



2019-20

DIRECTOR'S ANNUAL REPORT



Our mission is to educate learners to their fullest potential in support of life-long learning.

A Message from Director Craig Myles

As we come to the end of an extraordinary year, I would like to acknowledge the resilience and hard work of the NNDSB Board and staff. The NNDSB community should feel proud and confident in the way we pulled together to wrap around our students and to support each other in the COVID-19 environment. NNDSB has demonstrated an energetic and caring approach to change, leaving the Board well-positioned to continue to earn public confidence.

The pandemic will not shake the NNDSB resolve in its moral imperative to move the Board forward with positive momentum. We are pleased with public reaction to positive, transparent and timely communication, revised governance and financial practices, the successful amalgamation of schools and the plans to build two new schools in the coming years. In 2019-2020 we engaged in a necessary operational review to engage in new ways to be efficient. We are proud of the progress toward the completion of succession planning frameworks which will help build strong leadership in all areas of operation and education. We look forward to the introduction of a thoughtful Multi-Year Strategic Plan based upon the information drawn from our NNDSB community. There is much hope for a bright future in NNDSB.

A Message from Chair Jay Aspin

On behalf of the Board of Trustees, a team who have provided diligent and dedicated work this past year, we are very proud of the accomplishments we have made as well as the exciting projects we are undertaking to continue to move forward.

We hired a new Director of Education, set the groundwork for a new Multi-Year Strategic Plan and updated our Board Governance Model / By-Laws, three of the most important functions a board of education is responsible for despite the challenge of a serious pandemic.

In addition to these items necessary for an effective working Board, we sold two elementary schools and authorized the consolidation of three high schools into two in North Bay. We obtained Ministry approval to proceed with the build of a new K-12 school in Parry Sound as well as approval for the engagement of architectural services for the replacement of W.J. Fricker Senior Public School in North Bay.

Our Board continues to be "student-centric" by providing the environment for our staff to effectively deliver our mission

"To educate learners to their fullest potential in preparation for life-long learning"

EXECUTIVE SUMMARY

This report outlines the progress made toward achieving key priorities of Near North District School Board's plan that ends in 2021. While work is underway to develop a new multi-year plan, this document will focus on priorities that align with 2019-20 Board and Ministry goals. Contained herein is information on progress toward meeting the current NNDSB Multi-Year Plan priorities of Excellence in Teaching and the Learning Environment, Excellence in Creating a Culture of Caring, and Excellence in Communication. It speaks to changes and the continuation of efforts that will be made in 2020-21. Our goals regarding literacy, numeracy, pathways, and wellbeing are featured.

Within this report, you will find specific data on credit accumulation, experiential learning, pathways programming, and how NNDSB is supporting all students. This report will outline new and existing initiatives, where we are experiencing success and what our next steps will look like in the future. We will highlight initiatives to nurture student pathways and to create a caring, inclusive and safe environment for all students. The collection and analysis of data is imperative to inform our progress and next steps. We remain committed to making improvements to our communication practice. This report provides a concise summary of the salient obligations we hold as educators of students in Near North District School Board.

Near North District School Board is committed to the success and well-being of every student.

**Shaping a
bright,
equitable
and
inclusive
future
begins at
NNDSB**



NEAR NORTH DISTRICT SCHOOL BOARD

Near North District School Board (NNSDB) is responsible for the public education of approximately 10,000 learners from across the geographic regions of the Almaguin Highlands, North Bay, Mattawa, West Nipissing, and Parry Sound. The Board serves a wide variety of communities within a 17,020 square km area and operates twenty-seven elementary schools, seven secondary schools, and a variety of alternative and continuing education programs and services.

Biindigen

Mii gwi Anishinabek wewena nkenmaaminak dependajig maa kiing. "We acknowledge in a good way, the original people of the land here". We value the cultures, histories and relationships with the Indigenous Peoples of Turtle Island (North America).

We seek to build student capacity for intercultural understanding, empathy and mutual respect and to identify teacher-training needs relating to the above.

[Truth and Reconciliation Commission of Canada: Calls to Action, 2015](#)

2015-2020 Strategic Plan

Vision:

NNSDB will create and sustain a dynamic culture that provides a relevant and engaging learning environment that inspires excellence in everyone.

Mission:

"To educate learners to their fullest potential in preparation for life-long learning."

Values:

Near North District School Board supports the statement that; "Values are the fundamental beliefs and principles that frame how its employees and students operate and how decisions are made." Accountability is built-in when we practice good citizenship by demonstrating integrity, respect, empathy, equity and inclusivity toward each other. The result is: knowing our students, families and staff, honouring our students, families and staff, and supporting our students, families and staff.

PRIORITIES:

Excellence in Teaching and the Learning Environment

Excellence in Creating a Culture of Caring

Excellence in Communication



NNDSB MULTI-YEAR PLAN PRIORITY

Excellence in Teaching and the Learning Environment

All children and students in our care will experience individual success in their educational journey. All children and students will be provided with a rich and fulsome educational experience that meets their diverse needs and leads to maximum success. All children and students, within a safe and accepting learning environment, will develop enhanced mental and physical health, a positive sense of self and belonging and the skills to make positive choices.

Credit Accumulation

In three of the past four years of data, the number of grade nine students on track for graduation in NNDSB has surpassed the provincial average. In the last year of recorded data by the Ministry of Education (2018-19), 87.5% of grade nine NNDSB students were on track to graduate, as opposed to the provincial average of 85.9%.

COVID-19 Continuation of Learning

Following the Ministerial Order that closed all provincial public schools in March 2020, NNDSB created an online learning model. Multiple departments stepped up to provide an effective online learning platform and professional development sessions to support teachers in quickly familiarizing themselves with online options to suit their students' unique strengths and needs.

The Information Technology Services and Program teams quickly devised a plan to provide devices to families to ensure students had the tools they needed to be successful at home. The I.T. team also provided "help desk" services to help families navigate the online learning platforms.

The NNDSB Professional Learning Portal was introduced to support educators who were new to online instruction. Professional learning opportunities were provided via live webinars, video tutorials, weblinks, with supporting documentation designed to enhance educators' skills using online tools, applications, processes and learning platforms.

Approximately eight out of every 10 NNDSB students accessed and engaged with eLearning opportunities, using a variety of online tools including Clever, Brightspace, EDSBY and the Learning Management System.

On April 23, in response to the connectivity challenges in northeastern Ontario, NNDSB launched the Distance Equity Learning Program. This program was designed to ensure equitable access to rural and remote learning educators, online tools, and educational resources.

Literacy and Numeracy

NNDSB Board Improvement Plan for Student Achievement and Wellbeing, 2017-2020

"The NNDSB believes that all learners can develop the literacy and

numeracy skills essential for life-long learning. We believe that effective programming responds to the diverse interests, learning preferences and readiness of learners. Literacy and numeracy learning lives within every subject area presenting authentic contexts for students to think, express, reflect and act."

Provincial Math Strategy

In the summer of 2020, the Ministry of Education announced it will end the streaming of grade 9 math in September 2021. The Premier advised this change was introduced to break down barriers to ensure, "Every student – irrespective of the colour of their skin, socio-economic status, heritage, or orientation – deserves to achieve their full potential" (Ford, July 9, 2020, @fordnation).

[Click here for more information on the de-streaming of the math curriculum.](#)

New Provincial Math Strategy: Year 2

During the 2019-20 school year, NNDSB elementary schools were involved in the continued implementation of the Provincial Math Strategy, moving into the second year of a 4-year Ministry plan. A key component of this strategy for Near North District School Board involved mathematics professional development for kindergarten educator teams, grade 3 and 6 teachers, and school principals. Additionally, ten NNDSB schools were selected as target schools through criteria set by the Ministry of Education. Within each of these ten schools, a school-based math facilitator was selected from the staff to provide support to their colleagues and administrator in deepening mathematical content and pedagogical knowledge, with support from the board-based math facilitator. Each school-based math facilitator spent 4-5 hours each week working with specific teachers and/or students to support math learning.

All elementary schools collected information about their students' math strengths and needs using the NNDSB Math Assessment Interview Resources in September and October 2019. School math plans were created rooted in Ministry of Education initiatives around developing number and operation sense. These included setting specific goals for student and related teacher-learning as well as devising action plans based on this school data. The target schools were provided with additional responsive support from the Program Team to design their math plans according to their unique school communities. As an ongoing component of these plans, each school-based math facilitator and the board-based math facilitator supported ongoing learning through job-embedded learning within the school connected to the Board Improvement Strategy for Achievement and Wellbeing and their specific school goals.

New Grade 1-8 Math Curriculum

The introduction of a new mathematics curriculum for grades 1-8 was announced in June 2020. This updated curriculum continues the Ministry's focus on the development of conceptual understanding connected with procedural knowledge in mathematics, with a strong focus on number

sense. NNDSB is looking forward to continuing the work initiated over the last 3 years building teacher capacity in these areas. New focus areas in coding, financial literacy and mathematical modelling ensure that students are prepared with relevant learning for today's society have been identified as key areas for development. Our current board-created resources have been revised to reflect these curriculum changes.

Amid the challenges experienced during this year's unique school start-up, educators demonstrated their ongoing commitment to learning. All math educators, K-12, engaged in learning about the new math curriculum through a board-wide virtual professional development session on September 3, 2020. Over 100 educators participated in a series of virtual professional development sessions related to mathematics during September and October. Additional professional learning opportunities will continue to be offered throughout the school year. Educators are finding new ways to engage in professional development practices, continuing to strive towards the goal of developing capable and confident mathematicians.

Changes coming to EQAO

As a result of the impact of COVID-19 from March until June, EQAO testing did not take place for the 2019-20 academic year for grade 3, 6, and semester 2 grade 9 mathematics students. The 2020-21 school year brings some exciting changes to EQAO as the grade 9 assessments are being field-tested in an adaptive, digital environment. The Ministry of Education has also announced that grade 3 and 6 math EQAO will not take place in the 2020-21 school year.

French as a Second Language Pathway Parry Sound French Immersion Pathway Launch

Near North District School Board is committed to providing French language learning opportunities across our region. In September 2019, NNDSB launched a new French Immersion program at Parry Sound Public School. Students in kindergarten and grade 1 had the opportunity to take part in this new program. In September 2020, the board is pleased to report this program has grown to include two additional kindergarten classes, and grade 1 and grade 2 French Immersion classes. It is anticipated that this program will grow each year towards a full K-12 French Immersion pathway. In the North Bay region, clear FSL pathways have been established at Chippewa and West Ferris Secondary Schools.

Before school closures, we celebrated several French cultural activities including Carnival activities and in-school concerts featuring Franco-Ontarian artist, Stef Paquette. Local Francophone singer, dancer and drummer Justine Gogoua shared her passion with many French Immersion classrooms in our North Bay schools. Her visits were offered in collaboration with the artist in residence program.

The DELF Exam

The DELF exam (diplôme d'études en langue française) is issued by the French Ministry for National Education to certify French language skills. Since the 2015-16 school year, NNDSB has encouraged secondary students enrolled in Grade 12 French as a Second Language courses to challenge the DELF examination. In the 2019-20 school year, approximately 40 students were interested in challenging the DELF. A DELF preparation session was hosted at Chippewa Secondary School and sessions were also planned for Parry Sound High School. Unfortunately, due to school closures and COVID-19, students were not able to challenge the DELF exam in 2019-20. It is anticipated that the DELF challenge opportunity will be offered to approximately 50 students across in 2020-21.

English Language Learners (ELL)

In the last year, Near North District School Board has worked to understand the demographics of our schools and students. Through this understanding, we have been able to



identify the growing needs of students who currently hold a language other than English as their first language. In the previous academic year, the bulk of the work came from understanding the numbers and needs of the students in our classrooms as well as the review of previous efforts and training. Work through Equity, Literacy and Student Success helped to define the learning and Professional Development needed to help expand our capacity as a Board for supporting our English Language Learners (ELL). Together with the Rural Northern Immigration Pilot project through the City of North Bay, and our learners from the far North, we are able to predict an influx of ELL students to our Board. Schools were equipped with training to support a smooth transition for students. Our work this year is focused on capacity-building to seek the best alignment with practices that are equitable and accessible for all students and teachers.

Pathways and Transitions

NNDSB Board Improvement Plan for Student Achievement and Wellbeing, 2017-2020

The NNDSB believes that all students should be free to imagine a future where they can connect to their passion. We believe students can be successful in their chosen pathway.

Specialist High Skills Major (SHSM)

NNDSB continues to act as a regional leader in connecting students with career paths that match their skills and interests while meeting the requirements of the Ontario Secondary School Diploma (OSSD). Secondary students in all Near North regions are now able to access SHSM pathway programs connected to nine employment sectors. In 2020, students at Chippewa and West Ferris secondary schools experienced enhanced SHSM learning opportunities, with Health and Wellness being added to Chippewa and Environment being added to West Ferris.

Ontario Youth Apprenticeship

Having numerous vital community partners allows Near North District School Board to consistently attain double the provincial enrolment in Co-op learning per capita. This is especially positive given the Ministry focus on the expansion of experiential learning opportunities.

Students continue to engage with the Ontario Youth Apprenticeship Program (OYAP). Options in the past year included “Chef for a Day” with Emilie Matwalli, paddle building at Mattawa District Public School, a presentation by Bryan Baeumler, the star of multiple trade-based TV shows, and the Canadian Institute of Mining experiential learning for grade 7 and 8 students.

Dual Credit

NNDSB students continue to experience enhanced career choices through the dual credit options made available with the Board in partnership with Canadore College. For the fourth year in a row, dual credit opportunities have seen an increase in registration. The Dual Credit Program is closely tied to Specialist High Skills Major and Ontario Youth Apprenticeship opportunities. Near North District School Board has also run a successful Adult Dual Credit Program.

Outdoor Ways Of Learning And Sharing (OWLS)

In 2019-20, NNDSB partnered with the Canadian Ecology Centre to implement the Outdoor Ways of Learning and Sharing (OWLS) program. The goal of the program was to make connections for students and educators for:

- social/emotional development and executive function skills (specifically response inhibition, sustained attention and emotional control)
- the development of literacy (specifically oral language development, words with a wide range of applications that allow students to describe concepts in a detailed manner)
- the development of mathematics behaviours (such as comparing and ordering quantities (multitude and magnitude) and estimating quantities and numbers)
- environmental stewardship (stronger connection to nature, increased environmental values and pro-environmental behaviours)



OWLS had many positive impacts on students and educators. Students benefited from an increased appreciation for the environment and nature. Educators shared OWLS created more awareness about the value of outdoor learning opportunities. Despite COVID-19, NNDSB has worked hard to ensure the program has been extended into the 2020-21 school year, beginning in September/October 2020.

[Click here for more information about the OWLS project.](#)

Skills Catalyst Program



Through the successful application to the Ministry of Labour and Skills Development, NNDSB was awarded a grant of \$96,220 to pilot a skills catalyst program. This program is designed to provide students with experiential learning opportunities with local employers that are desirable in the local job market. Additionally, the program offers virtual learning opportunities to keep students engaged during the challenges presented by COVID-19. Community partners involved in this initiative include Canadore College, the Labour Market Group, Nipissing University, the North Bay Regional Health Center, and YES Employment Services.

Summer Learning

REEL Writers

In July 2020, grade 6-8 students had the opportunity to take part in the third year of the Reel Writers Program. Keeping students safe and at home, educators developed this successful face-to-face learning into an online learning opportunity focused on filmmaking. Students engaged in 30 hours of synchronous learning, attaining skills that promote resilience, well-being, social interaction and literacy skills. Community guests and sector partners (including a camera technician and independent filmmaker) contributed to the value of the experience.

At the end of the program, students completed a self-assessment to measure growth, efficacy and confidence. Students indicated increased confidence working with new technologies. Specifically, students felt they had improved their confidence and ability using Microsoft Teams and collaboration tools (Office 365). In the area of writing and creating, students felt the most significant growth was in the areas of publishing and presenting their ideas. The graphs to the right highlight student self-reported growth using a Likert scale from 1-5 across several content and design spheres.

Camp Connect

In July 2020, grade 1-5 students had the opportunity to take part in an online learning program that promoted literacy and numeracy skills, social interaction, well-being and resilience. Technology was provided to facilitate the learning and students enjoyed 30 hours of engaging synchronous activity. The graphs to the bottom illustrate the outstanding progress students made over the duration of the program.

Writing and Creating- Areas of Most Growth:



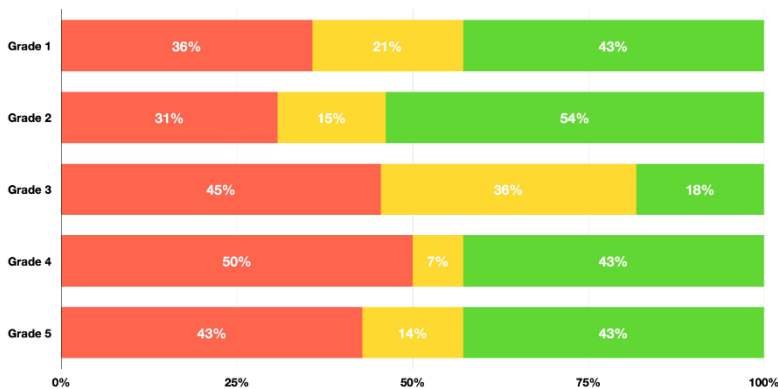
Technology: Areas of Most Growth



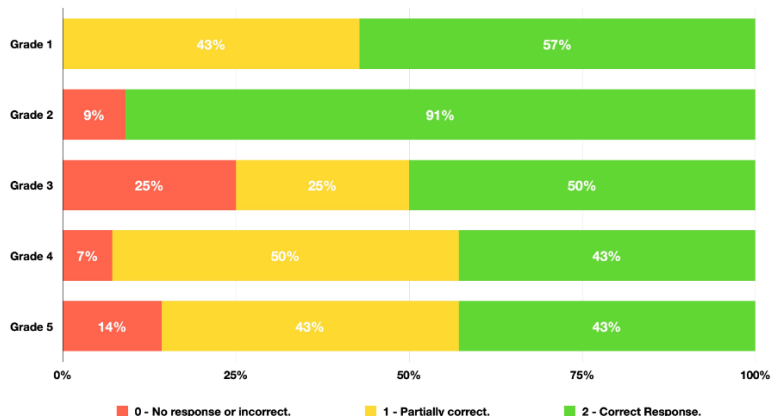
[Click here for more information about the Reel Writers Program.](#)

[Click here for more information about Camp Connect.](#)

Mathematics Pre-Assessment - Week 1



Mathematics Post-Assessment - Week 3



All children and students, within a safe and accepting learning environment, will develop enhanced mental and physical health, a positive sense of self and belonging and the skills to make positive choices. NNDSB Multi-Year Plan



NNDSB PRIORITY - Excellence in Creating a Culture of Caring

A culture of caring can be achieved through a dedication to knowing, honouring and supporting students and their families, staff and members of our community. Together, we must model our stated values, we must practice the acknowledgement of others and we must continuously meet student needs. There is a definite relationship between a culture of caring and student achievement and well-being. Creating a culture of caring also involves a celebration of our successes.

Supporting Every Student

NNDSB Board Improvement Plan for Student Achievement and Well-being, 2017-2020

NNDSB believes that student well-being is fundamental to student success: that all students should be supported to build the knowledge and skills associated with the four domains of well-being; social, emotional, physical, and cognitive using a whole-child approach.

Equity Website Page Overhaul

NNDSB's Equity and Inclusion team re-imagined the equity and well-being page of the website to best showcase resources, links, policy and frameworks. Four interactive tabs grant access to the sites for Equity and Well-being, Equity and Inclusive Education, Safe and Accepting Schools, Positive Mental Health and Healthy Schools. Educators, parents and students can find resources, current events and guidance in any of these main areas.

[To learn more, please click here.](#)

Resiliency

The NNDSB Safe Schools Resiliency Project continues to develop. The project, a team effort between the Safe Schools and Mental Health Teams, has a goal of building resiliency strategies in all schools across the Board.

Identity-Based Data Collection

NNDSB was one of eight school boards to take part in a pilot project to gather identity-based data. A survey was issued during the 2018-2019 year and included feedback from students kindergarten to grade 12, facilitated by parents of students in the younger grades. Feedback was received from 3,366 respondents. The findings of the survey assisted the Board and schools to deepen the understanding of student and community populations, identify and respond to barriers to student success, inclusion and well-being, and enhance the creation and distribution of programs and services.

In the 2019-2020 year, the focus for our student identity work was to begin analyzing the results of our survey. NNDSB took part in engagement sessions with our stakeholder groups to begin exploring both the identity questions and the questions connecting students to school. A public report was prepared that summarized the background information regarding the purpose of this data collection and communicated through quantitative summaries along with graphics for each of the questions contained in the survey.

[The full report can be found on our website.](#)

Supporting Indigenous Students

Moving Forward In An Inclusive way

In May of 2020, the North Bay & District Multicultural Centre (NBDMC) held a Professional Learning Community workshop series around allyship. Sessions were facilitated by Vindra Sahadeo, one of the Centre's Program Coordinators.

Ten attendees from NNDSB positioned in leadership roles in either equity or diversity participated. The four-part series explored issues of equity targeting micro-aggressions that deeply affect all areas of well-being for the children, youth and families served by the Centre.

Professional development certificates were issued by the Centre at the conclusion of the training to recognize the commitment and dedication of participants.

We have a shared commitment to supporting our youth, their strong positive identity and self-esteem by creating

an environment that fosters an appreciation for Anishinaabe language, culture, history and perspectives for all staff and students. We are committed to supporting all educators and students to learn about Treaties, the legacy of colonialism, including Residential Schools and the rights and responsibilities we all have to each other as reflected in the Truth and Reconciliation Calls to Action #62 and #63.

Educator Learning

NNDSB recognizes the value of ensuring educators have access to a rich and appropriate bank of resources that support cross-curricular instruction and culturally responsive approaches. Implementation of this commitment has included a culturally responsive calendar, a website with links to resources, Four Seasons of Reconciliation and building school and Board library resources. NNDSB remains committed to pairing teachers with artists in residence, as well as local Elders and Knowledge Keepers.

Good News and Events

- Students at Chippewa Secondary School, Parry Sound High School, and Britt Public School had the opportunity to explore a tipi as part of an outdoor experiential learning opportunity.
- Many schools across the Board participated in Orange Shirt Day on September 30.
- Parry Sound High School, Chippewa Secondary School and West Ferris Secondary School all completed "Walk for Wenjack" activities.
- Approximately 180 classes participated in virtual learning opportunities with Knowledge Keeper Maurice Switzer during Treaties Recognition Week.

Indigenous Learning During Covid-19

Near North District School Board is committed to continuing to provide opportunities for Indigenous learning despite the pandemic.

The Ontario Arts Council has rolled over the Artist in Residence grant funding from last year to continue supporting virtual sharing/learning. The Board is also dedicated to embracing digital platforms to continue existing learning and provide opportunities for enhanced learning.

Heartbeat of Learning

First Nations students were able to learn from Drum Makers Brennan and Tyler during a presentation at Canadore College in December 2019. Students experienced a live demonstration of trees being cut down to build the drum frames, followed by the creation of drumsticks for the students. Students expressed genuine excitement at being able to take part in this learning, and were thrilled with the opportunity to take home their items. Drum Makers shared how drums are the heartbeat of Mother Earth, noting "we are all connected to the drum because that is the first sound we've ever heard".

Students Cook Up Success

Grade 7 and 8 students from Sturgeon Falls and Mattawa were afforded the unique opportunity to learn from Executive Chef Guy Bedard and Indigenous Culinary Student Tristian Poucachiche through the Ontario Youth Apprenticeship Program.

The program began with an Indigenous drum circle and students were given the opportunity to participate in a smudging ceremony. Local Elder Virginia Goulet explained the significance of smudging to the students. Chef Bedard assisted the students in making a traditional Indigenous delicacy "Three Sisters Soup". He demonstrated how to prepare the dish and then allowed students to prepare it themselves.

Poucachiche assisted students with the cooking process, sharing his passion for cooking and his pride in his Indigenous heritage.

Indigenous Student Trustee and Youth Advisory Circle

The Indigenous Youth Advisory Council was established in the fall of 2019 that is comprised of seven Indigenous student representatives. Parry Sound High School's Brooklyn Beaucage was appointed the Board's first Indigenous Youth Trustee. Since Beaucage's graduation, FJ McElligott's Quinn Johnson has been acting as interim Indigenous Youth Trustee.

Mental Health

Guided by the Mental Health Strategy, work is underway towards the goal of improving student well-being.

OUR SHARED VISION: Our students will thrive in mentally healthy classrooms surrounded by caring adults and will learn the skills for managing academic and social/emotional challenges.

2019-2020 Activities

- Navigating the new normal as a team – NNDSB's mental health team continued to offer supports to students through the summer season as they navigate the pandemic and adapting to the 'new normal'.
- Mental Health Literacy Development – Focusing on enhancing mental health literacy, the mental health leadership team



launched *Thrive In A Hive*, a campaign designed to engage students and identify needs and supports in the community.

Learning to Breathe

Students at W.J. Fricker had the opportunity to take part in mindfulness learning known as L2B (Learning to Breathe). The program teaches mindfulness in coordination with curriculum standards for health, developmental guidance and other academic areas. L2B curriculum is now available across all NNDSB Schools.

Community Partnership

NNDSB continues to collaborate with community partners across a wide range of service mandates to support students and their families. These initiatives include:

- Participation on the Network Advisory Council for Muskoka, Nipissing, and Parry Sound. This planning table represents the local implementation framework of the Ontario Special Needs Strategy. NNDSB proudly sits alongside Hands The FamilyHelpNetwork.ca, One Kids Place Children’s Treatment Centre, the Nipissing Parry Sound Children’s Aid Society and fellow coterminous boards to support coordinated service planning.
- Connecting with the North Bay Parry Sound Health Unit and coterminous boards since the early days of the COVID-19 shut down have fostered best practices in information sharing, resource efficiencies, and led to the development of a coordinated response for students and their families. This weekly meeting included representatives from area hospitals intermittently to monitor trends emerging from testing centres.
- Participation on the Nipissing Parry Sound Child and Family Network. The network is celebrating the development of childcare spaces at the Dr. MacDougall Hub in North Bay for Indigenous childcare and family programs, as well as at Miiigwansag Child Care Centre at The Sound Community Hub in Parry Sound.
- Cooperation with community partners ensures Before and After School Programs run at all Near North District School Board schools.

NNDSB values ongoing relationships with agencies such as the District of Nipissing Social Administration Board, the District of Parry Sound Social Administration Board, Nipissing First Nations, the North Bay Military Family Resource Centre, the YMCA of Northeastern Ontario, and the Simcoe Muskoka YMCA and West Ferris Day Nursery in the best interests of achieving alignment of services, deepening partnerships, discussing challenges and developing ideas for partnership.

Community partnerships with YES Employment, Canadian Ecology Centre and Georgian Bay Biosphere, Canadore College, Nipissing University, Business Center, City of North Bay, City of Parry Sound, Sturgeon Falls, Mattawa and numerous employers who support OYAP, Coop and SHSM students continue to be vital to meaningful learning opportunities.

NNDSB PRIORITY - Excellence in Communication

Near North District School Board is committed to promoting public confidence and community support in public education. Effective communication provides opportunities to share information and ideas that build stronger relationships. Good communication practices throughout our organization are vital to the success of achieving our Mission – “To educate learners to their fullest potential in preparation for lifelong learning.”

NNDSB acknowledges that excellent communication and transparency paved the way to increasing public confidence. NNDSB is committed to restoring the public profile through positive community engagement. The Board has begun this important work with the design of a dedicated Communications team. Under the leadership of the Officer of Corporate Affairs, the team has communicated the promotion of inspired programming; ongoing social media updates; numerous regular press releases; reorganization and promotion of the board website and the promotion of the NNDSB website as the main repository and access point for up to date information.

The Director’s office provides regular communications regarding system initiatives, changes, reorganization, board updates, professional best practices, union and staff development and pedagogical practice. These communications have been provided in a timely and ongoing manner using formal communication templates. All pertinent stakeholders are considered before the release of any communication. For example, at the onset of the COVID-19 pandemic, communication protocols were immediately established with timely and comprehensive communication to Trustees, the community, principals, staff, parents and students. These regular updates with detailed information are provided from the Director’s office via radio, newspaper, board website, social media, Synervoice telephone messaging, Trustee updates, email and written correspondence.

The Director and Chair have instituted a monthly staff newsletter to the system to communicate system initiatives. Monthly newsletters will support the timely submission of the Director’s Annual Report each year.

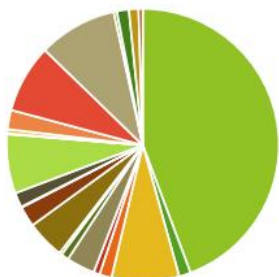


NNDSB PRIORITY - Excellence in Alignment of Resources

The ability of our Human Resources, Plant, Finance and Technology departments to structure their thinking based on our core work is crucial. The core work of Near North District School Board is student achievement and well-being. All departments within the Board will make all decisions with this core value in mind and from the question, "Is this best for students?"

BUDGET

2019-2020 Planned Expenditures



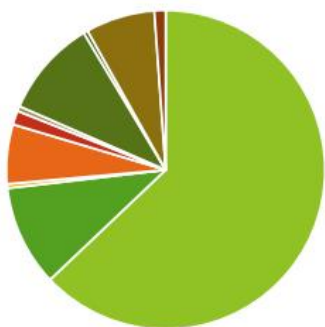
Classroom Teachers - 44.31%	Supply Teacher Costs - 1.39%
Educational Assistants and ECEs - 8.01%	Textbooks and Learning Materials - 1.45%
Classroom Computers - 0.72%	PSSP - Professional Supports - 3.38%
Library and Guidance - 0.91%	Staff Development Instructional - 0.31%
Principals & Vice-Principals - 4.54%	Secretaries and School Office - 2.43%
Department Head Allowances - 0.09%	Coordinators & Curriculum Supports - 1.74%
Amortization - 7.02%	Governance - 0.08%
Director and Supervisory Officers - 0.50%	Board Administration - 2.28%
Transportation - 8.11%	School Operations and Facilities - 9.32%
Other Non-Operating - 0.37%	Interest on Long-Term Debt - 1.42%
Phase-In of Retirement Gratuities - 1.13%	Continuing Education - 0.49%

NNDSB strives to maintain a balanced budget. The board is conscious of the responsibility of financial and environmental stewardship. The 2019-2020 estimated operating budget is \$151,598,349.

NNDSB's budget is determined by multiple governance principles:

- Create a positive learning environment and working environment across the District
- Board commitment to student success and well-being is the primary focus of all the Board's efforts
- Board priorities
- Students are the priority
- Provide appropriate educational programming for all
- Embed First Nations, Métis and Inuit perspectives, traditions and culture in curriculum content areas
- Make decisions that represent the interest of the entire Near North District
- Ensure effective stewardship of resources

2019-2020 Planned Expenditures by Type



Salaries and Wages - \$95,436,853 - 62.93%
Employee Benefits - \$15,513,266 - 10.22%
Staff Development - \$659,564 - 0.43%
Supplies and Services - \$9,125,301 - 6.02%
Interest on Long-Term Debt - \$2,150,083 - 1.42%
Wide Area Network and Internet Connectivity and Other - \$758,672 - 0.50%
Fees and Contractual Services - \$14,999,172 - 9.89%
Other Expenses - \$660,452 - 0.44%
Amortization - \$10,643,483 - 7.02%
Phase-in of Retirement Gratuities - \$1,723,930 - 1.13%

2019-2020 Guiding Budget Principles:

- Provincial funding, priorities and the new vision for education and need to operate under planning assumptions
- Funded class size changes
- Multi-Year Strategic Plan
- Near North District School Board financial position
- Capital Plan
- Various cost pressures
- Ministry compliance and planning assumptions; and
- Local needs

The NNDSB Board of Trustees remains committed to fastidious financial oversight.



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Near North
District School Board

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