



MYSP 2022-2023 END OF YEAR REPORT

Abstract

Information for the Board of Trustees as requested by the MYSP Committee
End of Year 2022/2023.

Includes information regarding efforts to saturate the MYSP priorities and goals in the
creation of a shared vision and shared process.

The MYSP committee meets four times per year. The committee provides two semi-annual reports in January and June to the Board of trustees and the Near North District School Board community. The progress report is based upon current progress as provided to the MYSP committee at quarterly meetings. The committee follows two data metrics per each of the four MYSP priorities (as seen in figure 1) over the 5 year term of the plan.

The quantitative data found on pages 4 through 11, is not an exhaustive collection. It is meant to provide stakeholders with a view of some of the key indicators for the year; a few among the many initiatives in a multi-pronged approach that NNDSB Staff have undertaken in alignment with the specific goals established for 2022/23 within the Four Priorities of the Multi-Year Strategic Plan.

Overall Direction: A Shared Vision

Although the 2021-2026 MYSP has been introduced, and work is ongoing to embed it in the culture of the board. 2021-2022 actions included multiple methods of embedding the 4 priorities into all aspects of NNDSB. Systemic alignment processes will solidify the shared vision over the next three years.

It is also important to point out that "culture" is not a static entity but continues to evolve, change, adapt etc. Implementation of the MYSP includes alignment of practice with the four priorities. Historically this has not been an NNDSB approach. Therefore, 2022 - 2023 was a critical year in implementing changes that align board actions toward meeting MYSP priorities. Implementation involved a parallel process whereby staff were gaining an understanding of the importance of the MYSP, while at the same time adjusting practice to strive toward the shared goals of the MYSP.

Building of Capacity Regarding MYSP Priorities and Goals

Capacity building continued at the Leadership Conference held August 23 and 24, 2022. The conference brought managers, assistant managers, principals, and vice principals together for essential learning. The focus of the 2 day event was leadership skill building and preparation for the introduction of professional development for teachers centered on MYSP 6-week cycles in schools. Leaders were introduced to phase 2 of the reflection, planning and goal setting process and the re-establishment of the MYSP 6 week-cycle process in schools. The MYSP 6-week cycle process consists of iterative cycles of plan, act, observe and reflect in a responsive pedagogy centered on achievement for all.

The introduction to leaders involved the evolution and growth in the interest of student achievement, equity, and wellbeing as a shared vision. This change includes the expectation that all schools are engaged in the MYSP 6-week cycle process from Day 1 of the 2022-23 school year. Day one begins with getting to know the student and their readiness to learn.

Leadership meetings included:

Creating a culture of continuous improvement through the use of 6 week cycles and School Improvement plans aligned to the MYSP.

Planning to act putting the school improvement plan into motion and SIP plans in collaboration with Family of schools. Building an equity stance.

Understanding the intentional moves to support the "Right to Read" and structured Literacy practices.

Supporting Educators and students in learning recovery and exploring available resources.

Student Mental Health and Well-being.

Follow up collaborative learning to deepen understanding of the value of developing a shared vision through a shared process.

School effectiveness visits and follow up debrief to understand data gathered during school effectiveness visits.



Professional development for teachers included:

Creating a culture of continuous improvement through the use of 6 week cycles and School Improvement plans aligned to the MYSP.

Creating Equity and ensuring student well-being through the student profile document.

Digging deeper into de-streamed mathematics, English and science.

Engaging in high impact math and science instructional moves K-9.

Engaging in intentional moves to support the “Right to Read”.

Engaging in early assessment and appropriate effective reading strategies.

Understanding our early assessment data in Mathematics and Literacy.

Putting the Equity coach role into practice.

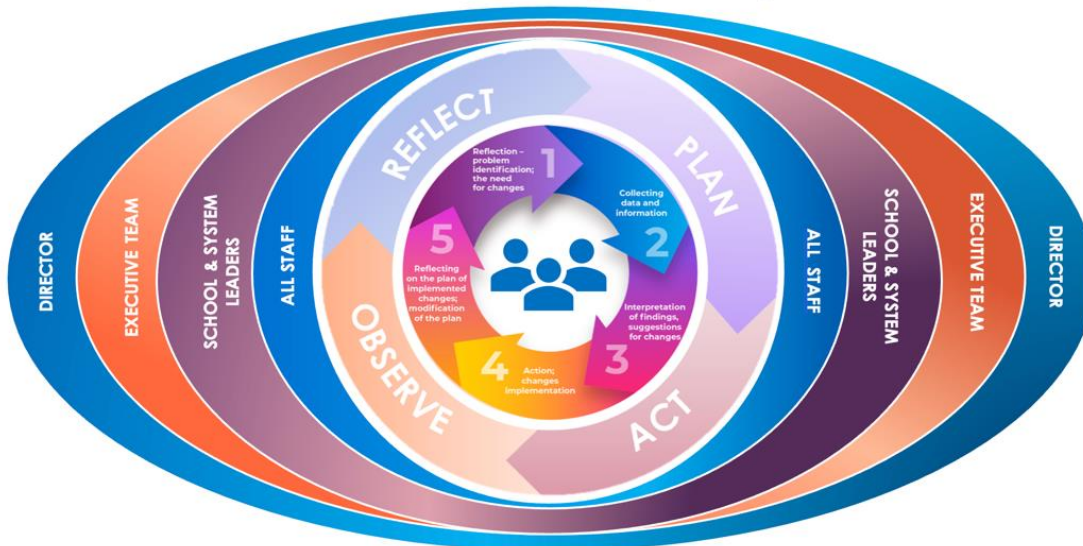
Understanding school effectiveness data and next steps

Various subject related collaborative meetings, i.e., core subjects, OYAP, Indigenous Language, Guidance, etc.

Shared Process

In June of each year, system principals, department managers and their teams plan new in-year system goals aligned to Ministry objectives in Literacy, Numeracy, equity, and well-being. These are laid out or updated in the Board Improvement Plan for Student Achievement and Well-being (BIPSAWB) and the Department Improvement Plan for Student Achievement and Well-being (DIPSAWB). Plans are aligned to the MYSP priorities. System teams-principals, coordinators, and teacher facilitators, prepare to support school teams in SIPSAWB review and in setting in-year goals pertaining to strategic plans for Literacy, Numeracy, Equity Safety and Wellbeing aligned to the Four MYSP priorities.

6-WEEK ITERATIVE CYCLES OF PLAN, ACT, OBSERVE, REFLECT



6 Week Cycle Process

Common understanding of the 6-week cycle process is being built. This includes fostering responsive teacher practice and collaboration in the interest of achievement, equity and wellbeing for all, school effectiveness monitoring and support. Capacity continues to be built around how the process leads to collective efficacy, which refers to “the shared belief that through their collective action, educators can influence student outcomes and increase achievement for all students” (Donohoo 2017). The 6-week cycle process adopted across the system facilitates a shared vision and common practice in all schools which allows all staff, educational and operational, to transfer schools, classrooms, roles or departments across the system and step in with the same understandings, expectations, and timelines.

With the introduction of the MYSP 6-week cycle process at the system level, monthly department meetings have shifted their focus to alignment across the system. Collaboration amongst and between departments has increased most noticeably between HR and Finance, who are working collaboratively to clear up antiquated processes, i.e., the

alignment of GL code (accounts) to staffing, resulting in efficiencies for payroll. The Facilities and Finance departments have begun collaborating over efficient use of Ministry enveloped funds.

Student Profiles

In the beginning of the 6-week cycle process, the educator follows their professional judgement regarding identified marker students who will require short term, midterm, or long term supports. The educator is invited to use the Student Profile checklist template to guide their thinking and investigation into how to support their marker students. This checklist helps capture data and evidence to best frame next steps in supporting marker students and indeed all students in the classroom.

A completed checklist supports the educator in planned collaborative conversations with peers throughout every 6-week cycle. Conversations centre on how to best support all students and provide equitable opportunities to access learning. A profile for each marker student helps the teacher plan for appropriate instruction and intervention, monitor progress, and make regular adjustments based on the plan, act, observe, reflect model of inquiry. A class profile works in the same way, and it is well worth the time to gather this information.

Throughout the year, we have seen the adoption and use of the student profile across the system to support students in identifying strengths, needs, goals, and next steps. The profile is developed to assist teachers in thinking through differentiated approaches, integrating CRRP, building in ways to activate student interest and of course to develop pathways to success through individual approaches. Student profile generation is one way to ensure success for students.

By working through a student profile with or for a student, the classroom teacher is carefully activating interventions and supports, allowing student to see themselves in the learning along a trajectory. Consistent check-ins and focussed approaches allow teachers to adjust alongside personalized data and integrating innovative thinking. Profiles are being used regularly in many of our schools, across both panels. These data sources allow for productive student success conversations as well as supportive plans for next steps.

Shared Leadership

The Annual Leadership Conference

The conference brought principals, vice principals, managers, assistant managers, and superintendents together. The NNDSB Leadership Team worked in collaboration with Near North Principals Council (NNPC) to provide a meaningful two days of learning. This was an intentional shift from historical practice.

Ontario Principal's Council (OPC) Facilitators who attended the annual conference, expressed how impressed they were to see the collaboration between educational and operational leads. Feedback from both sets of leaders has been highly positive and shows increased understanding of the essential nature of all roles.

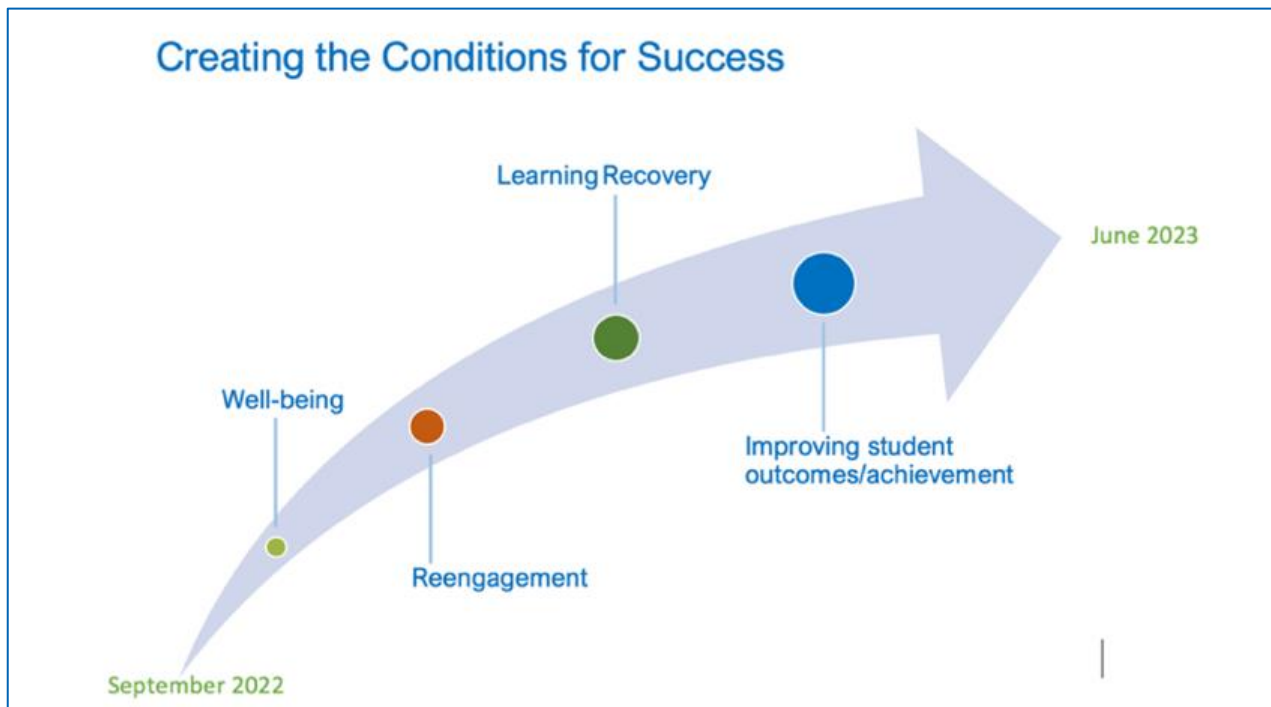
The 2022/23 school year marks a recovery period.

"Over the past two years, the COVID-19 pandemic has had a significant impact on the delivery of education in Ontario and across the globe. Throughout this period our collective focus has been on delivering the best educational experience while protecting schools against the spread of COVID-19. Despite these efforts, we know the pandemic has had far reaching impacts on the learning development and mental health of students, staff, and families across the province." [Learning Recovery Action Plan](#)

Guided by the "Learning Recovery Action Plan", NNDSB Teaching and Learning staff build upon the decisive action to protect student well-being, support student resilience and re-engagement to access daily learning to address learning disruption. The graphic below illustrates the continuum of focus from September 2022 to June 2023. Students must feel safe and ready to learn before they are able to access learning in meaningful ways.

It is important to recognize that 2022/23 is also a year of recovery for educators. Recovery cannot be rushed.

“If educational change is to succeed in any setting, it needs to start from where people are. If the ‘gap’ between what affected groups of people currently understand and what the change requires them to understand is great, then the necessary preparation for the change will need to take longer. Ultimately, short cuts do not work and introducing change initiatives that ignore this simple truth amounts, in my opinion, to little more than the symbolic triumphalist action.” (Goodson, 2001)



School Effectiveness Framework: Monitoring and Support

To date, 30 elementary schools, and 5 Secondary schools have engaged in the District SEF visit process.

The District Process

The District Process including the [“The School Effectiveness Framework”](#) (SEF) visit process is intended to promote a culture of reflection, collaborative inquiry and shared responsibility for continuous improvement at both the board and the school. The school visit process is collaborative, collegial, equitable, and inclusive. A non-evaluative, supportive stance is essential. The uniqueness of each school and the strategies undertaken to promote increased student learning, achievement and well-being provide the context for the District Process which:

- builds upon the school self-assessment process including School improvement planning.
- supports schools in the complex inquiry process and ongoing self-reflection, specific to the indicators each school has identified in their school improvement plan.
- helps districts develop a deeper understanding of the strengths and areas of need in elementary and secondary schools.
- supports the notion of continuous improvement for schools and districts.
- informs board improvement planning, goal setting, professional learning supports and budget processes.
- follows a cycle that allows all schools to benefit from a district process within a reasonable timeframe (e.g., three to five years).

Quantitative Data Linked to MYSP Priorities

The following data points are examples of current quantitative data gathered to determine progress toward meeting goals in each of the 4 priorities. Two predetermined metrics per priority are reported.

Excellence in Teaching and Learning

Deliver a superior educational experience for all students. Providing educational pathways that promote student choice and meet all learner requirements (trades, employability, post-secondary education, and life skills)

Quantitative Data Points

Metric #1 - Literacy

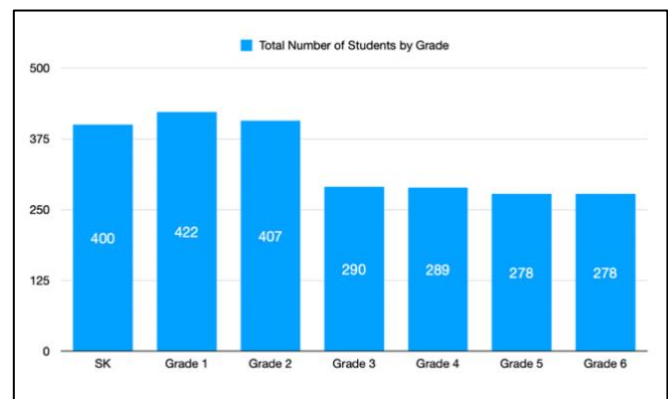
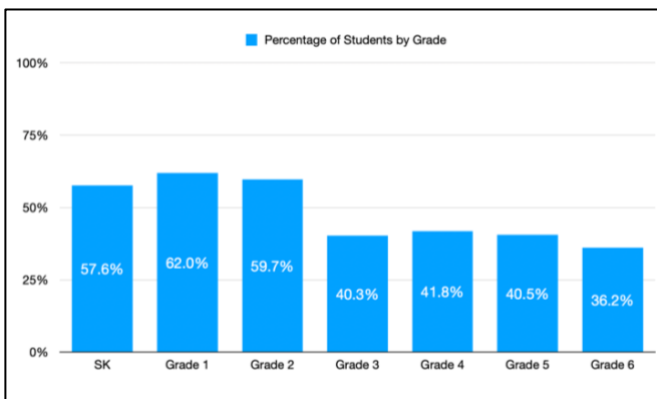
Metric #2 - Mathematics

Metric #1 - Literacy

September to December 2022 Data

Early Literacy Screening: Acadience K-6 Reading: **2364 assessments**

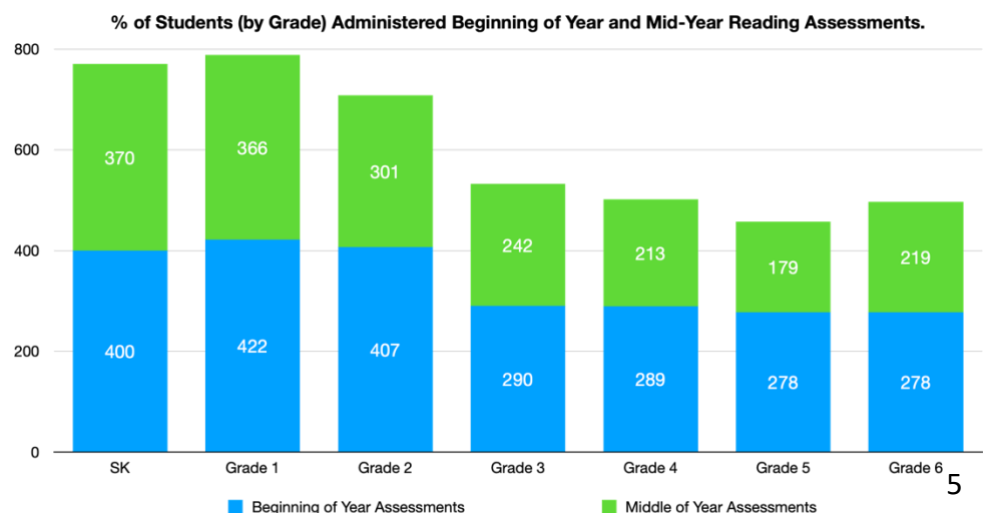
Beginning in 2023-24, the ministry will require all students in publicly funded schools in year 2 of kindergarten to Grade 2 to be screened for reading twice a year using evidence-based early screening tools. In preparation for this expectation, Near North District School Board staff have been working with educators in all elementary schools to implement the Acadience K-6 Reading assessment tools. Acadience Reading helps teachers identify children at risk for reading difficulties and determine the skills to target for instructional support. Below are “Benchmark” outcomes from the “Beginning of Year 2022-23” assessment.



September 2022 to February 2023 Data-Last collection due end of June

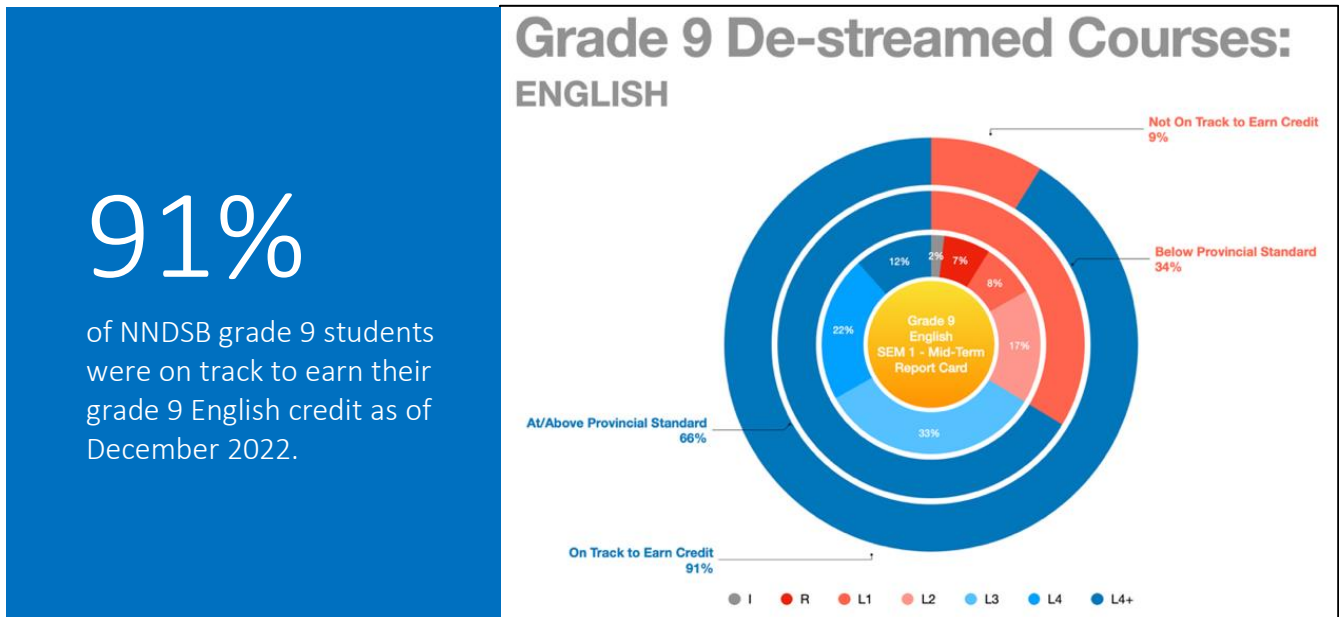
4254

Acadience Reading assessments have been completed between September 2022 and February 2023.

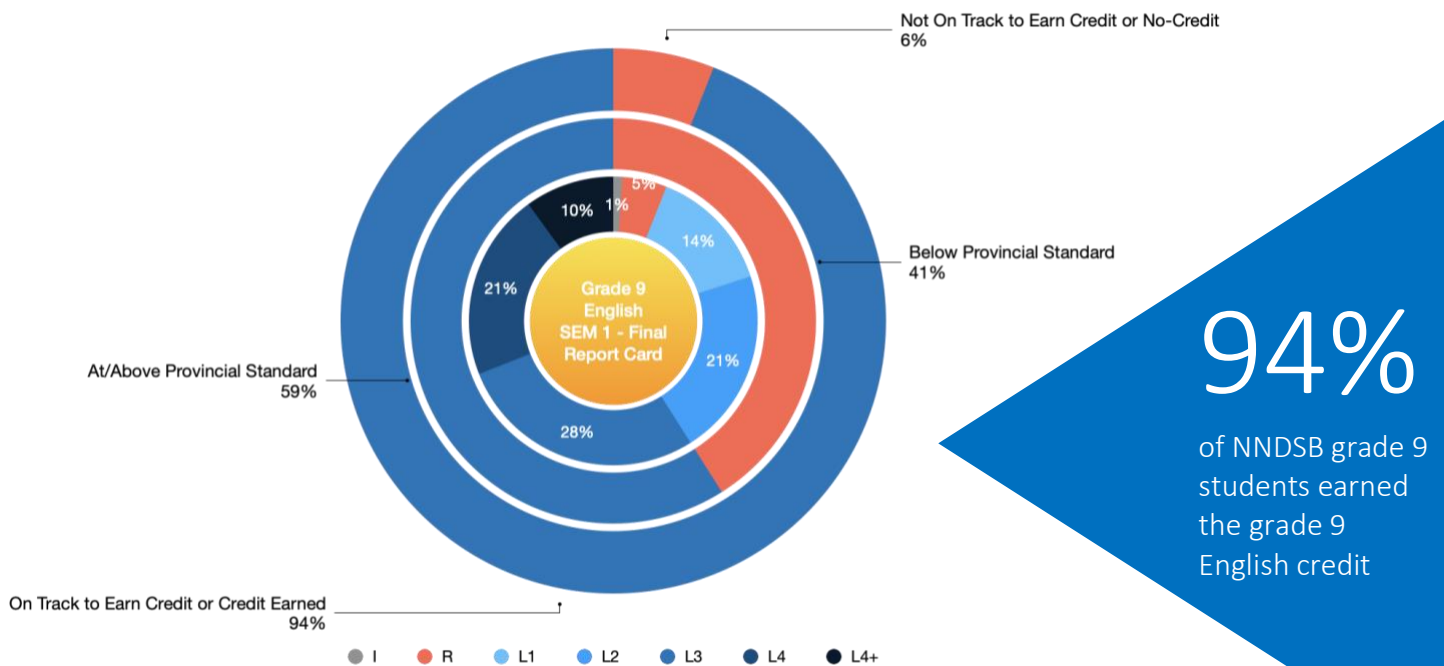


Metric #1- Literacy Cont'd

September to December 2022 Data

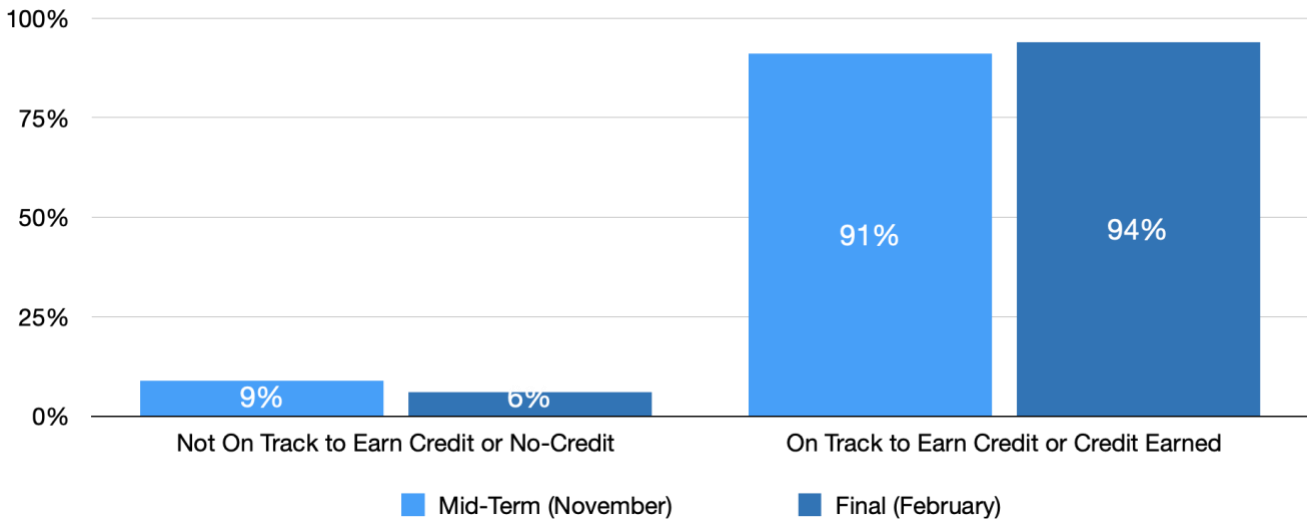


September 2022 to January 2023 (Sem 2 completion) Data from Report Card Analysis



94% of Semester 1, Grade 9 students earned the De-streamed English credit. This represents a 3% increase in the number of students achieving 50% or more between the (November) mid-term report card and the (February) final report card. A credit is granted and recorded for every course in which the student's final percentage mark is 50 per cent or higher.

Semester 1 - Grade 9 English: % of Students on Track to Earn Credit/Pass Rates



French Language Literacy: Over 300 Assessments completed

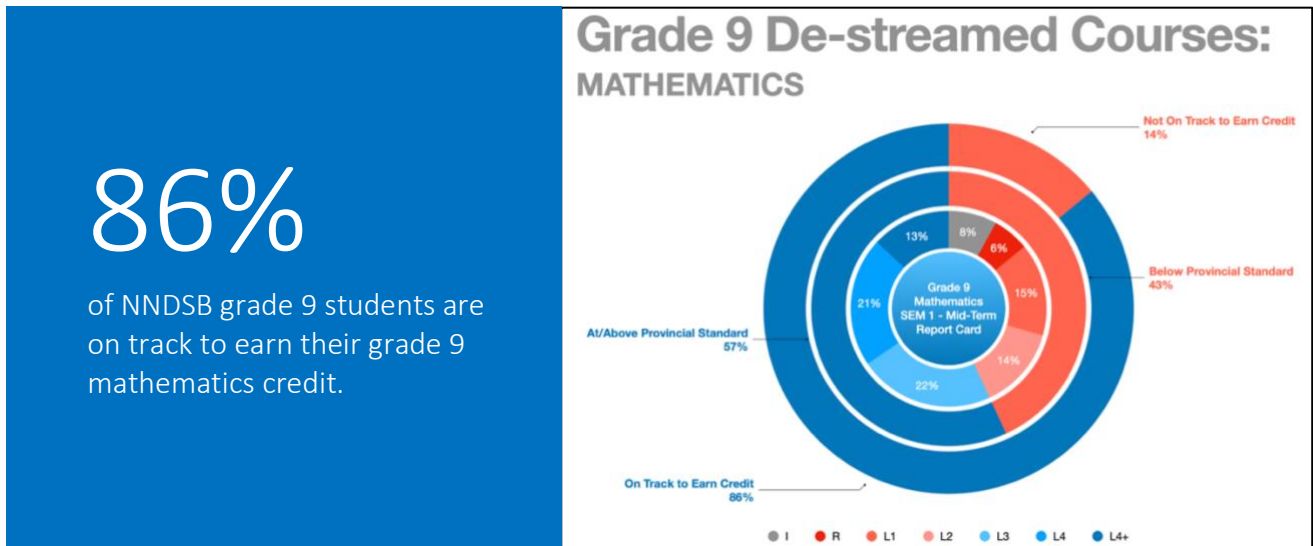
In 2023, select staff members at all four NNDSB French Immersion schools participated in a pilot project implementing a universal screener, IDAPEL, as a tool for teachers to assess French Immersion students' reading skills and identify potential reading difficulties. Over 300 assessments were completed.

In addition, NNDSB supported the purchase of decodable books for all French Immersion primary grades, investing considerable sums to support early FSL literacy. NNDSB recognizes that historically, FSL science of reading resources were non-existent, and this investment represents our alignment with the equitable practices as recommended by the Right to Read Report (2022).

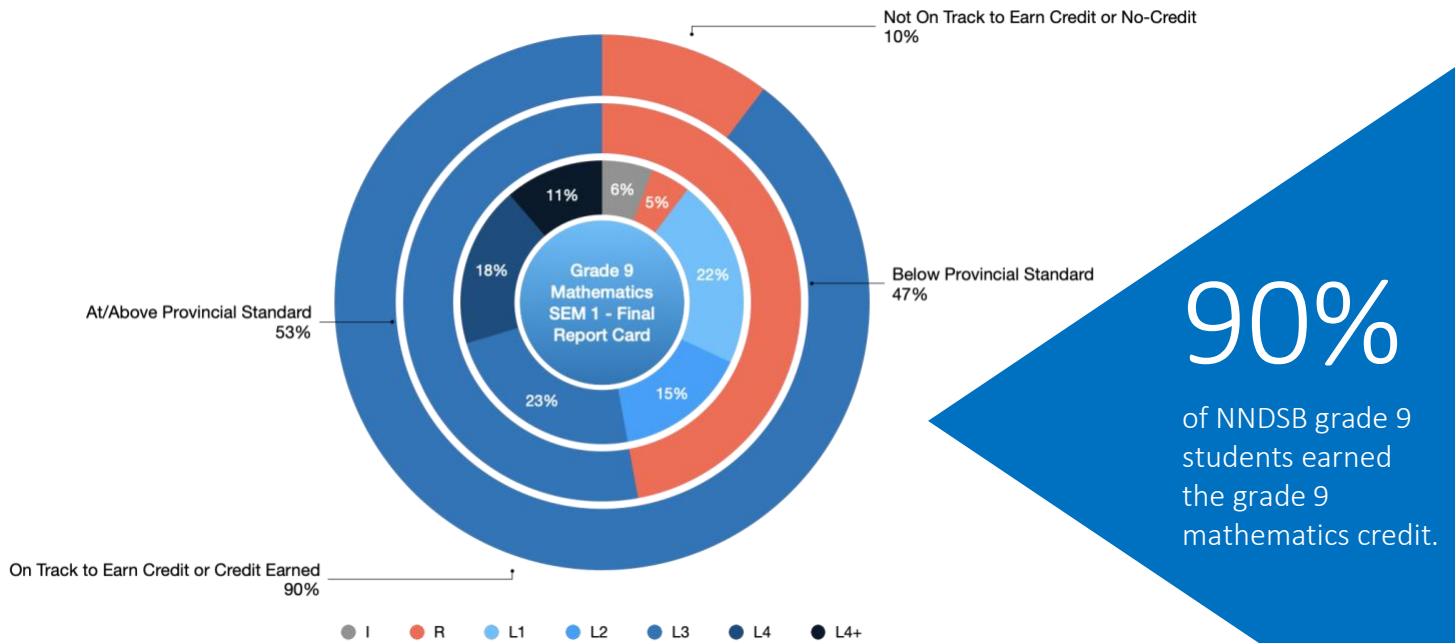
26 NNDSB Students complete standardised DELF Exam: In the Spring of 2023, 26 students participated in challenging the internationally recognized *Diplôme d'Etudes en Langue Francaise (DELFL)* exam. This exam measures students' bilingual competencies in four areas: listening comprehension, reading comprehension, written comprehension, and oral communication. The DELF allows students to demonstrate their functional bilingualism to potential employers and as a pre-requisite for entry to certain Canadian and International school programs.

Metric #2- Mathematics

September to December 2022 Data

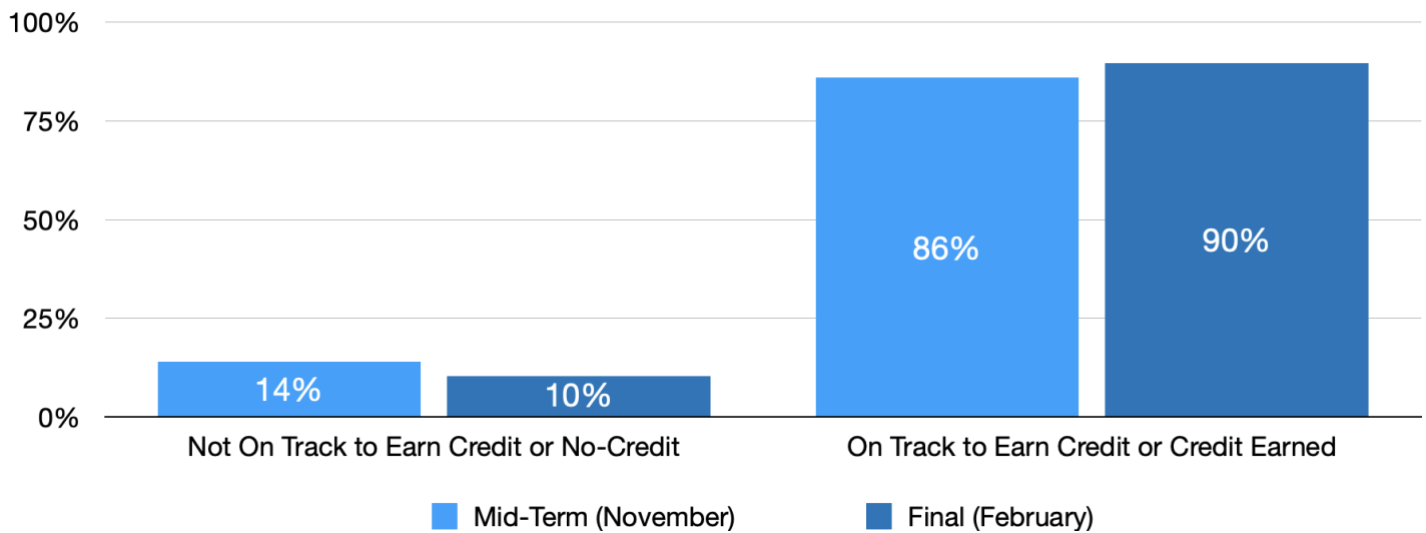


September 2022 to January 2023 (Sem 2 completion) Data from Report Card Analysis



90% of Semester 1, grade 9 students earned the De-streamed Math credit. This represents a 4% increase in the number of students achieving 50% or more between the (November) mid-term report card and the (February) final report card. A credit is granted and recorded for every course in which the student's final percentage mark is 50 per cent or higher.

Semester 1 - Grade 9 Math: % of Students on Track to Earn Credit/Pass Rates



Excellence in Innovation

We engage in innovative future-oriented learning experiences that promote excellence in student achievement and well-being.

Quantitative Data Points

Metric #1 - Experiential Learning Program growth

Metric #2 - Innovative technological program growth

Metric #1 - Experiential Learning Program growth

September to December 2022 Data

Two new or expanded Experiential Learning Programs

PSW Program Growth

Hockey Skills Canada projects growth

September 2022 to May 2023 Data

Total Five New Experiential Programs/opportunities

PSW Program Success and Growth

Current program in Parry Sound with 15 candidates.

September 2023 intake projects North Bay, Parry Sound and West Nipissing Programs.

34 Graduates in February

100% employment rate in Parry Sound

65% employment rate in Mattawa – (availability of employment impacts this)

85% employment rate in North Bay

85% employment rate for all programs

85% retention rate overall

The first graduates of Near North District School Board's Personal Support Worker program are already filling labour gaps in local health care. The program, which began in February 2022, graduated 24 students in August 2022 and 100 per cent were hired.

The training that PSW students receive in NNDSB's living classroom settings is outlined by the Ontario Ministry of Health Long-term Care and the Ontario Ministry of Education. The quality is assured by Ontario Association of Adult and Continuing Education School Board Administrators (CESBA), the provincially funded organization that ensures adult and continuing education programs are accessible, affordable and support student success.

In the September 2022-June 2023 year, we have cultivated new partnerships and new opportunities for placement in all regions. Lakelands in Parry Sound as well as the West Parry Sound Health Centre have expressed their desire to host placements and have also referred staff to the program for training and experience.

Hockey Skills Canada 2 new programs approved.

Near North District School Board is excited to be offering the NNDSB Hockey Skills Academy. The inaugural program began in September 2022 at Parry Sound High School in partnership with the Parry Sound Arena and the Town of Parry Sound. Pending interest, the program will include eligible Humphrey Public School students February 2023 in

partnership with the Town of Seguin. 2023/24 Expansion includes Mattawa Public School and Almaguin Highlands Secondary School approved for the program in May 2022 for commencement in September.

Custodial Program: 100% success in first year

In March of 2023, Near North District School Board initiated the Custodial Services Training Program (CSTP). This program, inspired by Durham Region DSB aimed to fill a labour need in the Near North region. Since our return to traditional, in-person program, the need for custodial staff in all sectors is extremely high. Recent labour market examinations show that in the North Bay-Parry Sound region, several custodial jobs are posted monthly. Near North embraced this need by aligning Ministry of Education courses with industry experience and certifications to design and deliver a program for re-engaged learners. Hosted at the Ski Club Road site, students attended daily to learn in class, practice techniques, earn industry certifications (CPR/First Aid, Working at Heights and WHMIS). Students were also coached to build resumes, participate in interviews and plan their employment pathways. All students completed the program with success.

Near North District School Board intends to complete a program intake in January, 2024 for a program start in March, 2023. We look forward to working in partnership with Ontario Works, District of Nipissing Social Services Administration Board (DNSSAB) to support interested candidates.

April 27th Young Women's Trades Day

Over 150 grades 7 & 8 girls representing all four local school boards participated in the 2023 Young Women in Trades Day event. This initiative opportunity is designed to provide students the opportunity to participate in a variety of *hands-on trades-based workshops* including welding, culinary arts, hairstyling, automotive, construction, and carpentry. The goal is to encourage the participants to make connections between their personal talents to various career opportunities in the skilled trades.

April 27th OYAP-PAJO Graduate Speaker Series and Information Night

An opportunity for graduating students interested in exploring a career in the skilled trades and related technologies to gain a better understanding of the pathways to a job/career after high school. Students, parents/caring adults, and employers were invited to meet a variety of community members including YES Employment Services, The Labour Market Group, and MLITSD and receive valuable information related to a career in the skilled trades. Special note, this event was "SOLD-OUT" for in-person spots (150 spots available) and several individuals participated remotely via the "live streaming" viewing opportunity.

In addition, guest speakers, Paul and Promise Lafrance and the OYAP-PAJO Recruitment Team shared information about the apprenticeship pathway and the various programs that are available at the secondary level which are designed to help equip our young people with the essential skills for the workforce and a career in the trades/technologies i.e., the Ontario Youth Apprenticeship Program, SHSM, and Dual Credits opportunities.

Metric #2 - Innovative technological program growth

September to December 2022 Data

3 new and expanded information/education/technology programs since September 2022

Adoption of EMHware in mental health programs

Expansion of Lexia Power Up programming

Increased use of Acadience K-7 and assessments to screen all students for deficits in their reading skills.

September 2022 to May 2023 Data

Total seven new and expanded information/education/technology programs since September 2022

Adoption of EMHware in mental health programs

NNDSB adopted and updated the mental health program referral process and storage of client information at the start of the 2022 – 2023 school year with the launch of EMHware, a client information management system. This secure system adheres to current industry and privacy standards and has allowed the mental health program to move to an entirely electronic storage system. EMHware provides us with the ability to provide caregivers and students with the opportunity to complete forms and screening tools electronically. The referral process is now streamlined through a link to EMHware that allows NNDSB to have one referral method for all programs offered by the mental health program. In addition to secure storage of student information and an improved referral process, staff can track data essential to reporting and program development more easily and in greater detail.

Expansion of Lexia Power Up programming

Lexia supports NNDSB non-proficient readers in Grades 7-10. This program, and its sister program CORE 5 which is being used with some students requiring Tier 3 intervention through special education programming, helps students acquire skills in word study, grammar, and comprehension.

Increased use of Acadience K-7 and assessments to screen all students for deficits in their reading skills.

Comments from educators who are using this tool include, “Who wouldn’t want to know how well all of the students in their class read?” “I love that we’re diving into data now.” “This screener lets me know who my students are that need monitoring and additional instruction as well as what I need to focus on or which students, I need to learn more about.”

Knowledgehook:

Knowledgehook is an Instructional Guidance System that uses engaging assessments to unlock insights and expert guidance for math teachers. This resource includes a teacher dashboard with real-time data, suggested lessons, and next steps, based on individual student responses, along with a student platform that provides differentiated tasks assigned by teachers. The investment in Knowledgehook compliments a growing suite of digital math tools and resources that benefit both educators and students.

Benefits to teachers include:

- Pre-made curriculum aligned questions.
- Multiple, engaging formats for collecting evidence of student learning.
- Expertly designed teacher resources to support focus areas.
- Optional parent connections tool

Benefits to principals include:

- Principal dashboard indicating educator/student usage and content focus areas.
- Information about creating the conditions for a school-wide approach to improving math achievement, beginning with a culture of trust and collective learning.
- Support for using KH to enhance teacher conceptual knowledge and pedagogical practices, and to monitor student progress.

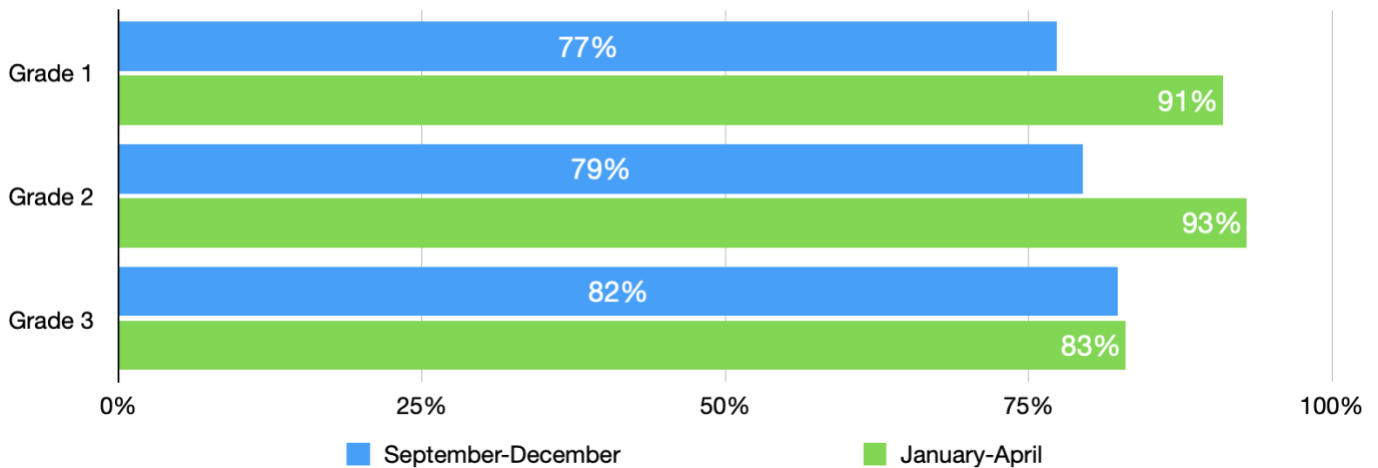
MathUp

MathUP is a comprehensive, digital, K-9 instructional resource to support rigorous and cohesive math programming while helping build teachers' knowledge and understanding of mathematics content and pedagogy. With a focus on building consistency from grade to grade and increasing each teacher's confidence in making instructional decisions, MathUP also addresses all expectations in the Ontario mathematics curriculum.

Increased use of Dreambox Learning:

All students in Grades 1-3 classrooms continue to have access to [DreamBox Learning](#). DreamBox is a digital math program that combines a fun and engaging math learning environment with curriculum focused outcomes. DreamBox lessons are interactive experiences that promote active learning and independent critical thinking and respond to each student’s strategies and decisions in the moment. Because DreamBox dynamically adapts lessons and learning paths based on the needs of each learner, students always have just the right level of support when and where they need it. Students are encouraged to continue their learning with this resource at home. To access DBL at home, students simply need to [login to Clever](#) ,(using their NNDSB username and password). [Click here](#) to access additional information to support the use of DreamBox Learning at home.

% of Primary division students logging into DreamBox Learning and making progress.



EcoSchools online tracking application supports ecological practice

Schools across the region have adopted the use of EcoSchools platform to plan, execute, track, record environmental moves. Teacher leads work with their school communities to brainstorm and plan actions to improve the environments inside and outside their schools. Students select “actions” from the EcoSchools platform. Each action is associated with points. The more complex or more impactful an action is, the more points the completed actions earn towards a school’s “score.”

Schools are able to earn recognition for:

- 0-49 points – Participation
- 50 - 65 points – Bronze
- 66 - 74 points – silver
- 75 – 100 – gold
- 101+ - points Platinum

Aside from the many schools who are participating in eco-actions, many schools are set to be certified EcoSchools! Both Parry Sound High School and Chippewa Secondary school are on track to finish with Bronze. Mapleridge, E.W Norman and Parry Sound Public School are set to earn gold certifications. Silver Birches and Nobel are on track for Platinum status! Thank you to the students and teachers for their consistent efforts in achieving stewardship and care for the world around them.

Excellence in Relationships

We build positive relationships with all members of our education community to foster an engaged and inclusive board culture. Together, we model our stated values, we practice acknowledgement of others, and we continuously meet student needs.

Quantitative Data Points

Metric #1 - Number of New Partnerships Developed

Metric #2 - New Programs developed in partnership with new or existing partners

Metric #1 - Number of New Partnerships Developed

September to December 2022 Data

Five new or renewed partnerships/ partner opportunities since September 2022.

Partnership with Battalion hockey team to launch anti bullying campaign.

Two new "Living Classroom" partnership agreements signed, with Algonquin Nursing Home in Mattawa and Au Chateau in West Nipissing

Enhanced partnership and MOA with Canadore College to provide placement to ECE and mental wellness candidates.

Enhanced partnership with Nipissing University to employ first year teaching students as tutors in the classroom.

September 2022 to May 2023 Data

Nine new or renewed partnerships/ partner opportunities since September 2022

Partnership with Battalion hockey team to launch anti bullying campaign.

The North Bay Battalion players worked with NNDSB to create a video, lesson and activity that highlights the importance of using personal positive character traits to combat Bullying. The video supports teachers in launching the conversation with their students and helps students identify what their individual traits are, how those traits can be used to help others, and how those traits help them to achieve their goals. This initiative was launched alongside a variety of other activities as part of the NNDSB annual Bullying Awareness and Prevention week.

Two new "Living Classroom" partnership agreements signed, with Algonquin Nursing Home in Mattawa and Au Chateau in West Nipissing

With support from The Ministry of Education and the Ontario Association of Adult and Continuing Education School Board Administrators (CESBA), NNDSB developed a Personal Support Worker program to support the North Bay and Parry Sound communities for January 2022 with the goal to expand the program to other areas within the board in 2022-23. In September 2022, the agreement was signed with Algonquin Nursing Home and the program began. In Oct 2022, the MOU was signed with Au Chateau in West Nipissing and program recruitment has begun.

Enhanced partnership and MOA with Canadore College to provide placement to ECE and mental wellness candidates.

This partnership ensures that Canadore students are offered placement in Near North Schools, thus providing added support for students, valued experiential learning for Canadore students and an opportunity to increase staffing from the community.

Enhanced partnership with Nipissing University to employ first year teaching students as tutors in the classroom. This year, 61 new teacher candidates have been employed to support students in all NNDSB schools.

Community Partners Engage in Guidance and Educator Professional Development Day on April 28th

Over 90 educators representing all four DSBs participated the goal of this event was to enhance educator knowledge and understanding of the skilled trades and apprenticeship pathway through a variety of experiential learning opportunities. Community partners including JS Redpath, Canadore College, College Boreal, LMG, and YES Employment Services participated in this event by facilitating "hands-on" interactive workshops designed to engage educators by showcasing a few of the essential skills required for a career in the skilled trades.

Trent University

NNDSB Program department partnered with Trent University to take stock of our Environmental Health Literacy knowledge and experience. Over 200 staff completed the anonymous survey, distributed by Trent University. The outcomes from the survey will help to scaffold teaching supports, design program and professional development that adds value and perspective to outdoor learning as well as systemic understanding of the world around us as it relates to our health and well-being.

Canadian Tooling & Machining Association

In April, 2023, Near North District School Board submitted and was approved for an application to participate in the "Career-Ready with CTMA: Expanding Opportunities" program managed by Canadian Tooling & Machining Association (CTMA), In partnership with the Ontario Council for Technology Education (OCTE) and funded in part by the Ontario's Ministry of Labour, Immigration, Training and Skills Development (MLITSD) through the Skills Development Fund.

Almaguin Secondary School and West Ferris Secondary School were each approved for up to \$90 000 for machine shop modernization, bringing their program equipment up to sector-standards. The intention of the updates is to modernize student experience with industry-standard equipment, techniques and training so that they can gain an appreciation and realistic experience set for machining and tooling as a lucrative trades opportunity.

These program upgrades will impact up to 170 students per year at Almaguin Secondary and up to 120 students at West Ferris Secondary. Students will have the ability to learn, grow and build passion for sector-relevant machining techniques through this funding and equipment. **NNDSB was one of 28 boards and were 2 of 47 schools approved for this funding.**

Experiential learning activity, supported by the North Bay Society of Architects (NBSA).

Four co-terminus boards participated virtually on May 9th in an introduction section of the activity that focused on the planning phase. The Society designed the activity to focus on the structural adaptations that architects may consider, in the face of climate change threat - Air, Water and Fire. As climates around the world change, so too do the areas in which human settlement exists or may need to exist.

Innovative professional learning opportunity through the support of our local OYAP-PAJO Recruiters in conjunction with a variety of valued community partners including **School College Work Initiative (SCWI), The Labour Market Group, YES Employment Services, Canadore & College Boreal, and the Ministry of Labour, Immigration, Training & Skills Development (MLITSD).** The goal of this initiative was for educators to be better informed and positioned to promote the apprenticeship and skilled trades pathway as a viable and valuable career option for all students. 49 Guidance Counsellors and Intermediate Teachers in the North and East region of our district participated in exciting full-day workshops on April 27th and 28th, 2023.

Metric #2 - New Programs Developed in Partnership

September to December 2022 Data

Eight new programs developed in partnership since Sept 2022

2 new childcare programs at Phelps and Mapleridge schools in partnership with local District Social Service Administration Boards (DSSAB's)

2 programs in Partnership with the North Bay Multi Cultural Centre
New “Seven Stones” student re-engagement program in partnership with North Bay Indigenous Friendship Centre: Re-engaging students 18 years and above
Hockey Skills Canada
Tutoring program in partnership with Nipissing University to employ first year teaching students as tutors in the classroom.
Anti-bullying character education learning with North Bay Battalion

September 2022 to May 2023 Data

Nine new programs developed in partnership since Sept 2022.

2 new childcare programs at Phelps and Mapleridge schools in partnership with local District Social Service Administration Boards (DSSAB’s)

An increase in the number of before and after school childcare programs is made possible thanks to data obtained from the annual Childcare Viability Survey, which is supported by the Nipissing and Parry Sound Social Services Administration Boards. The results of this survey help NNDSB and its childcare operators in determining which locations demonstrate sustainable need. NNDSB recognizes that the childcare sector has been negatively impacted by a shortage of early childhood educators across the province and is thankful for operators for their continued commitment to NNDSB students, families, and communities.

2 programs in Partnership with the North Bay Multi Cultural Centre

Unlearning Bias Using Persona Dolls project

Funded by the North Bay and Area Community Foundation and adopted by Near North District School Board, the project will support students in the recognition and un-learning of bias allowing for the development of a truly welcoming and inclusive community.

Settlement Workers in Schools (SWIS)

Programming in schools welcomes newcomer youth and their families into the school system and community with support offered by settlement workers to improve outcomes for the whole family and ensure that everyone is drawn into the settlement continuum with the school acting as a mini welcome centre.

New “Seven Stones” student re-engagement program in partnership with North Bay Indigenous Friendship Centre: Re-engaging students 18 years and above

The program intends to address the needs of urban Indigenous students by supporting the completion of Ontario Secondary School Diploma (OSSD) requirements and preparing them for next steps (for example: workplace, transition to mainstream secondary schools or post-secondary education institution). This partnership program will complement NNDSB alternative programming, by offering Indigenous learners further connections to culturally relevant education.

Hockey Skills Canada

The Near North District School Board is excited to be offering the NNDSB Hockey Skills Academy. The inaugural program began in September 2022 at Parry Sound High School in partnership with the Parry Sound Arena and the Town of Parry Sound. Pending interest, the program will include eligible Humphrey Public School students February 2023 in partnership with the Town of Seguin.

Tutoring program in partnership with Nipissing University to employ first year teaching students as tutors in the classroom. This year 60 new teacher candidates were employed to support students in all NNDSB schools

Anti-bullying character education learning with North Bay Battalion

Students engage in self-reflection with the Battalion players in the creation of a personal hockey character card.

Students reflect upon how positive characteristics support building relationships and help their community. This is the kick off to character education programming for safe and inclusive schools.

French Language Teacher Development Partnerships with Nipissing University:

NNDSB has partnered with Nipissing University to increase FSL teacher capacity by providing teachers with opportunities for professional development in the Fall. This partnership will deepen teachers' understanding of topics such as *Adopting Curriculum for Second Language Learners in a French as a Second Language Setting* and *Reading for a French as a Second Language Setting*. This partnership is possible through a generous grant from the Ministry of Education in an effort to support and retain FSL teachers.

Excellence in Communication

The Near North District School Board is committed to promoting public confidence and community support in public education. Effective communication provides opportunities to share accurate and reliable information and clarity of goals as we seek to attain the vision, mission and priorities that build stronger relationships.

Quantitative Data Points

Metric #1 - Number of positive stories in the media tracked

Metric #2 - Website analytics

Metric #1 - Number of positive stories in the media tracked

Over 120 good news stories in multiple local and national media outlets since September 1, 2022

Good news included but was not limited to:

- excellence in graduation rates
- new childcare programs,
- safe schools initiatives
- anti-bullying partnership with North Bay Battalion
- Prime Minister's Award for excellence in teaching NNDSB teacher recipient
- dual credit pathways
- summer school success
- Seven Stones School opening
- PSW graduation and employment
- Hockey Skills Canada Academy
- senior students prepped for living independently in universal skills
- Student Trustee achievement
- Trustee professional development
- Chippewa Secondary School culture club
- Proactive plans to improve literacy
- NNDSB North Bay Battalion anti bullying campaign
- Parry Sound High School culinary arts dinner
- Sounder Thunder: The Song of Francis Pegahmagabow production
- Mapleview Public School name announcement
- Custodial Services program
- Relaunch of TOROS program
- Numerous varied experiential learning including virtual reality, talking to NASSA, and learning from the earth.

Metric #2- Website analytics

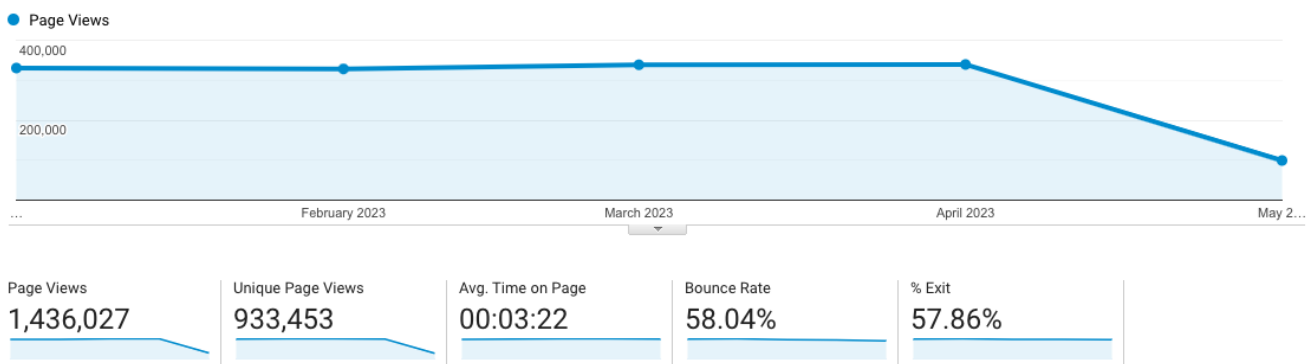
NNDSB Website Sept. – Dec. 2022

Total page views for the Sept. to Dec. period numbered 1,308,815 while unique page views totalled 858,180. During the same period in 2021 nearnorthschools.ca had 1,106,268 page views and 785,716 unique page views. 75.28% (985,314) of page views were of the nearnorthschools.ca landing page. The next highest page was NNDSB Shared News with 10.43% or 136,525 page views. These stats are comparable with previous analytic periods.

NNDSB Website Jan. – May. 2023

Total page views for the Jan. to May period numbered 1,436,027 while unique page views totalled 933,453. During the previous reporting period of Sept. – Dec. 2022 nearnorthschools.ca had 1,308,815 page views and 858,180 unique page views.

74.47% (1,069,360) of page views were of the nearnorthschools.ca landing page. The next highest page was NNDSB Shared News with 8.97% or 128,826 page views. These stats are comparable with previous analytic periods.



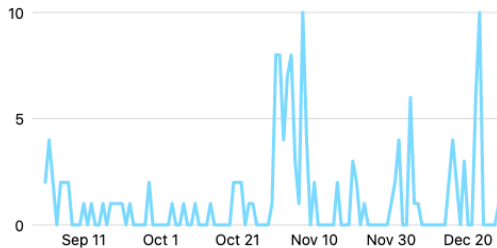
Facebook and Instagram reach Sept. - Dec. 2022

Facebook and Instagram followers increased throughout the fall. Facebook gained 143 new followers and Instagram 97 followers a 27.7% and 148.7% increase respectively over the previous period.

New likes and follows

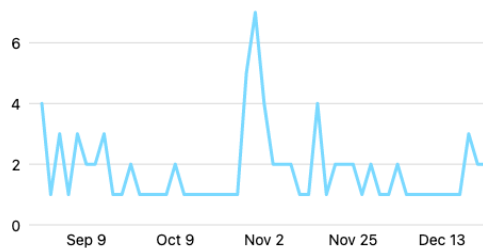
Facebook Page new likes

143 ↑ 27.7%

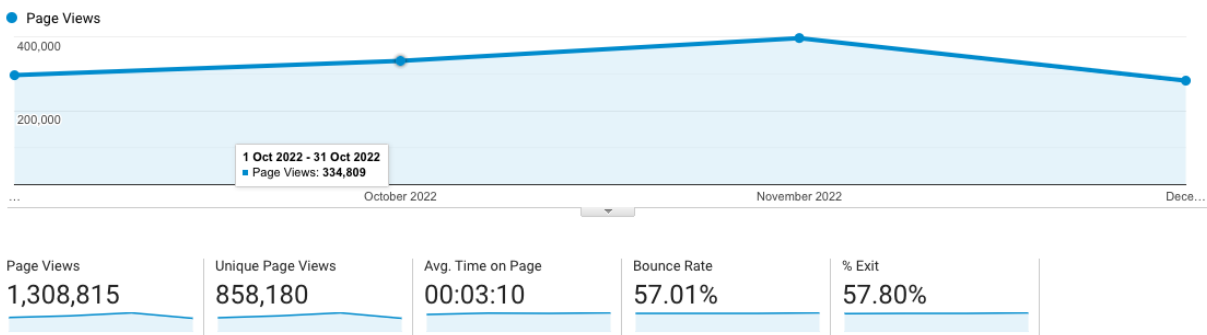


New Instagram followers

97 ↑ 148.7%



New page likes and followers Sept. - Dec. 2022



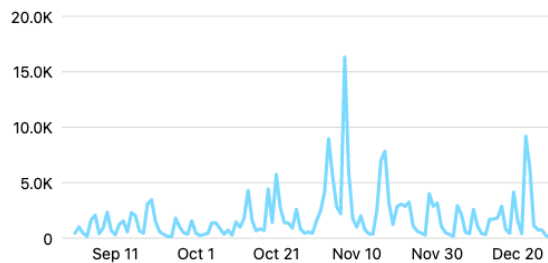
Facebook and Instagram reach

Page reach (the amount of people who saw content from our social media platform) for Facebook remained steady period with 61,272 people reached. Instagram had a modest reach of 852.

Reach

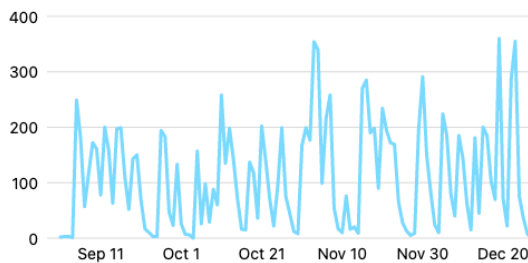
Facebook Page reach ⓘ

61,272 ↑ 5.2%



Instagram reach ⓘ

852 ↓ 77.7%



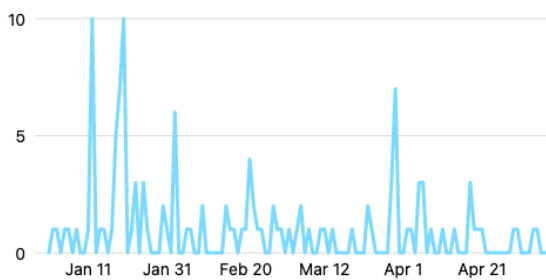
Facebook and Instagram followers Jan. - May 2023

Facebook follower growth was slower during this period with 123 new page likes, 18.5% less than the previous period. Instagram gained 108 new followers, up 2.9% over the Sept. to Dec. 2022 period.

New likes and follows

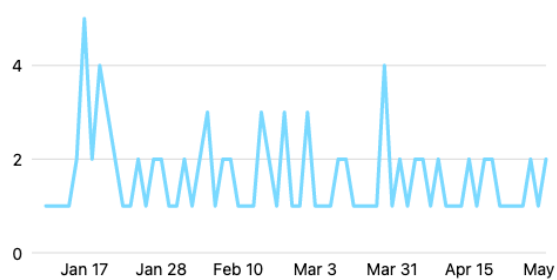
Facebook Page new likes ⓘ

123 ↓ 18.5%



New Instagram followers ⓘ

108 ↑ 2.9%



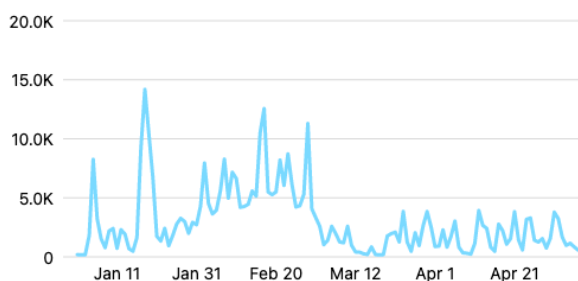
Facebook and Instagram reach

Page reach (the amount of people who saw content from our social media platform) for Facebook increased over the previous period with 86,388 people reached a 38.6% increase. Instagram reach also increased by 92.1% over the previous period with 1,646 followers reached.

Reach

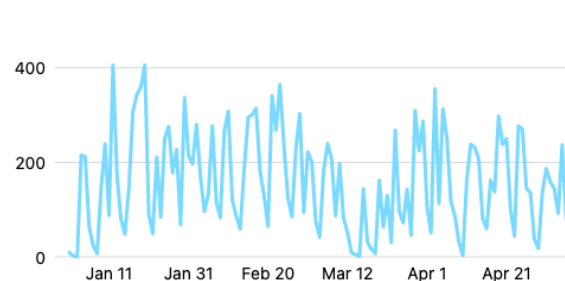
Facebook Page reach ⓘ

86,388 ↑ 38.6%



Instagram reach ⓘ

1,646 ↑ 92.1%



Twitter analytics Sept. – Dec. 2022

*Twitter has evolved into a multi-faceted social network. It's become a breaking news source, a customer service channel, and a networking site. Having a Twitter presence means you're able to connect one-on-one with your community while also increasing your brand recognition. Twitter impressions are one of the indicators of brand presence. Increasing positive recognition across Twitter, is indicated by how many times NNDSB Tweets have shown up in someone's timeline in a month. **Impressions** on Twitter are a total tally of all the times the Tweet has been seen.*

NNDSB's Twitter account had 48,700 impressions from Sept. to Dec. This is an increase over the 20,000 impressions during the previous 3-month period. The top Tweet during the Sept. – Dec. period reached 13,496 users. The top Tweet in the previous 3-month period reached 699 users.

Twitter analytics Jan. – Sept. 2023

NNDSB's Twitter account had 45,900 impressions from Jan. to May. This down slightly from the 48,700 impressions during the previous 3-month period. The top Tweet during the Jan. - May. period reached 2,616 users. The top Tweet in the previous 3-month period reached 13,496 users.