



# Annual Learning and Operating Plan 2024-25

## Mid-Term Update





## Director's Message

We set ambitious goals for Learning, Well-Being, Belonging and operational effectiveness for the district as we began this school year.

I'm pleased to present the Grand Erie District School Board's mid-term report on the 2024-25 Annual Learning and Operating Plan, which shows tangible evidence of our delivery for students, staff and communities.

These pages reflect how we are working together to shape the future of learning in our district. We are focused on meeting students where they are and providing the resources, opportunities and support to help them thrive.

Some notable achievements you will see in this report include:

- Improving EQAO performance for math, supported by the Grand Erie Math Achievement Action Plan
- Opening the Innovation Hub, a place where students can unleash their creativity and explore careers of the future through a variety of technology tools and instruction
- Opening the Centre for Excellence, where community members, staff and students can explore ways of learning that value diverse perspectives and contributions
- Development of our new school projects are on track, along with planning for an additional new elementary school coming to Paris

Thank you Grand Erie for your collective strength of purpose that has allowed us to achieve so much. This same goal-driven collaboration will see us through to finish this school year with a continued focus on Learning, Well-Being and Belonging.



Dr. JoAnna Roberto, Ph.D

Director of Education and Secretary of the Board  
Grand Erie District School Board



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Director of Education and Secretary of the Board



## Our Vision

Learn

Lead

Inspire

## Our Mission

Together, we build a culture of **learning**, **well-being** and **belonging** to inspire each learner.

## Our Collective Priorities

### Learning

We build a culture of learning to nurture curiosity and opportunity for each learner.

### Well-being

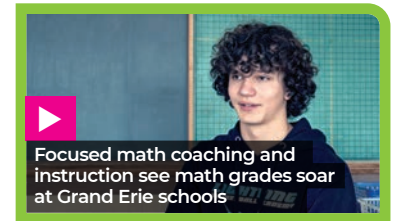
We build a culture of well-being to support the cognitive, social, emotional and physical needs of each learner.

### Belonging

We build a culture of belonging to support an equitable, inclusive and responsive environment for each learner.

## Learning

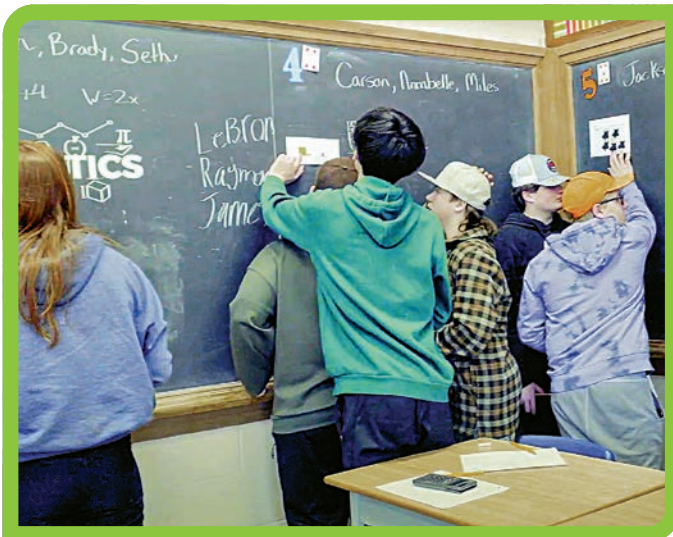
**Priority:** We build a culture of **learning** where curiosity and opportunities are nurtured for each learner.



### GOAL MATHEMATICS

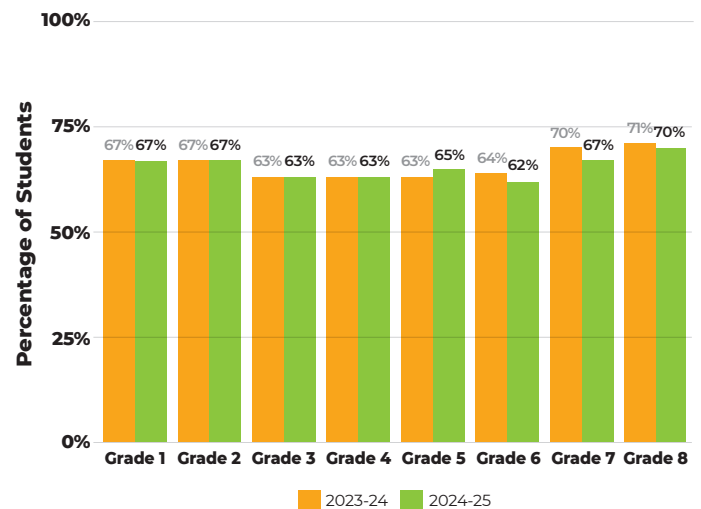
Increase mathematics learning outcomes for all students

### PROGRESS

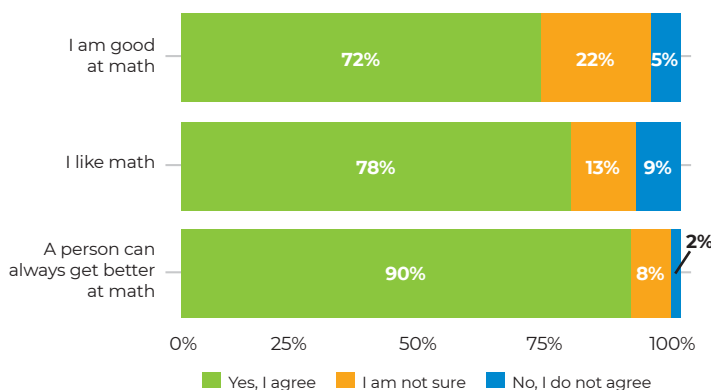


Vertical learning spaces in Grand Erie classrooms promote student confidence and collaboration in math learning.

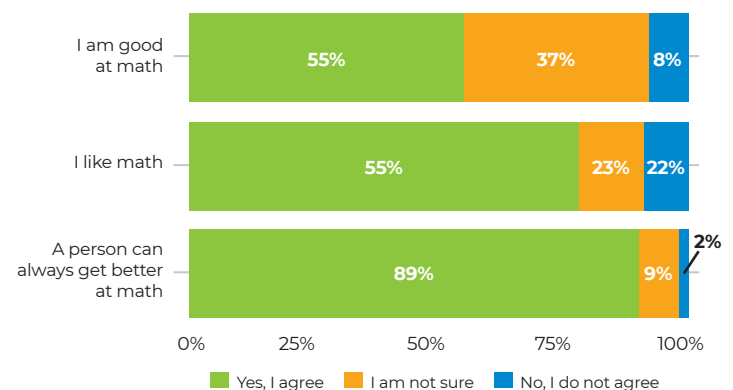
#### Term 1 Report Cards: Students Achieving Level 3 and 4 in Math



#### Primary Student Math Confidence and Enjoyment



#### Junior/Intermediate Student Math Confidence and Enjoyment





# Learning

**Priority:** We build a culture of **learning** where curiosity and opportunities are nurtured for each learner.



## GOAL LITERACY

Increase the overall reading proficiency of all students (with a focus on Grades 1 to 3)

## PROGRESS



# 100%

of SK to Grade 2 educators completed Acadience Early Reading Screener training



Literacy coaches supported every elementary school in Reading, focusing on SK to Grade 2



# 88%

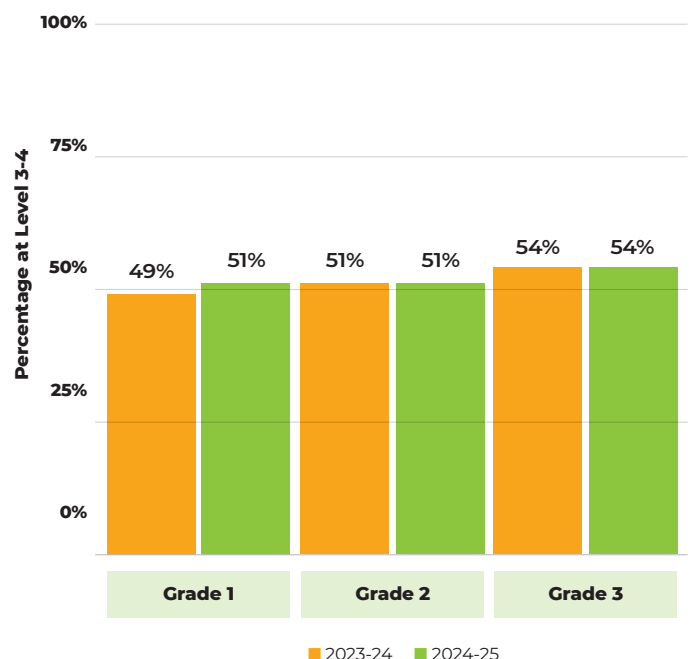
of Grade 3 educators participated in professional learning focused on curriculum assessment in Language



# 100%

of teachers new to teaching K to Grade 2 and all Grade 3 teachers completed Part 1 of Literacy Professional Learning

## Term 1 Report Cards: Students Achieving Level 3 and 4 in Reading



## Learning

**Priority:** We build a culture of **learning** where curiosity and opportunities are nurtured for each learner.



### GOAL GRADUATION

Prepare every student for their post-secondary destination (apprenticeship, college, community, university, workplace)

### PROGRESS

271

Six Nations and Mississaugas of the Credit First Nation students from Grade 7 and 8 participated in Indigenous-focused "Tech is Grand" Day

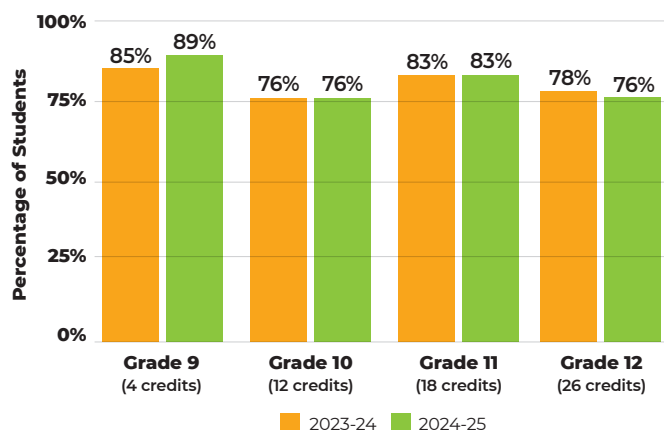
4

schools participated in Grade 8 tech-focused promotional days

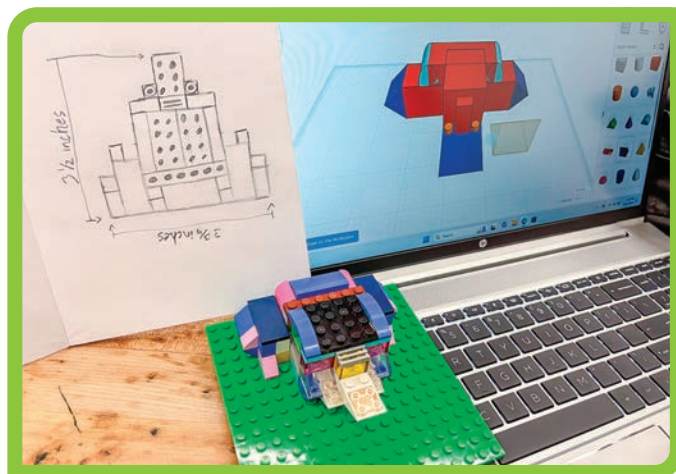
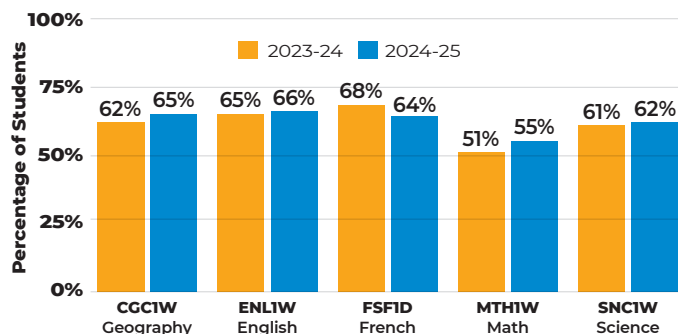
54

students participated in Women in Trades event at Paris District High School secondary skills competition launched, elementary competition in March

### Percentage of Students On Track to Graduate Semester 1



### Secondary Core Courses - Percentage at Level 3-4 (70% or higher) - Semester 1



Students using various robotics and construction kits from the LEGO Lending Library.



# Learning

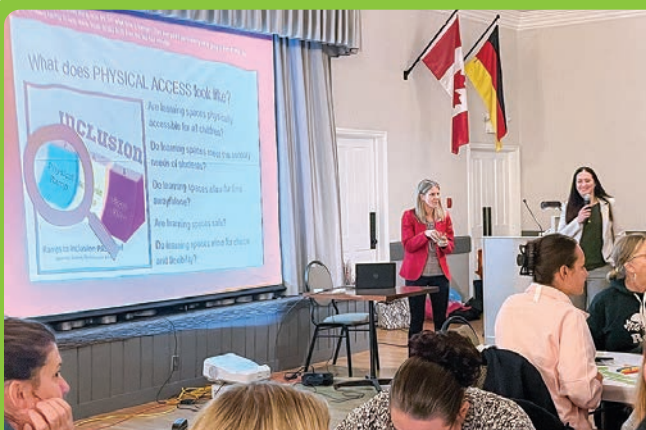
**Priority:** We build a culture of **learning** where curiosity and opportunities are nurtured for each learner.



## GOAL SPECIALIZED SERVICES

**Increase the knowledge and skills of staff to better support learners with special education needs in an inclusive classroom**

## PROGRESS



**Leader Series:** Provided professional learning around topics supporting students with diverse academic, social and emotional needs to a wide range of staff

Administrator testimonial on inclusiveness presentation:

“Understanding our history makes me more aware that we still have work to do to change past attitudes towards students with disabilities. It also helps our understanding for the need to shift towards a system that reflects inclusion.”

**111** students enrolled in Vocational Programs

.....

**154** total credits enrolled in semester 1

.....

**119** credits earned in total

**297** elementary educators received professional learning in Universal Design for Learning (UDL)



# Well-being

**Priority:** We build a culture of **well-being** to support the cognitive, social, emotional and physical needs of each learner.

## GOAL SCHOOL CULTURE AND WELL-BEING

Increase the knowledge and skills of staff to better support learners in developing the capacity to tend to their own well-being

### PROGRESS



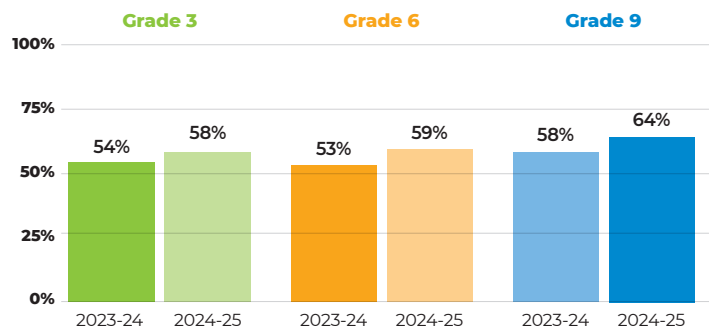
The Attendance Toolkit, was developed, distributed and implemented, with targeted advertising focused on the importance of attendance

#### Educator testimonial on Shanker training:

“ We have learned to reframe behaviours, practice co-regulation, and implement strategies to help students by engaging in activities that allow them to recharge emotionally. ”

**28** elementary schools participating in the school-based Shanker Method 101 Self-Regulation training

#### Average Proportion of Attendance Over 90%



Educators participating in Shanker training.





# Belonging

**Priority:** We build a culture of **belonging** to support an equitable, inclusive and responsive environment for each learner.

**GOAL** **INDIGENOUS EDUCATION**

Deepen our system commitment to reconciliation and improve education achievement outcomes for all First Nations, Métis and Inuit students

**PROGRESS**

32

Indigenous students were re-engaged at Grand Erie secondary schools

40

Elementary schools

10

Secondary schools

have participated in experiences and perspectives through a variety of communication and learning platforms

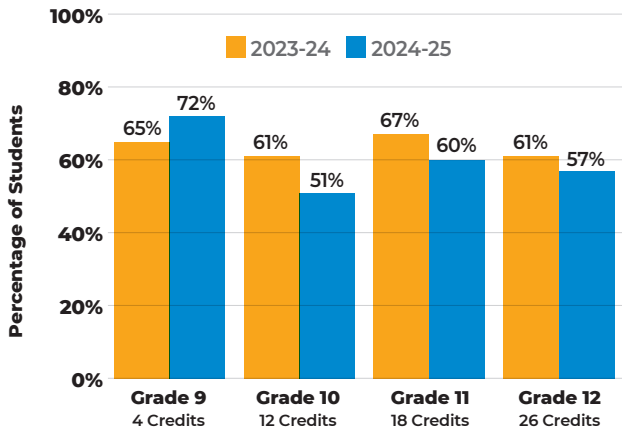


Circle of giving thanks with three kindergarten classes.



Collaborative inquiry session for staff delivered by the Indigenous Education team.

**Percentage of Students on Track to Graduate Semester 1**



# Belonging

**Priority:** We build a culture of **belonging** to support an equitable, inclusive and responsive environment for each learner.

## GOAL EQUITY AND INCLUSION

We build a culture of belonging to support an equitable, inclusive and responsive environment for each learner

## PROGRESS



The Words Matter Campaign, in partnership with Harmony Movement, kicked off at the Center for Excellence.

### TORONTO HOLOCAUST MUSEUM

Staff, students and members of system committees visited the Toronto Holocaust Museum



Print and digital copies of the Multifaith Calendar have been provided to every school



To celebrate Black Joy, the African Caribbean Cultural Club from Walter Gretzky Elementary School and Carnival Spice Dancing Company were invited to perform at the Centre for Excellence.



The Centre for Excellence: Teaching, Learning and Belonging officially opened January 2025.



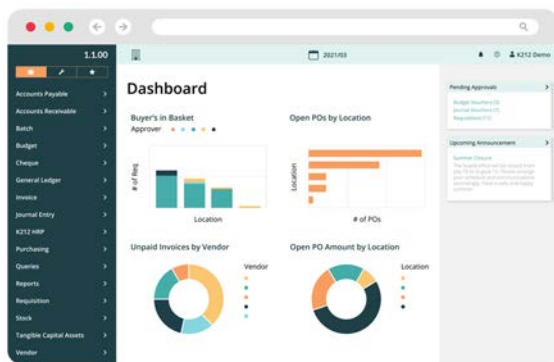
# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL BUSINESS SERVICES

Develop flexible resource allocation strategies to provide equitable enhancements to learning environments resulting in positive classroom cultures that foster individual and collective well-being

## PROGRESS



**Completed training on the new finance system. Nearly complete for administrators and non-union staff**



**Established a working group to develop standards for Student-Generated Funds for school balances and reserves**

Business Services staff testimonial:

“ Switching to a new system has greatly improved my efficiency and is less time-consuming. The platform's ease of access surpasses (the previous platform) and allows me the capability to complete my own detailed account queries when financial information required for reports, rather than requesting the data from business services personnel. ”



Pauline Johnson Collegiate and Vocational School students participating in the E3 Program with the Brant Tree Coalition.

# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL COMMUNICATIONS

Enhance Grand Erie's position in its communities as a learning, leading and inspiring organization

## PROGRESS



All elementary schools received and installed kindergarten banners



Launched new social media campaigns highlighting attendance, mental health and EQAO



Rolled out You Belong Here campaign for future Grade 9s with 12 videos, Welcome to Secondary School Guide and digital advertising campaign



Tools developed to gather and analyze data from digital communication platforms, including websites, social media, and email, to enhance insights and decision-making

25

good news stories in local media since

10%

increase in Facebook and Instagram followers

38%

increase in clicks to granderie.ca

174%

increase in video views on social media channels



Internal communications process and templates were updated and implemented to better support schools



Communications and customer service standards in development



# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL FACILITY SERVICES

Establish physical and environmental standards across the system to increase the overall sense of belonging for all staff and students

## PROGRESS



Construction of a new joint-use elementary school in Caledonia is on schedule to be completed for September, 2025

ecoschools  
écoécoles  
CANADA

14



schools currently have environmental action plans underway, and additional training and resources are regularly being provided to schools

# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL HUMAN RESOURCES

Revise and improve the employment and promotion policies, procedures and practices resulting in a workforce that reflects, understands and responds to our diverse population

## PROGRESS



Provided professional learning for system leaders on:

- Performance Management
- Employee Conduct
- Investigations and Dispute Resolution
- Managing in a Unionized Environment



**678** employees hired between September 1 and February 28



Human Resource Services and Director Roberto at Laurier University's Teacher Diversity event.



Implemented a new performance management system for performance appraisals



Hired an additional Disability Management Officer



Revised the Attendance Support Program



# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL INFORMATION TECHNOLOGY SERVICES

Embed technology opportunities for staff and students through professional learning and enhanced technology tools

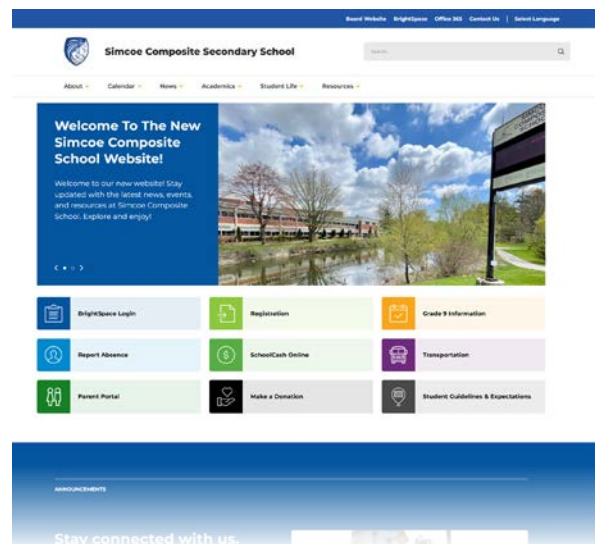
## PROGRESS



AI Guidelines for educators and the public were developed, published and shared with administrators and central staff



Hired a new Cybersecurity Supervisor  
Phishing education and testing campaigns are ongoing



Secondary school beta website has been launched and school website construction is underway



Keynote speaker Curtis Carmichael examined the urgency of removing barriers to student success

# Support Services

Connected to all priorities: **Learning**, **Well-being** and **Belonging**.

## GOAL LEADERSHIP

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

## PROGRESS

# 182



educators participated  
in Additional  
Qualifications courses

.....  
Math – 46

.....  
Reading – 19

.....  
Special Education – 43

.....  
First Nations, Métis  
and Inuit Peoples – 18

.....  
Other category – 56

New administrator Mentorship Program  
participant testimonial:

“The opportunity to listen to  
experienced administrators and share  
situations with them is invaluable.”

# 132

New Teacher  
Induction Program  
participants

New administrator Mentorship Program  
participant testimonial:

“All the sessions thus far were very  
informative and helpful in building my  
confidence in learning and leading  
with my staff.”

### #LeadGEDSB participation

	Part 1	Part 2	Part 3
2021-22	21		
2022-23	35	14	
2023-24	63	26	
2024-25	32	31	18



2025 #LeadGEDSB Part 2 participants.



# Annual Learning and Operating Plan 2024-25

MID-TERM UPDATE





## Grand Erie District School Board

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