

BOARD HIGHLIGHTS

MAY 2018

TRUSTEES

Ron Schreiber, Chair
Okotoks

Harry Salm, Vice Chair
Strathmore

Mark Chung
Drumheller

John de Jong
Brooks

Michelle Rude-Volk
Oyen

Vijay Domingo
Canmore

Joanne Van Donzel
High River

Andrea Keenan
MD of Foothills

SENIOR ADMINISTRATION

Dr. Scott Morrison
Superintendent

Dr. Bonnie Annicchiarico
Associate Superintendent

Michael Kilcommons
Associate Superintendent

Vincent Behm
Associate Superintendent

Mariette Moss
Associate Superintendent

Jerry Bagozzi
Treasurer

Rhonda Schachterle
Director of Student Services

Cheryl Kuemper
Director of Curriculum and Instruction

Dave Lunn
Director of Facilities

Dawn Quinlan
Director of Human Resources

Program Reviews

Superintendent Dr. Scott Morrison asked trustees to provide direction regarding the scope of the upcoming reviews of Finance and Physical Education.

Every second year the Division undergoes a thorough review of one department in our central office, and one curricular department from

our schools. In 2018-2019 the trustees emphasized the continued need to not only focus what is going well in each case, but also to look for areas for development and improvement. In terms of the finance review, there is a directive to attempt to identify a reviewer who has expertise and experience in both schools and finance. A

person who understands our processes and Catholic dimension would be desirable for both reviews.

In this preliminary stage we expect that the finance review will focus on process and relationships, and the Physical Education review will look at facilities, resources, and the implementation of curriculum.

Over \$1 Million in Funding!

Associate Superintendent, Vincent Behm, shared the latest developments involving Classroom Improvement Funding (CIF).

In 2017, the government announced 'one-time' funding that was designed to improve the classroom situation. It was designed to be quite open and flexible.

Christ The Redeemer (CTR) Catholic Schools struck a committee of trustees, teacher representatives, and senior administrators who determined that the money would be split between staffing, professional development, classroom improvement products, and 20 special initiatives that were proposed by staff. The

process was heralded as very collaborative and successful. In the second generation, the government has once again identified the funds as available, and indicated that all CIF funds should be directed toward staffing.

Specifically, the ministry advised divisions to focus is on class size reduction, addressing the needs of ELL students, and supporting students with complex needs.

The government has emphasized that this allocation should be recognized as 'one-time funding'. It is helping our bottom line and adding significant staff members to our schools.



Superintendent's Report

“Our centralized budgeting starts with need in the schools, rather than strictly financial parameters.”

Superintendent, Dr. Scott Morrison, reminded trustees that Superintendents Updates are shared monthly, and these highlight, on a monthly basis, the many messages we are proud to share. However, he did emphasize a few:

- We are quite happy with the advancements we have made in budgeting and staffing now that we have moved to centralized budgeting. Our centralized budgeting starts with needs in the classrooms, rather than a strict focus on financial constraints.

This has proven to be a very thorough process for assigning staff, budget, etc. Dr. Morrison thanked Mr. Behm for his substantial efforts to develop the staffing element of the processes.

- In the coming weeks, senior administrators and trustees will be meeting with some representative teachers at the third Liaison Committee meeting of the year. It was mentioned that this has been a productive gathering as members discuss pertinent topics. Several

topics that are on the agenda for the upcoming meeting include our provincial Catholic voice, extra-curricular mileage, the importance of Catholic witnesses, the roles of substitute coordinators, and the status of the Classroom Improvement Fund.



Corporate Services Report

The finance department has brought closure to the preliminary draft of our 2018-2019 budget.

Each May 31, the Ministry requires financial plan for the upcoming school year, after approval from the Board. This Fall, after the current year is finished and reconciled, and after our September 30 final enrolment count, we will update and submit our final budget in November.

At this juncture, we are projecting a balanced budget.

CTR has \$104 million in revenues, which includes over one million dollars from the

Classroom Improvement Fund, and must ensure expenses to don't exceed revenues

Of note, approximately 74% goes to salaries and benefits, and another 20% goes to services, supplies, and contracts, with most of that directed toward operations and maintenance.

Based on Ministerial direction to direct Classroom Improvement Funds to staffing, CTR is planning to add an additional 13.9 teaching staff members. We plan for an average pupil to certificated teacher ratio of 19.9.

Moving to a more centralized

budgeting system over the last year has created efficiencies in both budgeting and hiring. This year hiring was able to begin in earnest in February, accommodating many transfer requests, and identifying positions for staff who did not have a continuous contract at the time. Enhanced oversight by both human resources and finance allowed us to be more nimble in our processes.



Many Great Things Happen in Our Communities

The community of Canmore hosted a Ward meeting since the last Board meeting. The minutes with more detail are always attached to the Board Meeting agendas on our website, but a few highlights are noted here.

Canmore Ward:

This Ward includes Our Lady of the Snows Catholic Academy.

Faith: Father Nathan has already made his presence known in the schools.

Learning: The Robotics Program is thriving. A revered robotics expert/promoter will visit Our Lady of the Snows Catholic Academy soon.

Safe and Caring: The Grad Retreat was a wonderful event, with a special focus on reflecting on relationships with both parents and classmates.

Stewardship: Our Lady's gymnasium is transformed into a beautiful temporary space of worship every Sunday as the Parish embarks on plans to build a new church.

Board Standing Committees

The **Faith Committee** had many successes to share from recent months, and into the future. Three recent retreats: NET for students, SPICE for teachers, and Blueprints, for both trustees and administrators, were all very well received by all who could attend. Celebrating the 50 Days of Easter was a divisional effort that was warmly received, and gave appropriate attention to the important Easter season after Easter Sunday.

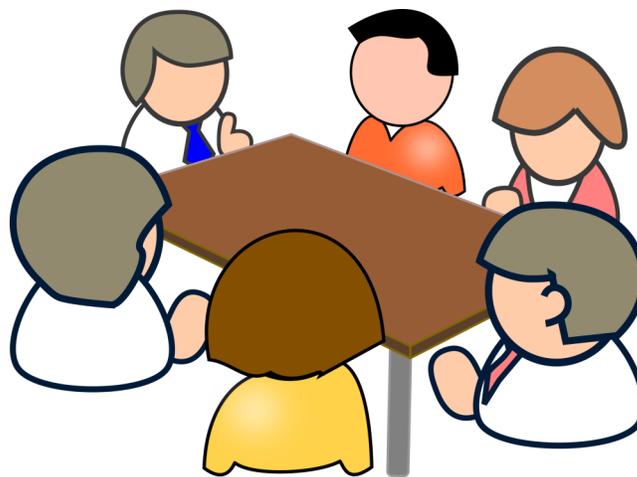
The Faith Committee is already looking to the next Faith Days, featuring Curtis Martin as our keynote speaker, a trustee retreat in November, and continued exploration and development of the Five Marks of a Catholic Teacher.

The **Policy Development and Review Committee** presented a revision to PDO #12, which can be found on CTR Catholic's website, under the Board tab, outlining the development of the annual calendar. It gives clear guidelines and parameters to which administration must subscribe. There is a commitment that in the future,

draft calendars will be developed a full three years in advance. Chair of the Board, Ron Schreiber, addressed the need for our division to have autonomy in developing our local calendar, specifically to attend to our Friday CLC's, to gather on divisional PD days, and to accommodate divisional initiatives.

Parent Advocating for Catholic Education (PACE) remains active and present in each community. Upon request, they conducted a second presentation at École Good Shepherd School, and have been approached by

several school boards around the province regarding the possibility of sharing their advocacy efforts with other school divisions. They are also planning an online interaction with parents from our Centre For Learning@HOME.



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Vijay Domingo, Trustee for Canmore and area

The truth of Christ and knowledge of God's creation will be experienced by and manifest in the students, staff, parents, and supporters of our Catholic School Community.



Trustees' Corner by Vijay Domingo

You can definitely feel the excitement building this time of year. For students, parents, and teachers the end of the school year is an opportunity for a new beginning.

This year is particularly important to our family as our first child will be graduating from the Christ The Redeemer family. We are so fortunate to have watched him grow and develop at school over the past 13 years and we rejoice in the impact of our Catholic school within our family. While I give thanks to the staff, teachers, and administration in our local school, I need to reach out further to the entire division in its leadership and include every member of staff in the Division who have established a culture of excellence that sets the standards for each of our schools in the Division.

With the success of PACE and the recent need to communicate the importance of Catholic Education in the province, I have been asked a few times the following question. Why are Catholic Schools so different from other schools? One can feel the difference the moment one enters one of our schools, but the mystery remains. Is it in the warm reception, or the polite

students? Is it in the symbols on the walls, or perhaps the Principal of the school? The simple answer is **FAITH**. However, many of those who are not deeply rooted in the faith are reaching out to discover something more tangible to explain this unique experience. Perhaps some have not personally experienced what faith can bring to the table in the educational environment.

My own experience in business often uses the term "Corporate Culture" to describe and differentiate one organization from another. The culture is set from its leadership and if enough team members replicate that leadership style or value, then an overall corporate culture is established. However, most corporate cultures can change from one office to another or one leader to another and rarely are two ever the same. In addition, the leadership style at the local level can have such a large impact on overall corporate culture also.

And this is where FAITH comes in. When an entire organization's values can be understood in the common teachings and message of Jesus Christ then leadership is not only that to be

carried out, but something to always aspire to. Words like Love, Mercy, Forgiveness, Wisdom, and Understanding have become common dialogue in the "Corporate Culture" of our Catholic schools. When is the last time you heard those words in an office setting?

And even more deeply, these words evolve into the purpose and meaning of the Catholic educational system. This includes discovering and developing one's own gifts and purpose with a passion never to be exhausted when combined with faith. So rich is this purpose that we reflect on the staff, teachers, and parents as carrying out their vocation in the school, family, and their community. As my own child graduates I do feel confident that he has been equipped with the tools and understanding of this greater purpose. It is important to reach out and explain, in many different ways and examples, the important role of Catholic education in this province. It is truly a choice and one that must be carefully nurtured and joyfully celebrated.

Remember that Trustee biographies are available on CTR's website at: <http://www.redeemer.ab.ca/Trustees.php>.

Next Board Meeting Date

The next Board meeting will take place on **Thursday, June 21**, at The Catholic Education Centre, 1 McRae Street, Okotoks, AB.

For any information on items in this publication, please contact Michael Kilcommons, Associate Superintendent, at mkilcommons@redeemer.ab.ca or at 403-938-2659.