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Andrea Keenan
MD of Foothills

SENIOR ADMINISTRATION

Dr. Scott Morrison
Superintendent

Mariette Moss
Associate Superintendent

Michael Kilcommons
Associate Superintendent

Vincent Behm
Associate Superintendent

Jerry Bagozzi
Treasurer

Rhonda Schachterle
Director of Student Services

Cheryl Kuemper
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Director of Facilities

Dawn Quinlan
Director of Human Resources



CHRIST THE REDEEMER BOARD OF TRUSTEES

INSPIRING CATHOLIC EDUCATION

BOARD HIGHLIGHTS

NOVEMBER 2018

Board Approves Three Year Education Plan

The Board approved CTR's Three Year Education Plan and Annual Education Results Report. The plan is available online at redeemer.ab.ca. CTR's results are superb and the plan documents strategies for continued improvement. The Board learned that CTR outperformed the province on 15 of 16

measures and equaled the province on the other. Moreover, the Board learned that CTR earned the very highest rating possible on 12 of 15 measures. Trustees were most impressed with an overall quality of education satisfaction rate of 95% and a safe and caring satisfaction rate of 94%. Highlights of the plan include a host of measures related to creating safe and

caring schools, including *#Relationships in a Digital Age*, which is an initiative focused on raising awareness about screen-time and smartphone use, and multiple Student Services programs designed to create attachment, regulation, and competence in students. As usual, the plan also focused heavily on faith, meeting the needs of English Language Learners, and promoting literacy.

Board's Annual Faith Retreat

The Board gathered with divisional administrators to engage in a spiritual retreat on Pope Francis' Apostolic Exhortation, a "Call to Holiness". The retreat was led by Deacon Troy Nguyen. The specific

focus related to the Board's *#Relationships in a Digital Age* initiative and the theme was *Holiness in a Digital Age*. The Board learned that technology can be a tremendous benefit to

our productivity, our reach, and our greater awareness, but we also have to recognize when it has potential to be an obstacle in our relationship with God and neighbors.

Board Accepts Auditor's Report from 2017/2018 and Passes a Balanced Budget for 2018/2019

The Board accepted the Auditor's Report and Audited Financial Statement from the 2017/2018 school year and passed a balanced budget for 2018/2019.

The Audited Statement shows that the division ended the 2017-2018 year with an operating surplus of approximately \$600,000, which means only 0.06% of CTR's budget was left unspent. This contributed to an accumulated reserve of approximately 12.6 million dollars. The accumulated reserve has been continually building for about a decade as small operating reserves each year have accumulated over time. This accumulated reserve

has allowed the Board to consider a long-term goal, which is to purchase, rather than lease, buildings such as the Board Office and the St. Luke's Outreach Centre in Okotoks. The net result of this move could be to free up over \$265,000 per year in lease payments, which can then be allocated to operational costs to support schools and operations. As a result, the Board transferred 4 million dollars into capital reserves. Capital reserves are used to purchase facilities and this Board transfer is an indication they are seriously considering the possibility.

7.5 million dollars will stay in operating reserves and allocated three ways: a) up to 1.5 million for the temporary structure at École Good Shepherd School in Okotoks to accommodate the lost gymnasium; b) 1 million in school generated funds, which are derived from sports fees, fundraising, charitable donations, etc., and remain under the authority of schools; and c) 5 million remains in a contingency fund to support any shortcomings in future budgets, caused by enrolment decline or revenue decreases at the provincial level.

Associate Superintendents' Reports to the Board

“CTR recently presented a motion at the Alberta School Boards Association’s fall general meeting lobbying for ELL support. The motion passed with 90% approval.”

Associate Superintendent, Mr. Vincent Behm and the HR team have initiated CTR’s annual recruiting process for staff for next year. This year’s plan has fewer recruiters attending each job fair, but more institutions will be added to the list, including some smaller Alberta colleges that have degree granting status. The intention remains unwavering: to attract the best Catholic teachers that we can find. Mr. Behm also hopes to include current teachers in our recruiting process by passing on a letter that encourages staff to promote CTR Catholic to those they know entering the field.

A separate letter is going out to all staff to further clarify our transfer process and to offer guidance to individuals consid-

ering requesting a leave, or considering retirement.

Leading the Vice Principals Council continues to be a positive interaction that supports our VPs in their service of our staff and students. A current endeavor is to utilize a time management expert from SAIT, who will help our VPs to develop enhanced tools to support staff.

Lastly, Human Resources’ innovative experiment in uncertified classroom supervisors has been very successful. These supervisors are only used when no qualified substitutes are available. Further, Mr. Behm has been asked to share the elements of our initiative with neighboring Boards experiencing the same substitute teacher shortfall.

Associate Superintendent, Mrs. Mariette Moss has been focused on issues of curriculum, faith, and professional development. She is planning a Council of School Councils meeting for December and PACE will be on the agenda. In curriculum, Mrs. Moss was keen to share that we are bringing last year’s Classroom Improvement Funding to closure by sharing just over \$100,000 amongst our schools to purchase free reading books. Mrs. Moss is excited about the work being done by our community of French teachers, who are combining expertise to ensure top notch programming in every school. Conversations are also being conducted to network with Foothills School Division and both of the metro Calgary Boards.

Board Accomplishments Over the Past 5 Years

Superintendent, Dr. Scott Morrison provided a review of some of the Board’s accomplishments in the past five years, noting many of these had a provincial reach. First, the Board, through its superintendents, has helped invigorate the Catholic Superintendents group, which, in turn, has led to increased communication between all superintendents and Catholic school boards in

the province. Second, the Board is responsible for the formation of PACE, and PACE is now serving as a bit of a guide and inspiration for the provincial movement known as Grateful Advocates for Catholic Education (GrACE), which is a communication network led by the Bishops of Alberta, the Catholic school Trustees, and

the Catholic Superintendents. Dr. Morrison sits on the board of GrACE and former Associate Superintendent, Dr. Bonnie Annicchiarico is the Director. And finally, CTR recently presented a motion at the Alberta School Boards Association’s fall general meeting lobbying for ELL support. The motion passed with 90% approval.

Board Standing Committees

The **Liaison Committee** is a collective of Trustees, teacher representatives, and senior administrators who meet periodically to discuss items of common concern. The creation of this group was a product of our collective agreement with our teachers, but after its expiration, there was a consensus to continue to meet and promote positive relationships. A summary of the discussions is shared with every staff member. Topics in-

cluded teacher queries around the government’s schedule of fees, school PD, and sound levels in construction labs and band rooms. In turn, senior administration and trustees asked to discuss issues such as Catholic education, occupational health and safety, and the curriculum implementation plans for the new Kindergarten to Grade 4 curriculum.

The **Parents Advocating for**

Catholic Education (PACE) Committee remains active. They are preparing to present in December at the Council of Council meeting, where they will workshop for an hour. PACE also plans to attend School Council meetings with Brooks and Canmore already confirmed. Please look to www.paceredeemer.ca to see what’s new with PACE and sign their petition to the Minister in support of Catholic education.

Many Great Things Happen in Our Communities

The communities of Oyen, Canmore, and Strathmore hosted Ward meetings 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.

Assumption Ward:

This Ward includes Assumption School.

Faith: The Ward thanked the Board for coming out to the PACE presentations. A large committee and Father Newton are developing a children's liturgy.

Learning: The author visit was amazing and the school purchased all of her books.

Safe and Caring: The school will do an Advent Giving Box and Prayer Blankets as social justice and faith projects.

Stewardship: The School Council Executive is stable with committed people attending.

Canmore Ward:

This Ward includes Our Lady of the Snows Catholic Academy.

Faith: First Reconciliation is being run in the school with a host of non-Catholic students and parents also taking part.

Learning: Annual results were outstanding.

Safe and Caring: 150 students were served on the first day of the new breakfast program.

Stewardship: The Board would like CTR Catholic to reflect on funding as it pertains to local funding.

Strathmore Ward:

This Ward includes Sacred Heart Academy and Holy Cross Collegiate.

Faith: Both schools are holding their second PACE event and the parish is invited.

Learning: Holy Cross Collegiate is experimenting with linear Math and Science 10 courses.

Safe and Caring: Sacred Heart is doing #Relationships fireside chats for Grades 5 and 6. Holy Cross Collegiate is doing "HCC Unplugs" during Advent.

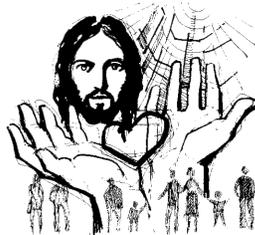
Stewardship: \$550,000 was spent modernizing and refurbishing Holy Cross Collegiate.





Andrea Keenan, Trustee for MD of Foothills

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 Andrea Keenan

There is a scene in the 1966 version of the Dr. Seuss television special "How the Grinch Stole Christmas" where the Grinch growls and says, "The one thing I can't stand is the noise, noise, noise, noise." And it's all because of the Whoville preparation of their version of Christmas. Right around now with social media lit up with Black Friday Savings, and Cyber Monday shopping, I feel like the Grinch too. I can't handle the noise, noise, noise, noise either. My anticipated joy for the Christmas season turns into cynicism.

So much pressure is put on everyone to have the best gift, the most lit up house, the perfect decorations, and the most delicious baking ready for the Christmas cookie exchange. The strain of trying not to go

into the yearly Christmas debt, is coupled with the burden or guilt of not giving enough in donations to those in need. Again, the noise, noise, noise, noise of what everyone will say or think if you are not perfect, gets louder and louder. One can have the fear of falling short of so many false expectations. The Advent and Christmas season becomes a time of sadness and not joy for many.

What we have to remember though, that this is the season for presence, not presents. This is the season to refocus, and slow down. This is the season for waiting for something even bigger, than what will be under the tree Christmas

Day. This is the season of grace and hope. When we step away from the noise and seek the silence, God's grace and presence is there. He speaks to our hearts if we let Him. He reminds us of the true meaning of Advent and of Christmas: Hope, Faith, Joy, and Peace.

As we enter this Advent, and Christmas season, it may not be Pinterest perfect. But let us all remember, amidst the noise, what this season is really about. Spread the joy of God's greatest gift- the birth of His Son.

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 **Saturday, January 26, 2019**, at St. Joseph's Collegiate, in Brooks, 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.