



# DIRECTOR'S ANNUAL REPORT

2020  
2021



*Celebrating*  
ROOTED IN CHRIST... *we* BECOME!

# TABLE OF CONTENTS

1	MESSAGE FROM THE DIRECTOR
2	NURTURING OUR CATHOLIC COMMUNITY
2	CELEBRATING CATHOLIC EDUCATION WEEK
2	THE CULMINATION OF ROOTED IN CHRIST: WE BELONG, WE BELIEVE, WE BECOME
2	WALKING WITH CHRIST PASTORAL PLAN LAUNCH
3	DEEPENING OUR FAITH AND EXERCISING OUR SACRED MINISTRY
4	MAINTAINING STUDENT WELL-BEING AND PUBLIC CONFIDENCE
4	NAVIGATING THE COVID-19 PANDEMIC
4	PUBLIC ENGAGEMENT
5	FISCAL RESPONSIBILITY
6	EQUITABLE AND DIVERSE LEARNING AND WORKING ENVIRONMENTS
6	CULTURALLY RESPONSIVE AND RELEVANT PEDAGOGY
7	IDENTIFYING AND ELIMINATING DISCRIMINATORY PRACTICES, BARRIERS, AND BIAS FROM OUR SCHOOLS AND OFFICE
7	CONNECTING WITH SCHOOL COMMUNITIES
8	2020 - 2021 BOARD OF TRUSTEES

---

To Return To TOC page or previous action: Click the **Alt Key + Left Arrow Key** (  ).

## TCDSB Mission Statement

### OUR MISSION

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.

### OUR VISION

At Toronto Catholic we transform the world through witness, faith, innovation and action.

## Message from the Director

As we look back on the 2020-21 school year, we reflect on another year of courage, patience and perseverance in navigating the COVID-19 pandemic. We witnessed all members of our Toronto Catholic District School Board community manage transitions from in-person to remote learning, adapt teaching, working and learning in a virtual space, using creative ways to collaborate and engage with one another. I commend all members of our Catholic education community for their steadfast commitment to our students, our schools and their work.



This year marked my first year as Director of Education of TCDSB. I felt truly welcomed by our wonderful staff, students, partners and stakeholders, and was determined to listen, learn and focus on meeting and realizing our shared vision and goals. I was inspired by the valiant efforts of our staff, parents/guardians and Catholic community members in supporting our strategic direction and facilitating environments where students could learn, grow and thrive.

Our students and staff are the reason we are motivated and inspired to come to work each day. With an ever-present goal of ensuring inclusive, welcoming and safe spaces for all, we engaged in work to identify and eliminate discriminatory practices, systemic barriers, and biases, and leading from an anti-racist, anti-oppression perspective. We continue to learn from our community and advisory groups who influence the work we are doing and allow us to connect deeply with our students, families and staff to understand their lived experiences and to inform our decision-making.

As a Catholic faith community, we are called to love and celebrate one another, just as God loves and celebrates each one of us. The culmination of our 3-Year Pastoral Plan: *Rooted in Christ: we Belong, we Believe, we Become*, brought to life the compassion and care showed by our TCDSB community. We celebrated the many individuals who inspire our students and staff on their faith journey, and the many ways our school communities have showed that we have become all God has created us to be.

We maintain a renewed sense of hope that we can gather and learn together. This difficult period in our world has impacted us all, but I continue to be amazed at the resiliency and determination of our communities. Your efforts truly makes the TCDSB a leader in Catholic education and a nurturing and welcoming place for everyone.

Thank you for all that you continue to do to support our students, families, staff and Catholic education.

A handwritten signature in black ink, appearing to read 'Brendan Browne'. The signature is stylized and fluid.

**Dr. Brendan Browne**  
Director of Education

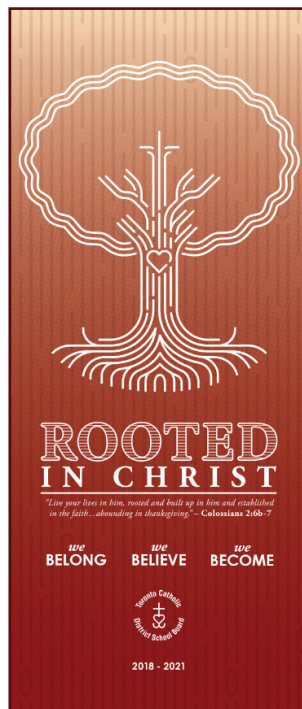
## Nurturing our Catholic Community

### CELEBRATING CATHOLIC EDUCATION WEEK

It fit that the 2021 Catholic Education Week theme was Nurturing Hope given the pandemic and the ever-changing landscape. Despite these challenges, our faith and Catholic education in our schools continued to thrive, thanks to the amazing Catholic educators in our schools and system, and the continued goodwill, dedication and commitment, characterized by compassion, care, understanding, patience and love from all.

### THE CULMINATION OF ROOTED IN CHRIST: WE BELONG, WE BELIEVE, WE BECOME

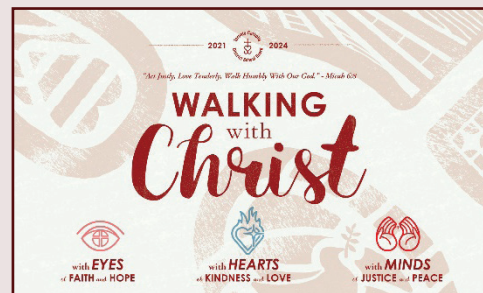
In the final year of the three-year pastoral plan, Rooted in Christ: we Belong, we Believe, we Become, the focus was on our shared beliefs as members belonging to a Catholic faith community. We had seen our schools come together in a wide variety of ways that show our collective commitment to putting faith into action, living our Catholic values and inspiring our students to achieve our Catholic Graduate Expectations. We invited students and staff to consider who inspired them on their faith journey, and to submit videos, written work, art or other projects to share their stories. You can find a collection of these submissions on our [website](#).



### WALKING WITH CHRIST PASTORAL PLAN LAUNCH

Our new three-year pastoral plan – Walking with Christ: With Eyes of Faith and Hope, with Hearts of Kindness and Love, with Minds of Justice and Peace – was launched in the spring and shows the strengthening of our faith, expresses our belief in God, and supports our objectives as people on a common mission.

We recognize our unique role in shaping and contributing to the success of Catholic education. I hope that this new pastoral plan will serve as a spiritual guide as we continue to transform the world through witness, faith, innovation, and action.



## DEEPENING OUR FAITH AND EXERCISING OUR SACRED MINISTRY

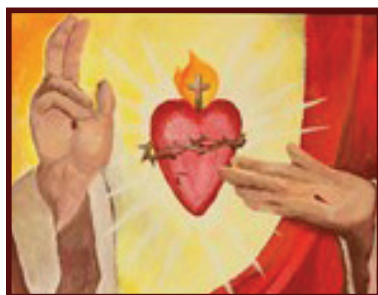
Education and religious formation for students, at both the elementary and secondary levels is made possible thanks to our partnership with the Archdiocese of Toronto. Throughout the year, I have had the pleasure of connecting with His Eminence, Thomas Cardinal Collins, to discuss opportunities, challenges and outcomes for our Catholic community. Though the pandemic created various challenges for us to gather and pray together, we developed unique ways for students and staff to prepare for and receive First Reconciliation, First Eucharist and Confirmation.

It was a pleasure for me to attend various liturgies and Eucharistic celebrations held virtually throughout the year, made possible by our Nurturing Our Catholic Community team. I thoroughly enjoyed contributing to the many opportunities for us to deepen our faith and exercise our sacred ministry of serving God's people.

We further showed our connection to our faith through the proclamation of June as the Sacred Heart of Jesus, with the Solemnity of the Feast celebrated on the second Friday of June. The devotion to the Sacred Heart is one of the most widely practiced and well-known Catholic devotions, wherein the heart of Jesus is viewed as a symbol of God's boundless and passionate love for everyone.

We joined in prayer for the Novena to the Sacred Heart of Jesus, to receive the comfort, mercy, strength and love that is shown to us in the image of the Sacred Heart of Jesus.

This year, the Solemnity of the Sacred Heart of Jesus was held on June 11, where images (handcrafted, on canvas) of the Sacred Heart of Jesus were distributed to each school to engage in an Enthronement liturgy.



---

*As a community of faith, anchored in hope, with love and charity, TCDSB has a long and distinguished history of providing excellence in Catholic education. I am so grateful to everyone at TCDSB for their steadfast commitment to our faith and the students and families we serve. I look forward to continuing on our journey together, providing the best outcomes for our students and realizing a fruitful and prosperous future for the Toronto Catholic District School Board.*

---

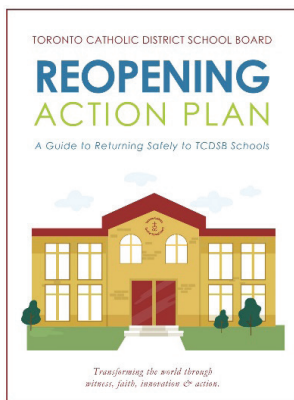
## Maintaining Student Well-Being and Public Confidence

### NAVIGATING THE COVID-19 PANDEMIC

In a year unlike any other, TCDSB maintained a focus on the importance of the health and safety of everyone. Following the guidance of public health officials, we pivoted from in-person to remote learning and collaborated to create meaningful connections and learning in a virtual space.

The pandemic saw many of us spending more time indoors and less time with close friends and relatives. This new way of living was difficult for many and caused a focus on supporting student and staff mental health and well-being. Guided by our Mental Health and Social Work departments, we could share valuable health and wellness resources for students, staff and families throughout the year.

To support public health and government partners, we opened our doors and promoted our schools as COVID-19 Pop-up Vaccination Clinics for surrounding communities. Education and awareness around COVID-19 is ongoing, and we continue to work with our public health partners and the Ministry of Education to support the rollout of vaccinations.



◀ The TCDSB Reopening Action Plan was developed for the continued safe reopening of schools and administrative buildings, focusing on the health and safety of students and staff and supporting the resumption of in-person learning.

### PUBLIC ENGAGEMENT

Maintaining public accountability is extremely important. The pandemic meant we needed to pivot to find unique opportunities to engage the public like the launch of monthly Director Live Q & A sessions. Stakeholders were encouraged to ask questions about issues that matter to them, such as health and safety, school renewal, learning models, equity, etc.



◀ Director Live Q & A Sessions were held virtually on YouTube and Facebook on the last Friday of each month.

Families were invited to participate in learning model surveys that better equipped us to identify and monitor disparities within our school system and provided insight into the student and parent/guardian experience of remote learning and in-person learning.

Despite the challenges brought on by the pandemic, I am pleased to share that we maintained our focus on capital priorities and continued to consult impacted school communities, i.e., Dante Alighieri Academy, Bishop Allen Academy, Loretto Abbey and Buttonwood.

With the culmination of our current Multi-Year Strategic Plan, we initiated the consultation and development process to inform our new plan. The consultation and development process will continue throughout 2021, and we look forward to involving key stakeholders in reviewing the data to inform our new plan.

## FISCAL RESPONSIBILITY

The 2020 Budget Consultation was held virtually and input from all TCDSB stakeholders was provided. At the Special Board meeting held on July 23, 2020, the Board of Trustees approved a 2020-21 Operating Budget in compliance with the Education Act. Guided by the Board's Multi-Year Strategic Plan, the TCDSB budget continues our commitment to achieve effective, efficient and equitable programs and services while better meeting the needs of all students.

In light of the COVID-19 pandemic, we focused on the safety and well-being of our schools and communities, as well as system stability without compromising long-term financial sustainability. Investments were made in additional staffing, enhanced cleaning, mental health supports, remote learning, technology, facilities and transportation. The use of Board reserves supported the additional costs and absorbed the overall financial impact.

The TCDSB remains focused on student achievement and well-being, stewardship of resources and excellence in governance.

Grants for Student Needs (GSNs)	2020/21 Revised Estimates	% of Total GSN
Pupil & School Foundation	\$558,360	47.4%
Teacher Qualification and Experience/NTIP	101,736	8.6%
Special Education	125,414	10.6%
Other Grants	143,351	12.2%
School Operations	88,958	7.5%
Learning Opportunity	49,967	4.2%
Language	42,332	3.6%
Transportation	33,090	2.8%
Administration and Governance	22,939	1.9%
Continuing Education and Summer School	12,489	1.1%
<b>Total Operating Grants</b>	<b>\$1,178,636</b>	<b>100%</b>

Operating Expenditures	\$ Millions	%
Classroom Teachers	\$714,663	58.6%
School Operations & Maintenance	111,223	9.1%
In School Administration	72,935	6.0%
Paraprofessionals	57,680	4.7%
Education Assistants	57,567	4.7%
Transportation	40,722	3.3%
Other Operating Expenditures	35,550	2.9%
Designated Early Childhood Educators	29,348	2.4%
Administration & Governance	29,108	2.4%
Textbooks & Class Supplies	23,615	1.9%
Continuing Education	22,068	1.8%
Computers	13,473	1.1%
Teacher Consultants & Coordinators	6,311	0.5%
Temporary Accommodation	3,774	0.3%
Staff Development	2,474	0.2%
<b>Total Operating Expenditures</b>	<b>\$1,220,511</b>	<b>100%</b>

*Board Expenditures exceed operating grants provided by the ministry and as a result TCDSB has a deficit of \$42M. This is mainly due to additional costs to maintain smaller class sizes due to COVID -19. This deficit will be funded by the Board's operating contingency reserve.*

Detailed information can be found in the budget book: <https://www.tcdsb.org/Board/BudgetandFinance/Pages/default.aspx>

## Equitable and Diverse Learning and Working Environments

As the Director of Education, I recognize my role and leadership as being paramount to addressing systemic barriers, ensuring equity and leading from an anti-racist, anti-oppression perspective. This work begins with understanding who our students and staff are, and their lived experiences within our system - who we are serving effectively and who we are not.

This year we saw the launch of our Workforce and Grade 9 Student Census. These annual identity-based data collections will better equip us to identify and monitor disparities within our school system. The data will inform our decision-making, with the goal of influencing outcomes for students and staff and will help us better understand how our staff and students are represented and served by our Board.

We continue to learn from our community and advisory groups who influence our work, while also allowing us to connect with and better understand the needs of our students, families and staff. With their valuable insight, we continue to inform our strategies for addressing inequities and dismantling barriers in our system.

### CULTURALLY RESPONSIVE AND RELEVANT PEDAGOGY

Through our continued work in realizing our Equity Action Plan, we renew our promise to ensure equity at all levels of our system as we strive to close the achievement gap, enhance students' physical, mental, and spiritual well-being, and ensure equity of opportunity and outcomes for all. In collaboration with the TCDSB African Canadian, Indigenous Education, Latin-Hispanic, Portuguese-Speaking, Spanish-Speaking, Filipino and Ukrainian Community Advisory Committees, and organizations like the Ripple Effect, we demonstrate our commitment to understanding how our system perpetuates outcomes that disproportionately impact students, and how to disrupt in ways that change outcomes.

As part of our efforts towards removing barriers and achieving reconciliation, staff professional learning opportunities, data collection and incorporating culturally relevant and responsive texts and teachings enables us to address and dismantle barriers from our places of work and learning. The inaugural Connections and Conversations Series focused on themes that reflect the importance of equity and diversity in our local and global communities, and Remembrance Day through an Afrocentric Lens provided an opportunity to reflect on the contributions of Canadians whose sacrifices may have been overlooked. These opportunities allowed us to focus on ways in which we can better equip ourselves with the skills and knowledge to support students and peers from an anti-racist and anti-biased lens.

This year also saw the Ministry of Education move to destream math, and our Board of Trustees declared June as Pride Month, recognizing that change can happen as we continue to stand in solidarity with students, staff and allies.

◀ On November 11, 2020, we reflected on military service by Black Canadians whose sacrifices may have been overlooked.

6

**REMEMBRANCE DAY 2020**  
**THROUGH AN AFROCENTRIC LENS**

**MILITARY SERVICE BY BLACK CANADIANS**

Military service by Black Canadians predates confederation; however, their contributions have been overlooked in Canadian history. Many Black Canadians can trace their family roots to Loyalists who emigrated North in the 1780s after the American Revolutionary War.

Black Canadian soldiers have also contributed to many other significant battles: War of 1812, South African War 1899-1902; World War I, (1914-1918); World War II, (1935-1945); Korean War, (1950-1953); Afghanistan War, (2001-2014); as well as numerous large-scale United Nations peacekeeping missions around the world (Veterans Affairs Canada, 2020).

*"Greater love has no one than this: to lay down one's life for one's friends."*

JOHN 15:13

The TCDSB is proud to honour and remember the lives and sacrifices that Black Canadians have made in the line of duty to keep us free.

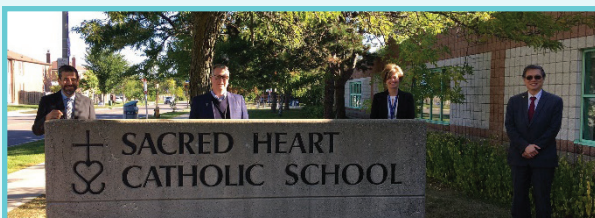
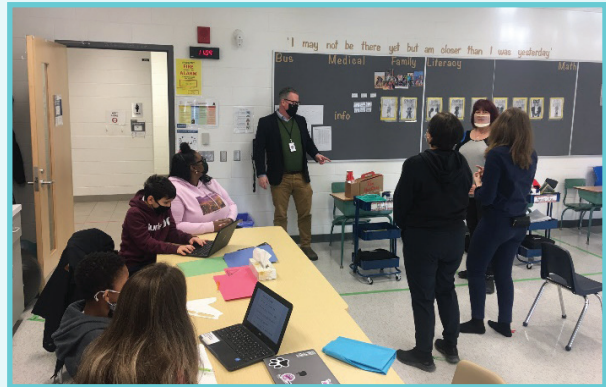


## IDENTIFYING AND ELIMINATING DISCRIMINATORY PRACTICES, BARRIERS, AND BIAS FROM OUR SCHOOLS AND OFFICE

Beginning the year with a revised Land Acknowledgement and attending monthly Heritage celebrations virtually, including a special Be Your Own Superhero Day/Asian-Canadian Heritage Month event featuring Canadian actor Simu Liu; it was a pleasure to recognize the many contributions of Canadians from all over the world. These opportunities also provided students and staff with a safe space to discuss and address important systemic issues such as anti-racism, oppression and hate.

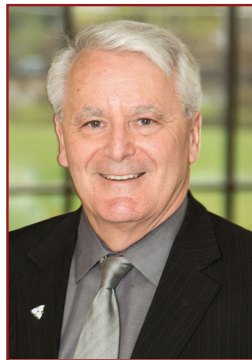
## CONNECTING WITH SCHOOL COMMUNITIES

As an educator and life-long learner, I always enjoy visiting our school communities to learn about their programs and initiatives that celebrate the exemplary practice of our staff and recognize the achievements of our students. This past year, I ventured to schools from each Ward to meet with staff, families, students and community members. I am always awestruck at the talent and commitment of the members of our TCDSB community which contributes to the success of Catholic education. Thanks to the dedication and commitment to your working and learning environments, our schools continue to be welcoming, safe, accepting and inclusive places.





JOSEPH MARTINO  
WARD 1



MARKUS DE DOMENICO  
WARD 2



IDA LI PRETI  
WARD 3



TERESA LUBINSKI  
WARD 4



MARIA RIZZO  
WARD 5



FRANK D'AMICO  
WARD 6



MICHAEL DEL GRANDE  
WARD 7



GARRY TANUAN  
WARD 8



NORM DI PASQUALE  
WARD 9



DANIEL DI GIORGIO  
WARD 10



ANGELA KENNEDY  
WARD 11



NANCY CRAWFORD  
WARD 12



KEITH ANDRE BAYBAYON  
STUDENT TRUSTEE



KATHY NGUYEN  
STUDENT TRUSTEE

# 2020 - 2021 BOARD OF TRUSTEES

Notes on Translation:

The electronic translation service on the Toronto Catholic District School Board's website is hosted by Google Translate. The quality of the translation will vary in some of the languages offered by Google.

[www.tcdsb.org](http://www.tcdsb.org)

## 2020 - 2021 Annual Report

*Celebrating Rooted in Christ – we Become*



**TORONTO CATHOLIC DISTRICT SCHOOL BOARD**

80 Sheppard Avenue East

Toronto ON

M2N 6E8

416-222-8282

[www.tcdsb.org](http://www.tcdsb.org)