
Alberta students achieved an average score of **534**, the highest in Canada. The average score for Canadian students was also well above the OECD average.

Trends in Science Average Scores



In Alberta, the average scores remained unchanged between 2018 and 2022. In Canada overall, there was a statistically significant change in the average scores of students in science between 2015 and 2022.

Science Results by Proficiency Benchmarks



Eighty-eight percent of Alberta students performed at or above the baseline level of science proficiency (Level 2). This was the highest in Canada and well above the OECD average of 76 percent.

Eighteen percent of Alberta students reached the highest levels (Levels 5 and 6) compared to 12 percent across Canada and only 7 percent among OECD countries.

INFORMATION NO: G.6

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Ken Sampson, Superintendent of Schools

SUBJECT: Secret Service / Lethbridge Police Threat Assessment
Presentation

ORIGINATOR: Ken Sampson, Superintendent of Schools

BACKGROUND:

1. On March 20, 2024 from 9:00 a.m. – 1:00 p.m. at the Sterndale Bennett Theatre the Lethbridge Police Service and United States Secret Service will be presenting research on the thinking and behaviours of those who commit acts of targeted violence. The presentation will focus on identifying, assessing and the prevention of threatening behaviours.
2. Attached for Board information is the agenda and flyer for the upcoming event.



THE U.S. SECRET SERVICE AND LETHBRIDGE POLICE SERVICE
INVITE YOU TO ATTEND A FREE EVENT:

THREAT ASSESSMENT:

A BEHAVIOR-BASED APPROACH TO PREVENTING TARGETED VIOLENCE

March 20, 2024

Agenda

8:30a – 9:00a	<i>Event Check-in</i>
9:00a – 9:10a	Welcome/Introductions Lethbridge Police Service U.S. Secret Service
9:10a – 9:25a	National Threat Assessment Center (NTAC) History and Mission
9:25a – 10:10a	NTAC Research <i>Mass Attacks in Public Spaces</i> Research Findings and Key Implications
10:10a – 10:25a	<i>Break</i>
10:25a – 11:30a	Preventing Targeted Violence Using the U.S. Secret Service Threat Assessment Model Community Systems Approach Research-based Behavioral Themes
11:30a – 11:45a	<i>Break</i>
11:45a – 12:00p	NTAC Resources Available support in targeted violence prevention efforts
12:00p – 12:45p	NTAC Case Study In-depth analysis of a concerning individual Highlight potential intervention points
12:45p – 1:00p	Questions & Answers



THE U.S. SECRET SERVICE AND LETHBRIDGE POLICE SERVICE
INVITE YOU TO ATTEND A FREE EVENT:

THREAT ASSESSMENT:

A BEHAVIOR-BASED APPROACH TO PREVENTING TARGETED VIOLENCE

Ensuring the safety of our communities is a responsibility that belongs to everyone. For over 20 years, the U.S. Secret Service National Threat Assessment Center (NTAC) has conducted research on the thinking and behaviors of those who commit acts of targeted violence in an effort to prevent future tragedies.

This presentation will highlight past incidents as well as relevant findings and recommendations from NTAC's latest research on targeted violence, ***Mass Attacks in Public Spaces: 2016-2020***, which indicates that targeted violence is preventable. It will also focus on how communities can use a multidisciplinary approach to identify, assess, and intervene with individuals exhibiting concerning or threatening behaviors.

This event is intended for law enforcement, school-based teams and other public safety professionals. It is NOT active shooter response training.

EVENT DETAILS

Date: March 20, 2024
Time: 9:00a-1:00p

Location: Sterndale Bennett Theatre
1002 4 Avenue South
(Beside City Hall)
Lethbridge, Alberta

Parking: Public Parking
Arrival: Doors open at 8:30 am
Seating Limited to 162 persons

INTENDED AUDIENCE

- Law Enforcement
- Public Safety Officers
- School Administrators
- School Wellness Teams
- Campus Security
- Mental Health Specialists
- Social Workers
- Fire and EMS
- Anyone Involved in School Based Threat / Risk Assessments
- Public Institutions Involved in Threat Assessments

REGISTRATION

Registration is required by emailing Cst.Donald Realini with your name and your agency info. RSVP by **March 15, 2024**.

QUESTIONS OR INFORMATION

Please contact:
Cst.Donald Realini (403) 393-8581 or
donald.realini@lethbridgepolice.ca

INFORMATION NO: G.7

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Carmen Larsen, Director of Learning

SUBJECT: Director of Learning Update

ORIGINATOR: Ken Sampson, Superintendent of Schools

BACKGROUND

1. Carmen Larsen, Director of Learning, has prepared the attached report to apprise the Board of recent division activity related to Learning.



Holy Spirit Catholic School Division

...where children are cherished and achieve their potential

Director of Learning
Board Report - January 2024

Board Strategic Priority: Learning Through Quality Teaching

All students demonstrate growth in literacy & numeracy.

- Once again, all students in Grade 1 are being assessed using the LeNS, CC3 & Provincial Numeracy screeners in January. Assessments will be completed between January 10-26. Teachers will be using the information provided through these assessments to plan for interventions for students determined to be 'at-risk'. Data collected as part of these assessments is submitted directly to Alberta Education through the Teacher Dashboard but is also included in our AEAM report. For full details on the assessments, please refer to the [General Information Bulletin](#).

Schools reflect collaborative teaching and learning environments.

- In collaboration with ARPDC, Learning Services is providing professional learning opportunities with Dr. Miriam Ramzy & Michelle Bence to support literacy instruction.
 - Twenty K-3 teachers will be supported with registration and sub-release time to participate in the 4-part *Layers of Writing* series. The series will target effective writing instruction in the Division I classroom, providing practical, research-based strategies to situate writing instruction in a purposeful environment, with ties to the ELAL Curriculum. Funds for this opportunity will be covered through provincial Curriculum Implementation Funding, with support from SAPDC.
 - Twenty junior high teachers will be supported with registration and sub-release time to participate in the 4-part *Layers of Reading* series. This series will target instructional strategies for the key elements that contribute to students' understanding of text while engaging junior high students in their own literacy development. Funding for this opportunity will be covered through the Learning Services budget, with support from SAPDC.

We prepare students for career pathways.

- The Winter term has begun for our Lethbridge College Dual Credit students. Thank you to Mark Boschee and Wendy Gurr, our Off-Campus team, for supporting all of our students with registration and anything else needed for the upcoming semester. Students from both CCH and St. Mary's, Taber are involved in courses this term.

Lethbridge College Dual Credit Course	Number of Students Enrolled
Anatomy & Physiology I	3
Intro. To Construction (Trades Pathway)	3
Intro. To Transportation (Trades Pathway)	1
Intro. To the Trades (Trades Pathway)	3
Composition	3
Wellness & Health Issues	1

INFORMATION NO: G.8

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Aaron Skretting, Director of Religious Education

SUBJECT: Director of Religious Education Update

ORIGINATOR: Ken Sampson, Superintendent of Schools

BACKGROUND

1. Aaron Skretting, Director of Religious Education, has prepared the attached report to apprise the Board of recent division activity related to Religious Education.



**Director of Religious Education
Report to the Board of Trustees
January 2024**

Board Strategic Priority - Strengthening Our Catholic Faith

We foster a Catholic worldview of reflection, service and sacramentality.

- **Board Retreat** - Members of the Board and Executive team were provided with their annual retreat on January 24, 2024. The theme of the retreat was Encountering God's Voice.
- **Ash Wednesday** - As you may know, this year Ash Wednesday falls on February 14, which is also Valentine's Day. Given the significance of Lent and the tenor of that liturgical season, we have recommended that schools celebrate their Valentine's Day on Tuesday, February 13.
- **Build! Pilgrims of Hope** - We have begun exploratory planning for a spring divisional concert/event, to be held May 1-2, 2024. More details to follow.

Our staff and students demonstrate knowledge of faith and commit to faith development.

- **Catholic Education Symposium on Teacher Formation** - ACSTA will be hosting a [symposium](#) on Catholic education entitled "Teachers as Missionary Disciples: Forming Witnesses for Catholic Schools" on February 9-10, 2024 in Edmonton. We are looking forward to this opportunity and have created a delegation from Holy Spirit to attend. I have also added my name as a member of the CCSSA working sub-committee on teacher faith formation as well; I anticipate our first meeting in the new year. This work is also being supported through the Religious Education Network, which is developing resources for use with Alberta teachers.
- **Catholic Leadership** - Our third session of Catholic Leadership was offered in mid-January. We were grateful for our guest presenters, Deputy Superintendent Anthea Boras and Associate Principal Matthew New, who spoke to our evening themes of Catholic Worldview (Mark 2) and the LQS areas of Visionary Leadership and Responding to the Local and Societal Context. Our next session is on February 15, 2024.

We create Communities of Accompaniment in our schools and school division.

- **Learn-Build-Go Indigenous Spirituality and Catholicism** - we have been successful in coordinating this highly requested session for March 11, 2024 during the afternoon of our Divisional Collaborative Day. Fr. Cristino Bouvette will be joining us for this offering, and providing an evening session for School Council Chairs as well as a presentation at LLT on March 12, 2024.

INFORMATION NO: G.9

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Crystal Lothian, Director of Support Services

SUBJECT: Director of Support Services Update

ORIGINATOR: Ken Sampson, Superintendent of Schools

BACKGROUND

1. Crystal Lothian, Director of Support Services, has prepared the attached report to apprise the Board of recent division activity related to the Support Services Department.



Holy Spirit Catholic School Division

...where children are cherished and achieve their potential

Director of Support Services
Report to the Board of Trustees
January 2024

Board Strategic Priority: Belonging in our Diverse Community

We will assist students in navigating various pathways of support

- **Early Learning File Verification** - On December 15th, 2023, a list of 14 children's files selected for file verification (audit) was received after the final application of codes had been completed before the December 1st deadline. The deadline for completing this verification process was set for Friday, January 12th, 2024 which posed a significant challenge due to the Christmas holidays falling within that time frame. The Early Learning team consistently excelled in this annual task, ensuring that all documents aligned with Alberta Education's stringent requirements for Program Unit Funding.
- **Mental Health in School Pilot Project Parent/ Student Learning Sessions** - Our Divisional Indigenous Student Wellness Access Guide (ISWAG) Team has organized multiple Parent Night Learning sessions for the 2023/24 school year, addressing a variety of topics. The third engaging parent presentation evening, held on January 16th, 2024, and led by Lethbridge Family Services, centered on the theme of Resiliency and Self-Care.

We provide programming and support for student and staff well-being.

- **Bell Let's Talk - January** marks the beginning of our Divisional Kindness Campaign, organized by the Mental Health Capacity Building (MHCB) Team, leading up to Bell Let's Talk Day on January 24th, 2024. The campaign encompasses various community initiatives, divisional efforts, and school-based activities.



In the community, the Coffee Sleeve Initiative was launched, providing blank coffee sleeves to schools, groups, Communita Rooms, and parent evenings (ISWAG) for students and parents to decorate with positive messages. The MHCB team collected these sleeves and delivered them to local coffee shops in all Holy Spirit communities, where they will be distributed with coffee sales to promote kindness.

At the divisional level, the MHCB team created "Bell Let's Talk Tool Kits" for every school, which included calming strips for each student, Bell Let's Talk extension activities for teachers, posters for display around schools, and extra coffee sleeves for classroom use. Additionally, a division-wide classroom activity called "Kindness Hearts" encouraged students to express kindness. Staff will collaborate with our *Communications Coordinator*, Sean Marks, to share pictures of the completed hearts using the hashtag #BellLetsTalk, with the aim of fostering conversations about mental health and demonstrating positive interpersonal behavior.

INFORMATION NO: G.10

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Aaron Skretting, Director of Religious Education

SUBJECT: First Nations, Métis and Inuit Education Update

ORIGINATOR: Ken Sampson, Superintendent of Schools

BACKGROUND

1. Aaron Skretting, Director of Religious Education, has prepared the attached report to apprise the Board of recent division activity related to First Nations, Métis and Inuit Education.



**First Nations, Métis and Inuit Education
Report to the Board of Trustees
January 2024**

Board Strategic Priority: Living Truth and Reconciliation

Our First Nations, Métis and Inuit students will continue to see increasing success rates.

- **Jordan's Principle** - We continue to operationalize our Jordan's Principle group application. As we begin this new calendar year, we will be working closely with schools to verify student information in order to create an amendment that will allow our new students to be appended onto the funding and programming. We are already seeing increased levels of staffing and access to the funding for Elders that is a key part of this application. An overview of the entire process was provided to the Board at their December meeting.

We foster reconciliation through listening, accompaniment and recognition of the ongoing impacts of the past.

- **Valley of the Birdtail Series** - We are continuing to offer our book study of Valley of the Birdtail. We have 22 participants, and at our closing session (Tuesday, February 13, 2024) we will have an in-person gathering with Elder Kevin Healy as well as a virtual visit with the authors of the book Andrew Stobo Sniderman and Douglas Sanderson. The Board is welcome to attend that evening (4-6) at St. Basil Catholic Education Centre. Please contact Shelley Kirkvold for more information.

We will deepen our understanding of our collective responsibilities as Treaty People.

- **External Presentations** - As part of deepening our own understanding, we continue to create presentations on our work for external stakeholders. At present, we are creating a Speaker's Corner presentation for ASBA (*Itsinika'si - Authenticity and Story in Holy Spirit Catholic School Division*- February 26, 2024). We have also submitted a proposal for the CASS FNMI Gathering on Blackfoot language revitalization partnerships (April 2024), and are working collaboratively with SWATCA to support them in offering sessions that are focused on First Nations, Métis and Inuit Education, including one that employs our Blood Bus Coop documentary. This video will also be shown at all of our upcoming Grade Level Meetings that are hosted by the Director of Learning, Carmen Larsen.
- **Bridging Classrooms to Communities Grant** - We have been informed that the application by Changing Horses, our partner organization, for the Bridging Classrooms to Communities grant has received conditional approval. The intention of this application was to host events that will build community in our schools (language nights/presentations) as well as providing tutoring opportunities for students. We will continue to update the Board as we operationalize this and refine the application. We have not yet received any updates as to the status of our application to the Community Reconciliation Grant, in which we also partnered with Changing Horses.

INFORMATION NO: G.11

January 24, 2024

BOARD AGENDA INFORMATION ITEM

TO: Board of Trustees

FROM: Ken Sampson, Superintendent of Schools

SUBJECT: Enrolment Data Update

ORIGINATOR: Ken Sampson, Superintendent of Schools

BACKGROUND

1. Attached for Board information is the division's most current enrolment data.

	Gr 1	Gr 2	Gr 3	SUB Total	Gr 4	Gr 5	Gr 6	SUB Total	Gr 7	Gr 8	Gr 9	SUB Total	Gr 10	Gr 11	Gr 12	SUB Total	1-12 TOTAL	Coded Pre K	Kinder-garten	Total ECS	Total Enrolled	Total FTEs	Total FTEs Sept 29 2023	% Difference in FTE	Difference in FTEs	Total FTEs Sept 29, 2022	% Difference Sept 29, 2022
CARE				0				0	1	1	4	6				0	6			0	6	6	6	0.0%	0	5	20.0%
CCHS ENG				0				0				0	306	287	294	887	887			0	887	887	881	0.7%	6	865	2.5%
CCHS FI				0				0				0	15	19	20	54	54			0	54	54	55	-1.8%	-1	53	1.9%
ESM ENG	21	25	23	69	35	22	26	83				0				0	152	8	15	23	175	163.5	158.5	3.2%	5	140	16.8%
ESM FI	31	27	35	93	31	30	33	94				0				0	187	7	32	39	226	206.5	207	-0.2%	-0.5	204	1.2%
FLVT	47	53	53	153	48	58	52	158	112	100	114	326				0	637	14	30	44	681	659	654.5	0.7%	4.5	611.5	7.8%
ASSUMPTION	26	17	28	71	26	29	27	82				0				0	153	12	15	27	180	166.5	171.5	-2.9%	-5	162	2.8%
ST FRANCIS ENG				0				0	175	150	152	477				0	477			0	477	477	478	-0.2%	-1	462	3.2%
ST FRANCIS FI				0				0	27	15	30	72				0	72			0	72	72	72	0.0%	0	69	4.3%
ST MARTHA	39	36	24	99	23	32	24	79				0				0	178	14	43	57	235	206.5	205	0.7%	1.5	188.5	9.5%
ST PATRICK FA	38	40	39	117	46	44	43	133				0				0	250		29	29	279	264.5	261.5	1.1%	3	261	1.3%
ST PAUL	30	36	52	118	39	35	36	110				0				0	228	15	36	51	279	253.5	243.5	4.1%	10	223	13.7%
ST TERESA	57	53	69	179	59	63	45	167				0				0	346	28	41	69	415	380.5	375	1.5%	5.5	354.5	7.3%
TRINITY				0				0			3	3	12	9	20	41	44			0	44	44	34	29.4%	10	41	7.3%
Sub Total City	289	287	323	899	307	313	286	906	315	266	303	884	333	315	334	982	3671	98	241	339	4010	3840.5	3802.5	1.0%	38	3639.5	5.5%
ST CATHERINE	15	15	32	62	22	21	18	61	21	19	23	63				0	186	15	10	25	211	198.5	199	-0.3%	-0.5	186	6.7%
ST JOSEPH	35	46	35	116	32	39	27	98	23	30	20	73				0	287	22	27	49	336	311.5	315.5	-1.3%	-4	286.5	8.7%
ST MARY(T)				0				19	19	31	26	77	26	27	28	81	184			0	184	184	181	1.7%	3	214	-14.0%
ST MICHAEL PC ENG	20	16	13	49	21	9	18	48	14	27	17	58	29	24	22	75	230	19	30	49	279	254.5	255	-0.2%	-0.5	225.5	12.9%
ST MICHAEL PC FI	10	9	7	26	8	4	5	17				0				0	43			0	43	43	43	0.0%	0	44	-2.3%
ST MICHAEL BI	3	6	8	17	3	9	6	18	4	3	5	12		5	3	8	55		4	4	59	57	57.5	-0.9%	-0.5	62.5	-8.8%
ST PATRICK T	35	37	33	105	30	38		68				0				0	173	16	30	46	219	196	193	1.6%	3	183.5	6.8%
Sub Total Rural	118	129	128	375	116	120	93	329	93	105	92	290	55	56	53	164	1158	72	101	173	1331	1244.5	1244	0.0%	0.5	1202	3.5%
TOTALS	407	416	451	1274	423	433	379	1235	408	371	395	1174	388	371	387	1146	4829	170	342	512	5341	5085	5046.5	0.8%	38.5	4841.5	5.0%

PreK FEE PAYING	
ASSUMPTION	7
ESM ENG	4
ESM FI	8
FLVT	25
ST PAUL	3
ST MARTHA	4
ST TERESA	20
Sub Total City	71
ST CATHERINE	8
ST JOSEPH	31
ST MICHAEL PC	26
ST PATRICK T	22
Sub Total Rural	87
Total Pre K	158

INTERNATIONAL NON-FUNDED TUITION PAYING											
SCHOOL	Gr 7			Gr 8	Gr 9	SUB Total	Gr 10	Gr 11	Gr 12	SUB Total	Total
	CCHS					0	2	4	2	8	8
FLVT		1	1		2				0	2	
ST FRANCIS					0				0	0	
Sub Total City	0	1	1	2	2	4	2	8	8	10	
ST JOSEPH					0				0	0	
ST CATHERINE					0				0	0	
ST MARY (T)					0	1	1		2	2	
ST MICHAEL PC					0				0	0	
ST MICHAEL BI					0				0	0	
Sub Total Rural	0	0	0	0	0	1	1	0	2	2	
Total	0	1	1	2	2	3	5	2	10	12	

INTERNATIONAL EXCHANGE											
SCHOOL	Gr 7			Gr 8	Gr 9	SUB Total	Gr 10	Gr 11	Gr 12	SUB Total	Total
	CCHS					0			1	1	1
SMT					0				0	0	
SMPC					0				0	0	
Total	0	0	0	0	0	0	0	1	1	1	

FUNDED				NON FUNDED				ENROLLED
PreK	ECS	1 - 12	TOTAL	PreK NF	Tuition NF	Exchange	TOTAL	TOTAL
170	342	4829	5341	158	12	1	171	5512