



SUCCESS

WELL-BEING

LEADERSHIP

INDIGENOUS
EDUCATION

EQUITY

ENGAGEMENT

INNOVATION

Director's Annual Report 2022 to the Community

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The Durham District School Board acknowledges that many Indigenous Nations have longstanding relationships, both historic and modern, with the territories upon which our school board and schools are located. Today, this area is home to many Indigenous peoples from across Turtle Island. We acknowledge that the Durham Region forms a part of the traditional and treaty territory of the Mississaugas of Scugog Island First Nation, the Mississauga Peoples and the treaty territory of the Chippewas of Georgina Island First Nation. It is on these ancestral and treaty lands that we teach, learn and live.

This statement was co-created in partnership with the Mississaugas of Scugog Island First Nation and the Chippewas of Georgina Island

SCHOOL BOARD TRUSTEES

The Board of Trustees is the governing body of the Durham District School Board (DDSB). The current Board's term runs from November 2022 to 2026. Public school board trustees are the critical link between Durham Region and the Board, ensuring that all schools meet the diverse needs of students. Trustees are responsible to the community for the quality of education within an approved financial framework. Trustees meet regularly at Standing Committee meetings held on the first Monday of each month and at Board meetings held on the third Monday of each month.



2022/2023



Michelle Arsenault
Trustee
Town of Whitby



Tracy Brown
Trustee
Town of Whitby



Emma Cunningham
Trustee
City of Pickering



Donna Edwards
Chair of the Board
Trustee
Town of Ajax



Stephen Linton
Trustee
City of Pickering



Kelly Miller
Trustee
Town of Ajax



Carolyn Morton
Trustee
Townships of Brock,
Uxbridge and Scugog



Deb Oldfield
Trustee
City of Oshawa



Shailene Panylo
Trustee
City of Oshawa



Linda Stone
Trustee
City of Oshawa



Christine Thatcher
Vice Chair of the Board
Trustee
Town of Whitby

2021/2022



Patrice Barnes
Vice Chair,
Standing Committee
Trustee
Town of Ajax
(Wards 1 and 2)
until 06/08/2022



Michael Barrett
Trustee
City of Oshawa
until 09/06/2022



Kate Bird
Trustee
Town of Ajax
from 06/20/2022



Chris Braney
Trustee
City of Pickering
until 09/06/2022



Paul Crawford
Trustee
City of Pickering
until 09/19/2022



Donna Edwards
Chair,
Education Finance
Committee
Trustee
Town of Ajax
Ward 3



Darlene Forbes
Trustee
City of Oshawa



Linda Lowery
Trustee
City of Oshawa
from 06/20/2022



Niki Lundquist
Trustee
Town of Whitby



Carolyn Morton
Chair of the Board
Trustee
Townships of Brock,
Uxbridge and Scugog



Linda Stone
Trustee
City of Oshawa
until 05/16/2022



Scott Templeton
Trustee
Town of Whitby



Christine Thatcher
Vice Chair of the Board
Trustee
Town of Whitby

STUDENT SENATE THE STUDENT VOICE

Student Senate is made up of secondary school student representatives. The Senate meets once a month during the school year to improve communication between the Board and secondary school students across the DDSB.

Issues, comments and concerns expressed by the Student Senate are brought to the attention of the Board by the student trustees.

2022/2023



Ben Cameron
Student Trustee
Ajax and Pickering



Lauren Edwards
Student Trustee
Brock, Uxbridge
and Scugog



Gwen Kuyt
Student Trustee
Oshawa and Whitby

2021/2022



James Kay
Student Trustee
Brock, Uxbridge
and Scugog



De-Mario Knowles
Student Trustee
Oshawa and Whitby



Kayla Malcolm
Student Trustee
Ajax and Pickering

A Message from the CHAIR

On behalf of the Board of Trustees, it is my pleasure to receive the 2022 Director's Annual Report. With the municipal election taking place and a new term of office starting for the Board of Trustees as of November 15, this work will continue with the new board of trustees.

The Board's contributions and advocacy on behalf of the DDSB community have been significant. We have sought additional funds to support safety measures during the height of the pandemic, advocated for a closer working relationship with Durham Region Transit, and have worked with local elected officials to ensure that the needs of our growing communities are well known, which included receiving funding for 11 school renovations and builds and greater support for infrastructure in rural areas.

As the DDSB and Durham Region continue to grow, multiple new schools are moving through the construction approvals process. However, the Board will continue our advocacy to the Ministry of Education so that we receive provincial approvals in a timelier manner, and on even more projects to serve our rapidly growing population and provide needed relief for families and the system.

Earlier this year, following 18 months of broad public consultation and significant work, the Board of Trustees adopted the Human Rights, Anti-Discrimination and Anti-Racism Policy. The policy is informed by legislation, best practices and feedback and its ongoing implementation will support DDSB's commitment to providing learning and working environments that are safe, welcoming, respectful, inclusive, equitable, accessible and free from discrimination and harm.

On the horizon in 2023 is the development of a new strategic plan that will provide direction and help to prioritize and guide the work of the Durham District School Board in the coming years. This will be important work of the Board and we look forward to providing DDSB students, families, communities, and staff with a variety of opportunities to share their input to help inform the development of the next strategic plan.

Lastly, on behalf of the Board, I extend our appreciation and congratulations to Norah Marsh, who will be retiring from her role as Director of Education at the end of this year. Frequently, we heard from the DDSB community, students, education partners and staff of Norah's tireless work in service of the DDSB community. She maintained focus on ensuring students and staff had every opportunity to succeed during extraordinary times. We wish her all the best in her future endeavours.

Sincerely,



Donna Edwards
Chair, Board of Trustees

A Message from the DIRECTOR OF EDUCATION

On behalf of the Durham District School Board (DDSB) senior team, it is my pleasure to introduce the 2022 Director's Annual Report to our community, providing a snapshot of some of the many activities that have taken place across the District this year.

It has been a great honour to serve as the Director of Education for the past three years, and I want to thank students, families, staff, the senior team, the Board of Trustees and our community for their ongoing support throughout my time at DDSB. We have overcome many challenges in support of student learning and well-being together.

Throughout this year we continued to adjust school operations in response to the pandemic and provincial direction. Over time, a renewed sense of optimism emerged in 2022 that was felt across the system. Students, educators, and staff worked tirelessly to build community spirit and support each other's well-being.

I feel confident that DDSB graduates are ready for the globalized workplace through the critical and creative thinking they have experienced in our classrooms. I recently had the joy to spend some time with a group of students from across the DDSB and it once again struck me how socially conscious and globally minded they are. I appreciate all that staff do in creating meaningful learning communities for students.

Finally, I would like to thank the 2018-2022 Board of Trustees for their dedication. Together we have overcome many challenges and have begun to address the pillars of good governance. It has been an honour to welcome the new Board of Trustees for the 2022-2026 term. There is much work ahead to be done to mitigate the impacts of the pandemic. I am pleased that this work will continue under the leadership of my close colleague, incoming Director Camille Williams-Taylor in January 2023.

With gratitude,



Norah Marsh
Director of Education

Durham District School Board

ADMINISTRATIVE COUNCIL



Robert Cerjanec
Executive Lead
Strategic Initiatives and
External Relations



Patrick Cotter
General Counsel



Gary Crossdale
Superintendent of
Equitable Education/
Family of Schools,
Positive School
Climates



Georgette Davis
Superintendent of
Equitable Education/
Family of Schools,
System Innovation



Erin Elmhurst
Superintendent of Equitable
Education/Family of Schools,
Child Development and
Success: Curriculum and
Equity (Grades 4-6)



Mohamed Hamid
Superintendent of
Equitable Education/Family
of Schools, Successful Starts:
Curriculum and Equity
(Early Years – Grade 3)



Margaret Lazarus
Superintendent of Equitable
Education/Family of
Schools, Engagement
and Equity



Jim Markovski
Associate Director
Equitable Education



Norah Marsh
Director of Education
Secretary to the Board



Devika Mathur
Human Rights and
Equity Advisor



Andrea McAuley
Superintendent of
Equitable Education,
Inclusive Student Services



Heather Mundy
Superintendent of
Equitable Education,
People and Culture



Stephen Nevills
Superintendent of
Equitable Education/
Family of Schools, Youth
and Adult Student
Engagement and
Success (Grades 7-12+)



Kandis Thompson
Superintendent of
Equitable Education/
Family of Schools,
Indigenous and Global
Studies, Outdoor
Education



David Wright
Associate Director
Corporate Services
Treasurer of the Board



DDSB Strategic Plan

The Durham District School Board adopted the multi-year Ignite Learning Strategic Plan in 2018 following a thorough consultation with stakeholders. The strategic plan was extended by a further two years to 2023 to provide stability for the system during the COVID-19 pandemic. The work of the District is founded in the vision of the Strategic Plan and informs every aspect of operational planning and how we serve students, staff and the DDSB community. Work on developing a new strategic plan will take place in 2023 through consultation with all DDSB community members.

Success

Set high expectations and provide support to ensure all students and staff reach their full potential every year.

Equity

Promote a sense of belonging and increase equitable outcomes for all by identifying and addressing barriers to success and engagement.

Well-Being

Create safe, welcoming, inclusive learning spaces to promote well-being for all students and staff.

Engagement

Engage students, parents and community members to improve student outcomes and build public confidence.

Leadership

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

Innovation

Reimagine learning and teaching spaces through digital technologies and innovative resources.

DDSB Annual Operational Plan

The 2021-2022 Year-End Operational Plan report was presented in October. The plan featured updated strategies and actions that continue to be reflective of student, staff and community voice and affirms our commitment to centering Indigenous rights, human rights and equity at the heart of the work we do. With a new Director of Education starting in early 2023, the operational plan process has been paused to provide the new Director an opportunity to work with trustees on the consultation and development of a new strategic plan. Initiatives under the current operational plan continue to be advanced by staff with a focus on student learning and well-being, and people and culture. This work will continue to evolve through staff input, needs assessments, data and grassroots creativity in DDSB schools—focused on achieving excellence in experience and outcomes for all students and staff with the understanding of the importance of a positive culture and relationships.

KEY OUTCOME:

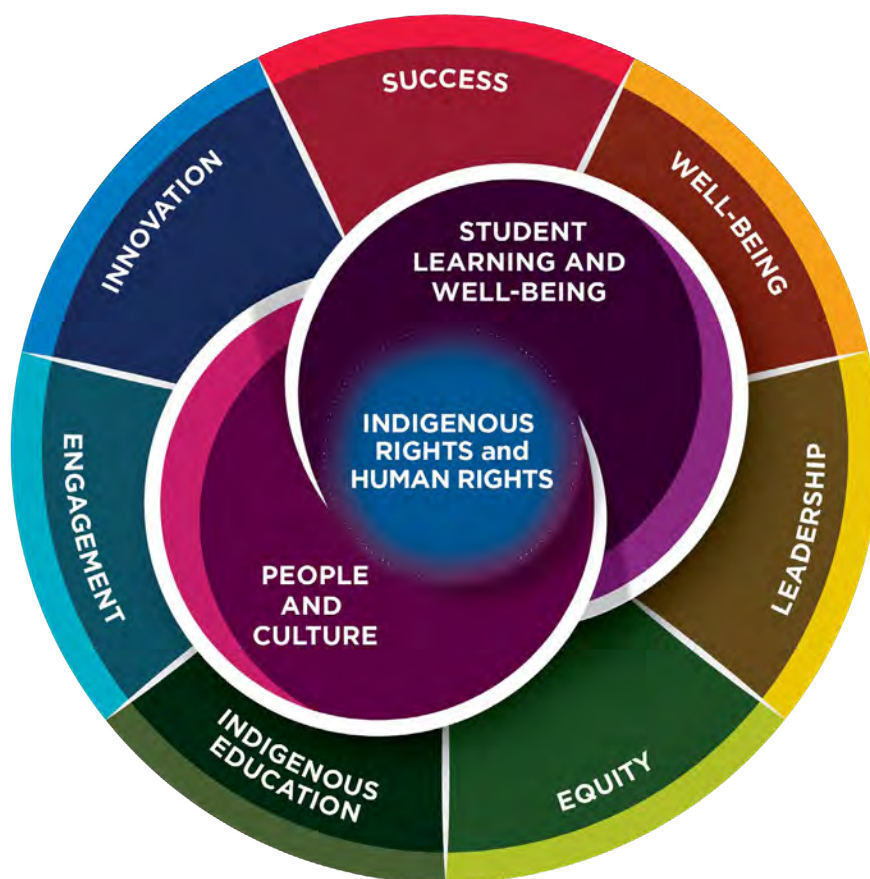
STUDENT LEARNING AND WELL-BEING

Student voices and identities are honoured in innovative environments that are focused on inquiry, well-being and global competencies. School cultures engage students to thrive academically, socially, physically and emotionally.

KEY OUTCOME:

PEOPLE AND CULTURE

Staff are empowered to contribute to an organizational culture through respectful relationships and processes that are inclusive, responsive, fair and equitable. Work cultures engage staff to thrive professionally and support everyone's well-being.



Student Learning and Well-Being

“Know Every Student, Grow Every Student”

Durham Integrated Arts Camp

Durham Integrated Arts Camp (DIAC) is an intensive Arts exploration opportunity for DDSB students with a passion for Music, Visual Art, Musical Theatre, and Dance.

Hosted at Camp White Pine in Haliburton, Ontario, this creative learning environment presents students with opportunities to develop a deeper understanding of their art, their abilities, and their lives with support from DDSB teachers, professional artists, and guest artists.

Testimonials and feedback tell us that families are thrilled DIAC reopened in September 2022 after a hiatus due to the pandemic:



“

You gave him the opportunity to experience camp life, independence, cold water swimming, bunny hopping a mountain bike, screen printing a dragon, singing songs at dinner, and making new friends. He misses everything about camp and cannot wait to sign up for next year. After years of lockdowns and fear, he soared at camp. I know there must have been some long days for you, and I thank you for taking on that challenge.

Parent of camper

”

“

I am so grateful for you and the entire team that made DIAC possible. She is already looking forward to next year and to the possibility of being a Counsellor in Training when her younger sister is old enough to go!

Parent of camper

”

Author Visits to Schools



The Durham District School Board welcomed critically acclaimed Indigenous author David A. Robertson to schools on November 2nd

and 3, 2022. During visits to Quaker Village, Uxbridge, and Glengrove Public Schools, David met with students to share the joy of reading, talk about his journey, and the importance of Indigenous books within schools and society.

Heather Bradley, a retired DDSB elementary teacher and former staff member of the Ontario Science Centre had the pleasure of reading to students in primary grades at Kedron Public School. Heather is passionate about sharing her love of nature with children and she shared her new book *When We All Get Together*. Heather's latest book introduces children to the unique and descriptive names of a group of animals, from a mischief of mice to a loveliness of ladybugs.



Student Recognition Night



In May, the DDSB welcomed honoured guests, their proud families, and friends for Student Recognition Night. Student award winners were

chosen by school staff for the unique ways they make our schools and communities more inclusive, more vibrant, and in doing so, improve the school experience for others around them. Congratulations to all the students recognized at the ceremony.

Student Senate Symposium

In October, the 2022-2023 Student Trustees welcomed student leaders from across DDSB to the Student Senate Symposium hosted at the Education Centre in Whitby. Together, Gwen, Lauren, and Ben led open discussion about well-being and equity, explained each of the roles in Student Senate, and planned for a successful school year with their peers.

Secondary Schools Host Specialist High Skills Major ‘Camp’ Day

R.S. McLaughlin CVI, G.L. Roberts CVI, Eastdale CVI, Dunbarton HS, and Port Perry HS students engaged in a full day of learning at the ‘Tools in the Trades camps’, led by Support Ontario Youth. Schools focused on different trade sectors including transportation, industrial millwright, horticulture and landscaping, and electrical. The events provided students with the opportunity to understand what employers are looking for, gain resume and interview skills, and meet potential employers who are looking to hire apprentices. Experts shared helpful tips with students focused on how to build a professional network.



Great Beginnings at DDSB

Recognizing the importance of a child’s early years, and the power that these years have in shaping their lifelong learning and development, the Early Years Department implemented a number of Great Beginnings summer programs. These programs included K is for Kindergarten, which was directly supported by the YMCA, as well as School Success Programs, which were implemented by DDSB’s child care and early learning partners.

The Student Success Program for Black Students was offered at Viola Desmond

Public School by DDSB educator teams. The program was filled with cultural themes tied to curriculum. Interest in the program was overwhelming!

These programs supported DDSB students who were entering Kindergarten for the first time. Using the Tutoring Supports Program provided by the Ministry, the Early Years Department was also able to offer three additional Great Beginnings programs to support children in Kindergarten, children moving from Kindergarten to Grade 1, as well as Primary English Language Learners.

A child’s engagement and excitement for learning begins with their first experiences, often before they enter the school building. The intention of the Great Beginnings Summer programs was to build a sense of belonging, establish a strong foundation for learning, and to support a smooth transition from home into the Kindergarten classroom. It was also critical for these programs to support children in feeling excited and ready for school.

Newcomer to Canada finds employment with the help of DDSB

Arriving in a new country is a daunting task that many of us have never had to consider. The Durham Continuing Education (DCE) program for internationally trained professionals supports the transition for new students by offering an Enhanced Language Training (ELT) course for newcomers. This course is designed to teach strategies for finding and keeping employment while matching the skills of the student to their next job.

Mortilaine Riley came to Canada from Jamaica after deciding to join her family in Durham in 2020. Working with her ELT coordinator, she was able to secure an internship at Ontario Tech University in the Teaching and Learning Centre. Within days of beginning her internship, the Director asked Mortilaine to apply to a current job posting. Mortilaine was successful and is now an Educational Developer. She is grateful for the friends met in class, the connections made and the generous help of dedicated employees like the ELT coordinator who helped her along the way.

Care for Newcomer Children (CNC) program

Durham Continuing Education (DCE) staff create authentic learning opportunities for our littlest DCE learners in the Care for Newcomer Children (CNC) program. A Pajama Party and reading are just a few of the fun activities' children engage in while their parents and guardians learn in class.

Gay Straight Alliance in Partnership with Durham Alliance Outreach

Over the past year, DDSB secondary school students had the opportunity to join and take part in a virtual Gay Straight Alliance (GSA), hosted in partnership with Durham Alliance Outreach (DAO). The virtual GSA was formed in response to a growing need for connection, belonging and a safe place for students who identify as 2SLGBTQI, as well as friends and allies.

We are proud to be able to serve our students in meaningful and impactful ways that center their identities, voices and lived experiences in a safe and respectful way.



Students Get a Glimpse into the World of Work

Dunbarton High School students listen to a variety of professionals from all walks of life in the world of work discussing their career during a monthly program called Working Wednesdays. Working Wednesdays is a virtual program started by teachers Aimee Nelson and Karen Papadopoulos that has been running on the last Wednesday of every month for students Grades 9-12.

Working Wednesdays has six virtual meetups running simultaneously with teachers choosing a session for their class to login and learn. Each month sees a lineup of a wide range of speakers sharing stories about their career, their education and the path that led to where they are today. Between 400-800 students participate in asking questions of their guests regularly.

Uxbridge Culinary Program

Uxbridge SS offers the Specialist High Skills Major (SHSM) Culinary Program which provides students a customized and enhanced learning option to focus on a career path that matches their skills, interests, and meets their individual learning needs. The equipment these students have access to is incredible, and the program came to fruition because of advocate Mr. Dave Brown, Head of Culinary at Uxbridge Secondary School. Mr. Brown has added a Practical Learning Program (PLP) programming within the class and has also advocated for students within the PLP to compete in Ontario Skills.



Abilities Track & Field Meet

On June 17, 2022, elementary and secondary schools from across the Durham District School Board gathered at the Oshawa Civic Fields to participate in the Abilities Track and Field Meet. In partnership with the Durham Elementary Athletic Association (DEAA), the event brought in 807 athletes from 47 schools.

The Abilities Track and Field Meet is an annual event celebrating equity, inclusion, and athletic success for students of all abilities. The track meet is modelled after the DEAA Track and Field event with student athletes competing in 20m, 50m, 100m and 200m distance runs, softball throw, shot put and long and high jump.



Skilled Trades and Engineering Competitions

The DDSB was proud to have 64 students competing from both the elementary and secondary levels in Skills Ontario, Canada's largest skilled trades and technologies competition. This year, DDSB students showed attendees what enthusiasm, dedication, and skill look like, when they entered 28 different competitions and medaled in a third of those. Congratulations to all our students who participated at the provincial and national level this year!

DDSB was also well-represented at the Future City Experience partnership with Engineers Canada, Engineers of Tomorrow and Ontario Tech University – 11 elementary schools entered, with 382 student participants.



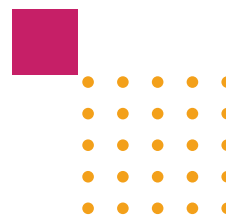
STEM Challenge Week

During the week of June 6-10, 2022, 73 schools and over 12,000 students in Grades 1-8 participated in the first ever week-long STEM challenge event. Students worked together to complete unique challenges, unified under a common narrative of helping rescue sailors stranded on a deserted island.

Tasks for the week included building a shelter, constructing a weight-bearing bridge, creating a water-proof capsule, designing and testing a catapult and building a life raft. Each challenge utilized the Engineering Design Process to plan, design, build, test and reflect on their solutions to a problem. A daily Engineering Journal was kept by students to highlight their planning and to answer reflection prompts about the learning they experienced and how it connects to the real world.

Each class was given a box full of materials to help them design and construct their solutions. Materials differed slightly by grade to more closely align with expectations from the Science Curriculum. Differentiation between grades was made possible by limiting the use of some materials to make challenges more difficult. This also allowed teachers the flexibility to change the challenge for their students based on the unique learning profile of each class.

Teacher feedback was extremely positive with over 150 teachers completing a feedback survey. 100% of respondents were willing to try a similar challenge in 2023. Students were engaged in collaboration, initiative-taking and self-regulation, and it was clear that the hands-on learning opportunities provided by this challenge resulted in science concepts being readily absorbed by students.



DURHAM DISTRICT SCHOOL BOARD STUDENT ART GALLERY

DDSB's First Student Art Gallery

In June, DDSB opened the first Student Art Gallery: a District-wide art collection housed in the Education Centre, displaying artworks created and curated by students with staff support. Students, families, staff and members of the community enjoyed the 31 art displays while listening to music performed by the O'Neil Collegiate Jazz Band.

The theme for the inaugural exhibition was A Place for Everyone. Students in Grades 7-12 were encouraged to use their creativity to showcase their own unique stories and ways in which the DDSB is an inclusive place for everyone. Incorporating the theme, artworks focused on student aspirations or inspiration regarding human rights, equity, and belonging - issues, goals and identities.

Artists were encouraged to think about the theme and their interpretation of it from a lens that includes DDSB values around human rights, equity, inclusion and diversity.

A Selection Committee received digital copies of artwork and any accompanying stories from the artist for consideration and deliberated to select the artworks to be displayed. The Committee was composed of DDSB students, staff and representatives from all of DDSB's municipal regions.



EQAO

In early November, EQAO made public the board and school results for assessments conducted in 2021-22. EQAO continues to be one source of data among many that we have available to us to help inform teaching and learning. Included in the public results are valuable attitudinal and contextual information about DDSB students' experiences and perceptions.

EQAO assessments in 2021-22 were very different than previous years' assessments for a number of reasons including:

- Implementation of a new Elementary Math Curriculum during the pandemic
- Exclusion of students enrolled in remote-learning classrooms from participating in the EQAO assessments
- Implementation of a new Inclusive Grade 9 Math Curriculum
- Implementation of adaptive online EQAO assessments with a new grading framework
- Grade 3, 6 and 9 Assessments were only open to students attending in-person schools

We also know that the pandemic has had an impact on teaching and learning over the past two years in the following ways:

- Creation of remote learning classrooms and virtual schools
- Episodic pivots to and from remote learning classrooms
- Implementation of in-person health protocols and restrictions due to the pandemic.

SOME OF OUR BOARD RESULTS FROM THE STUDENT SURVEYS ARE AS FOLLOWS:

ELEMENTARY - % THAT AGREE

	Grade 3 DDSB	Grade 3 Provincial	Grade 6 DDSB	Grade 6 Provincial
I like math.	69%	69%	53%	51%
I am good at math.	64%	61%	50%	48%
I feel I have good relationships with the teachers at my school.	75%	74%	70%	70%
I feel I have good relationships with other students at my school.	73%	73%	70%	70%

SECONDARY - % THAT AGREE

	Grade 9 DDSB	Grade 9 Provincial	Grade 10 DDSB	Grade 10 Provincial
I like math.	69%	69%		
I am good at math.	64%	61%		
I feel connected to the teachers at my school.	75%	74%	70%	70%
I feel connected to the other students at my school.			70%	70%
I critically analyze information and ideas from a variety of sources.			70%	70%

Research has consistently shown that positive relationships with educators and self-efficacy in learning contribute to positive learning outcomes. Working with educators and students to consider how we do this impactfully can be a powerful enquiry for schools to engage in. Considering how identity plays into that engagement is a key aspect of the human and Indigenous rights work we are doing as a District.

In terms of academic achievement, below are the highlights from the assessment. Disaggregated data is available on the EQAO website.

ELEMENTARY - Percentage of Fully Participating Students at Levels 3 and 4

	Grade 3 DDSB	Grade 3 Provincial	Grade 6 DDSB	Grade 6 Provincial
Reading	76%	73%	85%	85%
Writing	68%	65%	84%	84%
Math	64%	59%	47%	47%

SECONDARY

	Grade 9 Mathematics Percentage of Fully Participating DDSB Students	Grade 9 Mathematics Percentage of Fully Participating Students Provincially
Provincial Standard (Level 3 & 4)	56%	52%
Level 2	36%	37%
Level 1	8%	10%

	OSSLT Percentage of First-Time Eligible DDSB Students	OSSLT Percentage of First-Time Eligible Students Provincially
Successful	84%	82%
Unsuccessful	16%	18%

With the introduction of a new assessment mode for reading and writing, we cannot compare to previous years, but we recognize the importance of early reading strategies and are working on a balanced and structured reading program in the early years.

Mathematics has long been challenging however with a new math curriculum in place, we will be monitoring to see how student learning will evolve. Currently students have only had the benefit of one year of learning with the revised curriculum, however the assessments were based on cumulative years of a curriculum students have not been taught.

This set of EQAO results represents a new baseline, and again, one set of data among many others, to inform our next steps.

Biidaasige Mandamin School Renaming



In early 2022, the DDSB Board of Trustees voted to change the name of Sir John A. Macdonald Public School to Biidaasige Mandamin Public School. The Mandamin family were actively involved in the renaming process, which followed broad public consultation and was the result of a recommendation from the School Naming Committee. The name change was selected as part of DDSB's ongoing commitment to Indigenous rights, human rights, inclusion and anti-oppression.

Biidaasige (Josephine) Mandamin, from Wiikwemkoong Unceded Territory, Manitoulin Island, was an Anishinaabe Elder and world-renowned water advocate. A residential school survivor of St. Joseph's School for Girls in Spanish, Ontario, Josephine was a devoted wife, mother, and auntie to many.

Biidaasige dedicated her life to speaking for the Great Lakes and was an influential teacher and advocate for the earth's water. She walked around the Great Lakes from 2003 to 2017 to bring awareness to the problems of water pollution and environmental degradation on the Great Lakes and on Indigenous reserves in Canada. For her activism, Mandamin was awarded the Anishinabek Lifetime Achievement Award (2012) and the Governor General's Meritorious Service Cross (2018).



A renaming celebration took place in August 2022 that was attended by community members, Indigenous dignitaries and members of the Mandamin family.

Positive School Climates Tour

The rebranding of the Safe Schools department to Positive School Climates is meant to reflect the evolution of thinking of how we work proactively to establish learning and working environments that are safe, welcoming, respectful, equitable, accessible, inclusive and free from discrimination. We are working to reduce the barriers that negatively impact equitable educational opportunities, experiences and outcomes.

In doing so, we recognize the importance of innovative grassroots thinking. Our Positive School Climates tour involves weekly team visits to schools across the DDSB. This has provided us with a better idea of promising practices at different school sites and then promoting these ideas throughout the District.



Secondary Commencements and Graduation Rate

Commencements are an important and rewarding and provide an opportunity for students, families and school staff to come together in celebration of the hard work of students as they move on to the next phase of their lives. After two years of pandemic related restrictions on gatherings, 2022 saw a return to in-person graduation ceremonies and celebrations across the DDSB.



Progress continues to be made on improving graduation rates. All staff, including reengagement teams, play an important role in helping students successfully graduate.

The progress of the four-year graduation rate from 2019 to 2021 increased by 3.5 points to a total of 85.10%.

The progress of the five-year graduation rate from 2019 to 2021 increased by 2.6 points to a total of 90%.

First Nation, Métis and Inuit Contemporary Voices: Grade 11 English



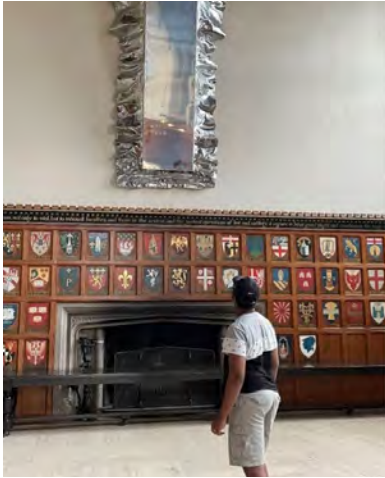
As part of the [Truth and Reconciliation Commission](#) Calls to Action, Residential School Survivors asked for one mandatory course to be created where students would learn about true histories and contemporary issues regarding Indigenous peoples in Canada. In response, and to ensure all DDSB students graduate having experienced Indigenous authorship and ways of learning, the DDSB implemented mandatory First Nation, Métis and Inuit Contemporary Voices- Grade 11 English.

As a result of students having choice in text selection and a variety of options to demonstrate their learning, student engagement and critical literacy skill development increased. Students expressed an increased enjoyment of reading, a growing appreciation and awareness of colonialism and the relationship between Indigenous Peoples and Canada and share that they valued the time to critically analyze the texts within a community of learners.

Black Studies Course

In September 2022, 17 DDSB secondary schools offered the Black Studies course to interested Grade 11 and 12 students, up from six schools offering the course through the 2021-22 school year. This course traces the historical and contemporary contributions of Black Canadians, with a focus on Black identity within the Canadian context and across the world. It provides an opportunity to learn about the innovations and contributions of Black Canadians, reflecting excellence and joy both locally and internationally, and it examines and explores anti-Black racism and human rights and the impact on people who have historically and currently experienced marginalization. Professional learning for educators new to teaching the course took place in June 2022, increasing educators' capacity to create sustainable Black Studies course offerings across the District.

Graduation Coach for Black Students



Devonte Hall
Grade 12 Student at GL Roberts CVI

The DDSB Graduation Coach for Black Students planned a Post-Secondary Summer Tour Program that invited students and their families to participate in in-person campus tours. This experiential learning opportunity enabled participants

to center their identity and foster a sense of belonging on university and college campuses that included the University of Toronto, McMaster University, Queen's University, York University, Centennial College and Durham College.

This program has helped to build a sense of community and belonging for Black students, has increased engagement in post-secondary pathways and increased equitable outcomes by providing direct support to identify, address and remove systemic barriers to post-secondary education.



(L) Tenneia Francis 2022
Pine Ridge Graduate
Currently attending York University
Psychology Program
(R) Tiara Suluma 2022
Pine Ridge Graduate
Currently attending York University
Communications and Media Program



Cypher Series for Black Male Empowerment

This year's Cypher Series for Black Male Empowerment brought together 380 students to network and learn about future academic pathways and positive transitions. The Cypher Series has run annually since 2017 and aims to break down barriers to dismantle anti-Black racism in Durham. During the pandemic, Cypher has been presented in the form of webinars that are broadcast in classrooms for students in Grades 6-8. These webinars have provided learning for educators and have simultaneously engaged Black males and their peers with content that affirms and centers Black identities and experiences.

G.L. Roberts CVI 50th Anniversary



G.L. Roberts current/past staff, alumni and students gathered over the weekend of October 21st - 23rd, to celebrate 50 years of a school that everyone can agree is a special place.

The 50th anniversary included a series of events such as a social, open house, golf tournament as well as a staff brunch. Donations accrued throughout the celebration will support the school's Legacy Fund.

In attendance was G.L. Roberts' first principal from 50 years ago, Mr. Chuck Powers. Many of his former students and current staff were thrilled to connect with the leader who created such a strong legacy of community within the school.



Pink Shirt Day

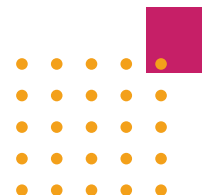
Students and staff across the District wore pink shirts on February 23rd, to raise awareness about anti-bullying, homophobia, and transphobia. Classes discussed the need to lift one another up and have greater acceptance, respect, and inclusion for all those around them. Wearing a pink shirt on this day shows victims of bullying that they are not alone, and there is help and support available. In collaboration,

the Positive School Climates and Equity Departments created and shared resources to assist schools in recognizing the importance of Pink Shirt Day.



Transgender Day of Visibility

On March 31st, DDSB students and staff across the District raised awareness about Transgender Day of Visibility. Classes celebrated the accomplishments of transgender and gender nonconforming people while raising awareness of the work that still needs to be done to achieve equity for transgender people.



French Language Cultural Experiences Series

The DDSB FSL (French as a Second Language) Cultural Experiences Series offered students and educators a range of engaging and authentic French Language sessions and activities facilitated by Francophone community members that allowed students to further develop and apply French Language skills and cultural understanding. From athletes, to artists, to authors, all presenters shared their passion and commitment to fostering French language and culture in their lives and careers.

In February, Jennifer Wakefield, the two-time Olympic medalist and seven-time World Champions medalist for ice hockey, engaged with students through video. Students explored Jennifer's experience as a former Core French student and Franco-Ontarian from Durham. 16,000 students participated and had the opportunity to ask questions of Jennifer and learn from her responses the importance of French in her life.

Team Canada's goaltender Ann-Renée Desbiens shared a pre-recorded video from her hometown La Malbaie in Quebec that provided French Immersion students an opportunity to listen to her story, journey and passion for French language. The series was open to Core French students in Grades 7 and 8 and French Immersion students in Grades 4-8. 1,847 students were engaged in the video series with Ann-Renee!

Throughout the year, a total of 17,566 elementary students and 2,024 secondary students participated in at least one DDSB FSL Cultural Event. Sessions were differentiated by content and French language competency to ensure students of all ages and language skill level could access these learning opportunities.

Children's Mental Health Week



DDSB
Ignite Learning

PARENT/ CAREGIVER VIRTUAL SESSION

Children's Mental Health Week
HOPE
IN CHALLENGING TIMES
MAY 2 TO 8, 2022

SUPPORTING YOUR CHILD'S MENTAL HEALTH AND WELL-BEING
Presented by Charmaine Lane, BA, MSc, RP
Come ready to learn ideas of how we can support our children's mental health and well-being.

May 4, 2022
6:30 to 8:00 p.m.
https://ddsb.zoom.us/webinar/register/WN_zGkX373YQtWT-ky-qYAVZQ

CHILDREN'S MENTAL HEALTH WEEK | STUDENT SENATE | WELL-BEING

Each year, DDSB marks the first full week of May as Children's Mental Health Week. A working group of the Student Senate developed a variety of week-long activities and events highlighting the 2022 year's theme of Hope in Challenging Times in an effort to increase awareness of child and youth mental health, decrease stigma, and point students to mental health supports and resources that are available. Staff spoke with students about the importance of being healthy not just in their bodies, but in their minds as well. Many events both in person and virtually took place, such as Registered Psychotherapist Charmaine Lane's presentation to parents and caregivers titled Hope in Challenging Times, focused on how to support children's mental health and well-being during COVID-19 and beyond.

Shifting Practice – Supporting Students with Special Education Strengths and Needs



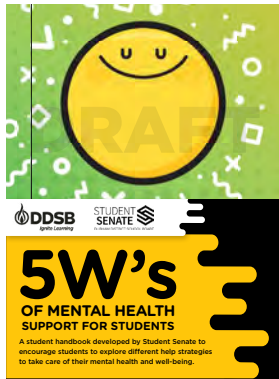
DDSB
Ignite Learning

2022-2023

Special Education Plan

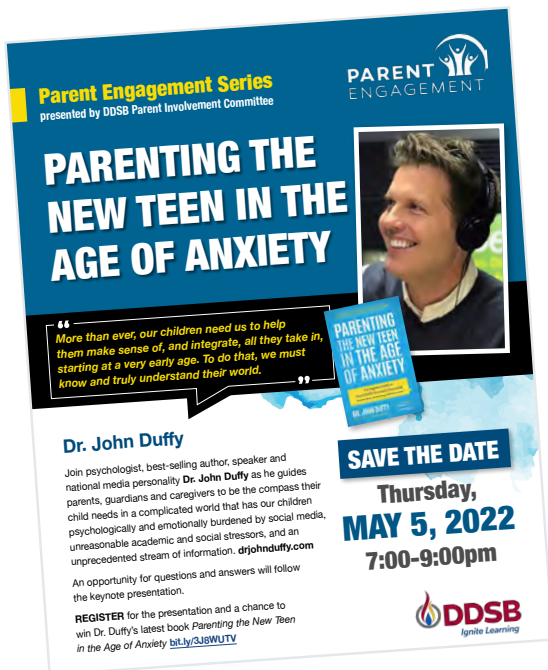
Inclusive STUDENT SERVICES

As a District, we recognize the talents, gifts, and abilities of each student within our schools. The intersectional identities that each student arrives with are to be celebrated and amplified as a means of validating the richness of their experiences and as a means of valuing and honouring their whole self. In 2022 we revised the District's Special Education Plan to actively challenge ableism and the traditional focus on the medical model of diagnosis and/or deficit, and intentionally shifted practices of inclusion to an asset-based approach.



The 5 W's of Mental Health Support for Students

The 5 W's of Mental Health Support for Students is a student-led handbook that was developed by the 2021-2022 Student Senate to encourage their peers to explore and access different help strategies that can be used to help prioritize mental health and well-being. Promoting and sharing the handbook remains a focus for the current Student Senate with a communication plan in development.



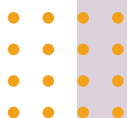
Parent Involvement Committee Supported Events

The Parent Involvement Committee (PIC) hosted a virtual parent engagement event, [Parenting the New Teen in the Age of Anxiety](#), with Dr. John Duffy, Psychologist, and best-selling author.

The event was attended by over 500 parents, guardians, and caregivers, and to date, there have been over 700 views of the event on YouTube. Dr. Duffy kept the audience spellbound for two hours as he shared personal anecdotes that were highly relatable, easy to follow, engaging, and grounded in research.

“

One of your best presentations to date, and they are always so good. I feel hopeful after listening to Dr. Duffy.



”

“

Dr. Duffy was so engaging and easy to listen to! It's nice to know that I am not the only parent struggling.

”

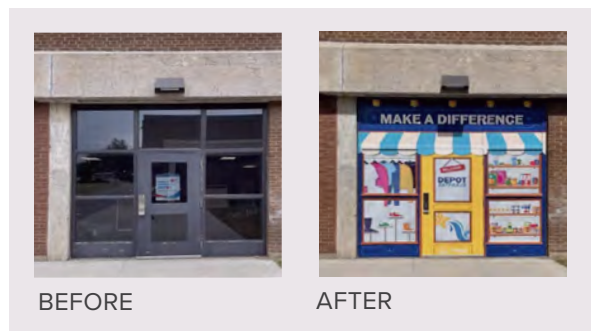


Community Connections

In a time where there has been an increase in needs, the Make a Difference team has been able to provide support for hundreds of students and families.

This year, partnership with a variety of community stakeholders was established to increase reach. Here is just a snapshot of some of the great things happening to 'Make a Difference' in the Board:

- The Staples x Kiwanis fundraiser provided 25 Make a Difference schools each with a \$500 gift card to supplement their school supplies.
- Penny Appeal joined efforts in reducing food insecurity by donating 50 grocery gift cards valued at \$150 each for families observing Ramadan.
- The Kiwanis Club of Oshawa – Durham AM has donated \$15,000 worth of winter coats to students at four Oshawa schools.
- NBA Champion Pascal Siakam and his PS43 Foundation committed 50 laptops to students along with a six-week training course in his “Coding for Champions” initiative.
- In partnership with the DDSB Staff Association, the Make a Difference team facilitated a food drive that resulted in Holiday Hampers for over 100 families during the holidays.



**Support a student
in need today!**

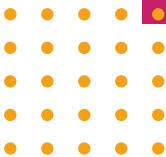
**Scan the QR code
to donate!**

- The Nutrition Station, in partnership with Durham Child Nutrition Project, supports in-school breakfast programs to ensure that no child goes hungry.
- The Re:Source Centre is filled with brand new and lightly used items that educators can access to enhance classroom learning.
- The Food Pantry is filled with non-perishable items and supports those facing food insecurity.
- The Starfish Store provides brand new school supplies, clothing, shoes, and personal care items to individual students in need.

The generosity of IDLF supporters has made it possible to support DDSB students in need by reducing poverty-related stress and strengthening the community. The foundation has goals to impact the lives of even more students in the future through ongoing events, partnerships and campaigns.

Outdoor and Environmental Education: School Visits, Summer Camp and Learning on the Land

7,629 students from 47 secondary and 283 elementary schools were welcomed to DDSB's outdoor and environmental education centres. Students engaged in curriculum-based learning on the land. In addition, a 7-week Summer Camp Program was offered at Durham Forest Outdoor Education Centre, providing experiential land-based learning opportunities for children 7-12 years old.



ESL (English as a Second Language) Summer Learning Program

100 multi-lingual learners in Grades 4-8 participated in a three-week English as a Second Language (ESL) in-person summer learning program that engaged students in language acquisition skills with a focus on well-being and mattering. Partners from Ontario Tech University attended the camp twice a week to support coding and STEM (Science, Technology, Engineering, Math) challenges for all students. The program included three field trip opportunities that supported positive social interactions, environmental awareness and community connections.



Building a Community of Math Learners

The Building a Community of Math Learners was accessed by elementary teachers through resource use and specialized professional learning to focus on students developing a positive math identity and growth mindset, and includes lessons to develop norms for collaborative learning, represent math thinking, and become a resilient problem solver.

Human Rights, Anti-Discrimination and Anti-Racism Policy

After an 18-month, two phased community consultation process, the DDSB passed its new Human Rights, Anti-Discrimination and Anti-Racism Policy (the “Human Rights Policy”) in May 2022. The policy package includes procedures that outline:

- How to raise accommodation requests and human rights issues, incidents and complaints, and how they will be addressed; and
- Proactive measures to prevent discrimination and harassment in learning and working environments.

It also includes an accountability framework to uphold human rights roles and responsibilities within the DDSB.



The policy and procedures reflect feedback from students, families, employees, community partners, and trustees. The system is taking part in ongoing learning to support the implementation of the policy and is embedding human rights principles in all our work.

The policy package is expected to help:

- All DDSB community members better understand their rights and responsibilities under the Human Rights Code; and
- Identify and address discriminatory barriers in DDSB learning and working environments to support student and staff well-being and success.

People and Culture

Strengthening our Workforce through Diversity

We continue to increase our workforce by hiring those with a range of diverse skills, talent and experiences. Applying a diversity lens to all hiring processes helps us to better understand the needs of our students and community.

Through our equitable and inclusive hiring processes we welcome new employees who bring their unique lived experiences to the DDSB.

The DDSB continues to experience growth in terms of enrolment and as a result, we have hired almost 400 permanent teachers in the Fall of 2022. We have also increased hiring across all occasional employee groups including clerical, custodial, educational assistants, early childhood educators, teachers and other support positions.

JANUARY – NOVEMBER 2022 HIRING STATISTICS

395

PERMANENT
TEACHING

267

PERMANENT
NON-TEACHING

392

OCCASIONAL
TEACHING
(new supply
elementary
and secondary
teachers)

412

OCCASIONAL
NON-TEACHING
(does not
include lunchroom
supervisors)

The People and Culture Recruitment team continues to work through the most prevalent and long-standing challenge of hiring French as a Second Language (FSL) teachers. To support DDSB schools, Recruitment and the French Department have partnered to participate in a multi-year study with the Ontario Public School Boards' Association (OPSBA) along with three other boards.

With the continued collaboration between People and Culture, principals, and French program staff we look forward to enriching the French language program for our schools through attracting and retaining great French speaking teachers to support DDSB students.

DDSB WORKFORCE CENSUS

Workforce Census

In 2017, the first Workforce Census was administered to better understand the demographics of the dynamic team across the DDSB. The results told us that while progress is being made, more work needs to be done to have a workforce that is reflective of the communities we serve.

In response, an updated Workforce Census was launched in the spring of 2022. All staff were encouraged to participate in an effort to collect as much feedback as possible to help inform the development of new strategies and supports that address workplace equity, inclusion and the needs of all staff and students.

Detailed analysis of the Workforce Census is ongoing and will be shared widely in the coming months.

First Flying of the Autistic Pride flag and the Progress Pride flag

The Progress Pride flag was raised during a ceremony at the beginning of June 2022 and the flag was left up for the month of June in celebration of Pride Month. Community partners were present at the ceremony and the event was streamed online through Facebook so that students and their families could participate. Schools also had their own flag raising ceremonies.



The raising of the Autistic Pride flag raising was done in partnership with NINE (Neurodiversity Infinity Network of Educators). NINE members handcrafted the flag as none were available to be ordered at the time. support recognition of Autistic Pride Day on June 18, 2022. Autistic Pride Day is meant to recognize and celebrate neurodiversity and to combat stigma.

Building a School District for the Future

As Durham Region continues to grow, the DDSB is focused on ensuring that we are ready for the growth that our communities are undergoing. We regularly submit proposals to the Ministry of Education to build new schools, expand current schools and add child care centres to serve the students and families within Durham Region. In addition, the DDSB undertakes capital improvement projects at existing schools to help make schools more responsive to evolving teaching and learning practices to support student growth and well-being.

76,843



**TOTAL ENROLMENT
AS OF SEPTEMBER 29, 2022**
INCREASE OF 2,249 FROM 2021-2022

53,994 ELEMENTARY STUDENTS
52,979 IN PERSON | 1,015 VIRTUAL
22,849 SECONDARY STUDENTS
22,024 IN PERSON | 825 VIRTUAL

136

TOTAL NUMBER OF
SCHOOLS IN THE DDSB



113 ELEMENTARY
23 SECONDARY

DURHAM CONTINUING EDUCATION

3 OUTDOOR EDUCATION CENTRES

CURRENT CONSTRUCTION PROJECTS UNDERWAY

- 6** Total number of new schools and major additions approved
- 18** Total number of schools receiving child care additions/upgrades
- 12** Total number of ventilation improvement projects and air conditioning
- 35+** Total number of major renovation projects underway at schools

DDSB Operating and Capital Budgets

Every year the DDSB passes a balanced budget to support operational and capital initiatives that put students at the centre of what we do. In recent years, the combined budget now totals over one billion dollars.

BUDGET 2022-2023



OPERATING BUDGET

\$767,151,476

Staffing
(Instructional, Administration, Governance)

\$25,521,023

Transportation

\$81,457,006

School Operations/Maintenance

\$6,161,627

Other Non-Operating



CAPITAL BUDGET

\$8,733,457

Interest on Long-Term Financing

\$26,829,861

New Construction

\$1,073,106

Portable Purchases and Relocations

\$5,427,191

Retrofits

\$42,868,494

Facility Upgrades

\$48,000,000

Site Purchases

TOTAL BUDGET \$1,013,223,241

Professional Learning Opportunities

The DDSB remains dedicated to providing professional learning to support the work of all employees. Labour shortages during the pandemic has made that more challenging as we have focussed on the smooth operations of the district. However, a variety of opportunities were offered to diverse employee groups to focus on the District's commitment to health and safety, Indigenous and human rights, and leadership development.

Staff Excellence and Recognition

We are proud to highlight DDSB staff recognized for their excellence provincially and nationally, including:

- [DDSB named one of Canada's top employers for 2022 by Forbes](#)
- The Communications Department received the CACE Bravo Award for Excellence in Communication related to the COVID-19 School Reopening Communications plan.
- The Ontario Teachers Insurance Plan (OTIP) and the Ontario Teachers' Federation (OTF) recognized outstanding teachers with the OTIP Teaching Award for teaching excellence. The DDSB is proud to have Lauren Chapple, Teacher at Whitby Shores Public School, and Nick Ashmore, teacher at Port Perry High School, selected as recipients of the award.
- Shawn Beddows from Quaker Village Public School and Don Laita from Queen Elizabeth Public School received the prestigious Durham Elementary Athletic Association Jon Patte Coaching Award.
- DDSB@Home Elementary educator Julie Banks was awarded the Knowledgehook Impact Influencer Award.
- James Klodnicki, Principal of Donald A. Wilson, and Colleen Rasmussen, Teacher at Ajax High School, accepted the Champions Against Homophobia and Transphobia Award presented by PFLAG Durham.
- Educators Aline Saleem, Stephen Crowther, Carolyn McCarron, and Stephanie Vesey received the 2022 Ontario Public School Boards' Association (OPSBA) Achievement Award.
- McCaskill's Mills Public School received the Township of Brock Accessibility Award.
- Westney Heights Public School received the Durham Elementary Athletics Association George MacFarlane Award for Outstanding Sportsmanship.

These are just a few of the many staff and schools who have been recognized for the ways in which they support students and families in the DDSB community.

Good News from the System

Each month we took time to celebrate a sample of the amazing things happening in DDSB schools and the community. Check out these short videos that highlight some of those success stories.



[January](#)

[April](#)

[September](#)

[February](#)

[May](#)

[October](#)

[March](#)

[June](#)

[November](#)

ddsb.ca

SUCCESS

WELL-BEING

LEADERSHIP

**INDIGENOUS
EDUCATION**

EQUITY

ENGAGEMENT

INNOVATION

