

IN GOD'S IMAGE:

# GROWING IN KNOWLEDGE, WITH JUSTICE & HOPE



## DIRECTOR'S ANNUAL REPORT – 2022/2023



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# Message from the **DIRECTOR** of the Board



Looking back, 2022-23 was undoubtedly an important school year. It is the year that brought us all together post-pandemic and allowed most of us to return to in-person learning. Our students, staff, and communities came back stronger than ever despite the significant challenges our schools faced over the last few years. With our collective efforts, playgrounds, classrooms, and hallways were once again filled with laughter and learning. Our school community's unwavering dedication to student learning, equity, and overall well-being continues to drive the work we do.

The Toronto Catholic District School Board (TCDSB) is a community deeply rooted in our shared values of kindness, sincerity, compassion, and hope. This year we delved into the second year of our board's **Pastoral Plan: "Walking with Christ, with Hearts of Kindness and Love."** Our resilience is anchored in our faith, learning to love as our teacher and leader, Jesus Christ, did—through acts of kindness and love in both grand and subtle ways. I'm moved to share the love and joy of Christ with others through acts of peace, reconciliation, trust, and meaningful dialogue.

As I reflect on my third year as Director of Education, I take pride in Toronto Catholic's commitment to our **Multi-Year Strategic Plan (MYSP)**. Our focus remains on being grounded in faith, dedicated to student learning and achievement, committed to equity for all, and supportive of mental health and well-being. These priorities drive our work within the Toronto Catholic District School Board with faith serving as the foundation for everything we do. We strive to improve student experiences by providing every individual student with the tools and opportunities they need to be successful.



This year, I was privileged to witness our students' success, including graduation ceremonies for students in Kindergarten, Grade 8, and High School. The tremendous pride felt by beaming families and staff within school gyms, churches, and halls was remarkable, especially after not being able to gather for two years. The spirit of celebration carried on throughout the year at sporting events, concerts, masses, and seasonal events such as our annual **Awards Night**. We continued to utilize ways to connect with our students and families online as well through our monthly "Lunch with the Director" series live-streamed on Facebook and YouTube. Connection and celebration stood at the forefront of our efforts, uniting our community, and upholding the priorities of our MYSP. Toronto Catholic extends its gratitude to its staff, families, and community volunteers who generously devote their time to support our students.

As a board, our commitment to our **Equity Action Plan (EAP)** is unwavering. We focus on fostering and achieving inclusive learning, teaching, and working environments that support every student, family, staff, and community member. Throughout the year, we advanced our mission by organizing events that acknowledged different heritages and occasions, such as the National Day for Truth and Reconciliation's Flag-Raising ceremony, the Filipino Canadian mass, and the Cultural Exposé at St. Maria Goretti Catholic School, among others. I personally had the privilege of sharing our mission at numerous events, including the Interfaith Youth Forum and the ALPHA Education Shadows of Racism: Voice Unheard Celebration Event. We also had the pleasure of hosting delegates from faculties of education around the world, including the Kongju National University from South Korea and educational delegates from the Netherlands. These engagements provided opportunities to share the intentional actions we are taking through our EAP, aiming to remove barriers and make education accessible for all.

**Together with our dedicated staff, I'm proud of the work we were all able to achieve throughout the year. We all had a role in helping the next generation of young leaders reach their full potential.**



Dr. Brendan Browne  
**Director of Education**



# Multi-Year Strategic Plan

2022 - 2025



## **Learning:** Growing in Knowledge

"Make me to know your ways, O Lord; teach me your paths."

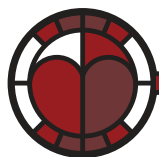
Psalm 25:4



## **Equity:** Growing in Knowledge with Justice

"This is my commandment, that you love one another as I have loved you."

John 15:12



## **Well-Being:** Growing in Knowledge with Justice and Hope

"For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope."

Jeremiah 29:11



## VISION

**IN GOD'S IMAGE:** Growing in Knowledge,  
with Justice and Hope.

## MISSION

Nurturing the faith development and  
academic excellence of our Catholic  
learning community through the love  
of God, neighbour, and self.







# Learning

## GROWING IN KNOWLEDGE

As we stand midpoint through our **3-year Pastoral Plan**, the second year, "**Walking with Christ, with Hearts of Kindness and Love,**" holds immeasurable importance for our students, staff, and families. This theme aligns seamlessly with the words of St. Paul: "Be kind to one another, tender-hearted, forgiving one another, as God in Christ forgave you" (Ephesians 4:32).

**WALKING**  
with  
*Christ*

  
with **EYES**  
of **FAITH** and **HOPE**

  
with **HEARTS**  
of **KINDNESS** and **LOVE**

  
with **MINDS**  
of **JUSTICE** and **PEACE**

For our students, embracing this theme means cultivating not just academic skills but also character. In the classrooms, hallways, and playgrounds, students are encouraged to emulate the kindness and love Christ demonstrated. They learn that showing empathy to a struggling peer and standing against injustice are as important as their studies. This ethos aims to produce well-rounded students, capable of compassionate leadership and community involvement.

Staff members are also deeply involved in the unfolding of this theme. Beyond their instructional roles, educators are encouraged to create environments that are beacons of kindness, love, and inclusion. This means fostering a nurturing classroom atmosphere, providing pastoral support, and developing curricula that embed our Catholic virtues. It is not just about preparing students for tests and exams but also for life's ethical and spiritual challenges.

Families, who are our partners in education, may find alignment with this year's focus through their support in children's holistic development. Active involvement in school activities and consistent reinforcement of our core values at home help to make the circle complete. Our Pastoral Plan serves as a bridge connecting school, home, and church, reinforcing a unified message of love and kindness.



Discussion of our 3-year Pastoral Plan





This intentional focus is not just a moral imperative but also a spiritual one, aimed at fulfilling our broader mission to mirror the love and forgiveness Christ has shown us. Through a united commitment from staff, students, and families, we aspire to be a living testament to the values of kindness and love.

In the heart of Jeremiah, we find a comforting promise: "For I know the plans I have for you... plans to give you hope and a future" (Jeremiah 29:11). As we inch closer to the semblance of days gone by, this passage encapsulates the shared hope and aspirations of our families, students, and the broader TCDSB community. This journey, which spanned multiple years battling the pandemic's challenges, reminds us of the collective strength of our school communities.

The exuberance of September's back-to-school season, palpably felt at Pope Francis Catholic School and vibrant initiatives like the St. Mother Teresa Catholic Academy's Robotics Program, epitomizes our community's spirit. Our students, with their laughter, enthusiasm, and sheer joy of learning in person, have been the heartbeat of this return. Families, your steady support has been the cornerstone, always encouraging and guiding us. And last, but certainly not least, a shoutout to all staff and particularly our caretaking team for weaving a tapestry of safety for us all.


As we journeyed through this academic year, we remained united, drawing inspiration from our cherished Catholic values, and celebrated the enduring spirit of our Toronto Catholic community.



Students and teachers at Pope Francis Catholic School





Brendan Browne  @TCDSBdirector



Extremely proud of the amazing initiatives from staff and students at @SMTGovernment's culinary program and their robotics club.

💬 130

📄 432

❤️ 787



St. Mother Teresa Catholic Academy's Robotics Program



# Equity

## GROWING IN KNOWLEDGE WITH JUSTICE

As we reflect on the past year, we have been fostering a community centred on equity, diversity, inclusion, anti-racism, and anti-oppression in alignment with our MYSP. Guided by our **Equity Action Plan**, we continue to cultivate inclusive environments for all students and staff, but especially for those who are historically marginalized, including Indigenous, Black, and 2SLGBTQ+ communities. As part of this work, we implemented specialized teacher training in Indigenous history and perspectives, the integration of Indigenous literature in English classes, and consultation with Indigenous community leaders to authentically embed Indigenous ways of knowing across subjects. As part of Truth and Reconciliation Week, we organized workshops, presentations, and curriculum-linked activities, reinforcing the truth about Canada's historical treatment of Indigenous peoples.

Our approach to dismantling anti-Black Racism (ABR) has involved community groups, speakers, culturally relevant and responsive pedagogy and providing resources to support staff and students. Some notable collaborations have included esteemed speakers, like Dr. ABC, Dr. Carl James, Testament, and Nadine Williams. Additionally, we have invested in valuable educational materials, such as Edwin's See Us Learn Us series, and the culturally pertinent and responsive Sankofa series authored by Black Canadians.

As we work to make our school communities safe and welcoming for members of the 2SLGBTQ+ community, professional learning opportunities were provided to system and school leaders on topics ranging from human rights obligations to discrimination, homophobia, and transphobia. In addition, student and staff presentations have been held, and supportive resources have been provided to staff.



Truth and Reconciliation Week





Brendan Browne



We strive to understand and overcome barriers in our community, ensuring every voice is heard and valued.



African Canadian Heritage Month



Pope Francis, during his Canadian visit, articulated our shared vision: "We want to walk together, to pray together and to work together, so that the sufferings of the past can lead to a future of justice, healing, and reconciliation." Guided by these words, we have striven to create a safe, inclusive, and reflective learning environment for all. Students, staff, families, and community partners - your support and participation have been invaluable on this journey toward reconciliation, justice, and inclusion.

"We want to walk together, to pray together and to work together, so that the sufferings of the past can lead to a future of justice, healing, and reconciliation."

Pope Francis

The Toronto Catholic leadership team is united in our efforts to ensure equitable opportunities for all individuals at every level within our system. As a community rooted in faith, we follow in the teachings of Jesus (Romans 10:12) that celebrates every individual and looks for ways in which we can be more inclusive.

Our Newcomer Conference in October poignantly underlines our recognition of the rich tapestry of cultures and languages that our students bring to our community. We remain firm in our promise to ensure that our curriculum and environments are not just accommodating but celebratory of this diversity. We are deeply honoured by the trust placed in us by our newcomer students and their families.

November's Day of Interfaith Fellowship showcases the harmonious convergence of Catholic, Christian, Jewish, Sikh, Indigenous, Muslim, and Buddhist communities in Toronto. As an extension of our interfaith work and efforts to reduce and eliminate Islamophobia and anti-Semitism, we collaborated with the Wasilah Network, the National Council of Canadian Muslims, and Salam Neighbor to host an event focused on eliminating Islamophobia. In February, we hosted the inaugural launch of the La'ad Canada "Who are the Jews?" Mobile Museum, to fortify





Brendan Browne



We may have different religions, different languages, different coloured skin, but we all belong to one human race.



our commitment to interfaith relationships and enhancing our educational horizon. In a world often fractured by religious differences, our community stands as a beacon of interfaith dialogue, love, and unity.

April saw the convergence of different traditions with the celebration of Orthodox Easter at St. Josaphat Catholic School, while the LatAM Youngpreneurs Conference underscored the importance of nurturing the entrepreneurial spirit in our students.

The Trust 15 Partnership and Parents Meet-Up in May is an embodiment of community empowerment. With initiatives such as the "Girls on the Rise" & "Men of Distinction" programs, we ensure impactful change not just within our school walls but reverberating throughout communities.

Driven by the TCDSB's **2021-2024 Pastoral Plan, "Walking with Christ"**, we are impassioned to shape our community into one that mirrors Jesus's teachings of love, acceptance, and inclusivity. We will persistently work to break down barriers, tackle discrimination, and strengthen our ties with diverse communities.

As we reflect on the past year, let us rekindle our commitment to each other. Embracing diversity, nurturing faith, and fostering inclusivity are not mere ideals; they are at the very core of our mission as a Catholic learning community. In this journey, we are all students, continually learning, growing, and reshaping our understanding of the world, with Christ as our guiding light.



Orthodox Easter





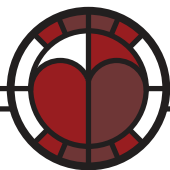
Brendan Browne



TCDSB champions dialogue and collaboration to break down stereotypes and combat hate.



La'ad Canada "Who are the Jews?" Mobile Museum



# Well-Being

## GROWING IN KNOWLEDGE WITH JUSTICE AND HOPE

Our school community is at the heart of everything we do and is built on a foundation of unwavering faith, dedication, and the collective effort of every staff member. The commitment of our educators, principals, vice-principals, administrative staff, custodial staff, and every individual who supports the educational mission of the TCDSB is pivotal. Staff appreciation is not just a courtesy, but a testament to the value each member brings to our community, playing a crucial role in fulfilling our **Multi-Year Strategic Plan**.

The Apostle Paul writes in his first letter to the Thessalonians, "Therefore encourage one another and build each other up, just as in fact you are doing." (1 Thessalonians 5:11) These words encapsulate the spirit of Toronto Catholic. By celebrating staff milestones, contributions, and relentless commitment, we not only acknowledge their service but also fortify the collective spirit of our community. Whether it's through our annual **Awards Night**, National Principals and Vice-Principals Month, Childcare Worker and Early Childhood Educator Appreciation Day, or the recognition of our custodial staff, each occasion underscores our gratitude and serves as a reminder of the collective responsibility we share in nurturing and guiding our students in their spiritual, academic, and personal growth.

In acknowledging the commitment of our staff, we also uphold and celebrate the Catholic values that underscore the TCDSB's mission, creating an environment where faith and excellence go hand in hand.

In reflection upon this past year, I am particularly inspired by the evident dedication and resilience of our students and the importance of their recognition. Celebrating Student Appreciation and Leadership not only fosters growth and potential but also ensures that our students feel valued, heard, and seen. As Galatians 5:22-23 reminds us, "But the fruit of the Spirit is love,



National Principals and Vice-Principals Month

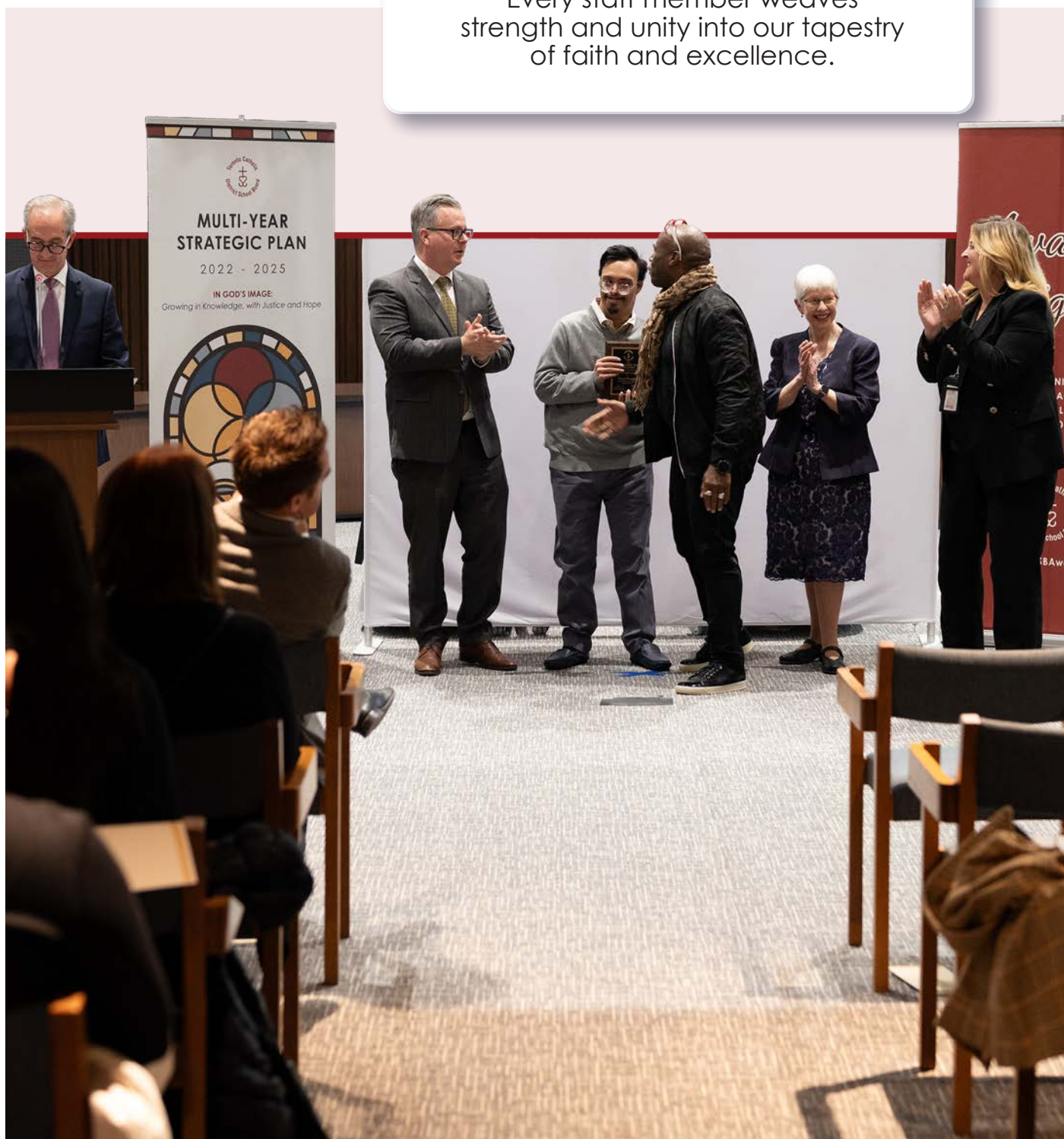




Brendan Browne

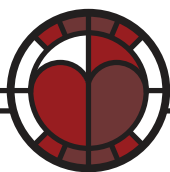


Every staff member weaves strength and unity into our tapestry of faith and excellence.



Awards Night at the Catholic Education Centre





joy, peace, forbearance, kindness, goodness, faithfulness, gentleness, and self-control.” Embracing these virtues, our community thrives on the accomplishments and milestones achieved.

Reinstating events like the in-person 'Take Our Kids to Work Day' and witnessing the curiosity and enthusiasm of our young minds highlighted the importance of hands-on experience. The joy radiated during Loretto Abbey's Christmas Market, the exuberance at the TCDSB School Day Game with Toronto Marlies, and the passionate voices at both the Catholic Student Leadership Impact Team (CSLIT) and the Elementary Catholic Student Leadership Impact Team (E-CSLIT) General Assemblies speak volumes of our students' spirit.

The 2023 Sister Evanne Hunter Young Women in Leadership Award is a testament to our commitment to elevating the voices and potentials of young women in our community. Our CSLIT team's outstanding efforts underline our core belief in nurturing student leadership.

Embracing our Catholic values, we continue to champion the importance of recognizing and appreciating our students, ensuring a brighter future for the TCDSB community.



School Day Game with the Toronto Marlies



Take Our Kids to Work Day



Brendan Browne



Empowering students, we celebrate resilience and leadership, nurturing a future rich in spirit and potential.



Sister Evanne Hunter Young Women in Leadership Award



# Fiscal Responsibility

The 2022 Budget Consultation included discussions with several stakeholder groups and provided opportunity for input in a variety of ways including hosting a Virtual Town Hall forum, attendance at Committee meetings and dissemination of a system survey. As a result of the input received, targeted investments were incorporated into the budget. At the June 2022 Board meeting, Trustees approved the 2022-2023 Operating Budget in compliance with the Education Act. Guided by the Board's Multi-Year Strategic Plan, the TCDSB budget continues our commitment to provide efficient, effective, and equitable programs and services, while meeting the needs of all learners.

Throughout the pandemic, TCDSB experienced a significant decrease in enrolment and the Board continued to deal with its effects in the current year. This resulted in the continuing need to right-size the system while maintaining critical supports and services. Additionally, the Board made significant investments in learning recovery, equity, and technology in support of student well-being and achievement. Overall, the use of \$42 million of Board reserves was required of which \$19 million was reimbursed by the Ministry in recognition of prior year COVID costs.

Looking ahead, the greatest challenge facing the Board is unfunded sick leave and absence-related implications, both financial and operational. Consistent with last year, there will be a continued need to right-size the system at a time when expansion of service and enhancement of programs and services is expected. Effective stewardship of resources will continue to be critical to ensure financial viability while maintaining the flexibility to adapt as priorities evolve.



**2022-23 Operating Revenue****\$ Millions**

Pupil and School Foundation Grant	\$545,922
Special Education	122,812
Teacher Qualification and Experience	116,074
School Operations and Maintenance	86,896
Learning Opportunity	51,619
Language (FSL, ESL, ELL)	46,233
Other Grants and Revenue	43,087
Transportation	36,521
Priorities and Partnership Fund	34,607
Administration and Governance	22,518
Supports for Students and Learning Recovery	21,551
Rental, Interest and International Students	17,760
Continuing Education and Summer School	10,363
<b>Total Operating Revenue</b>	<b>\$1,155,963</b>

**2022-23 Operating Expenditure****\$ Millions**

Classroom and Supply Teachers	\$677,346
School Operations and Maintenance	108,520
School Administration	73,309
Paraprofessionals	61,832
Educational Assistants	53,301
Transportation	44,234
Other Expenditure	33,528
Administration and Governance	29,146
Textbooks and Classroom Supplies	26,213
Designated Early Childhood Educators	21,122
Continuing Education	20,576
Temporary Accommodation Costs	13,637
Computers and Technology	10,244
Teacher Consultants and Coordinators	5,756
<b>Total Operating Expenditure</b>	<b>\$1,178,764</b>



**Ida Li Preti**  
Ward 3



**Maria Rizzo**  
Ward 5



**Joseph Martino**  
Ward 1



**Daniel Di Giorgio**  
Ward 10



**Markus  
de Domenico**  
Ward 2



**Kevin Morrison**  
Ward 9

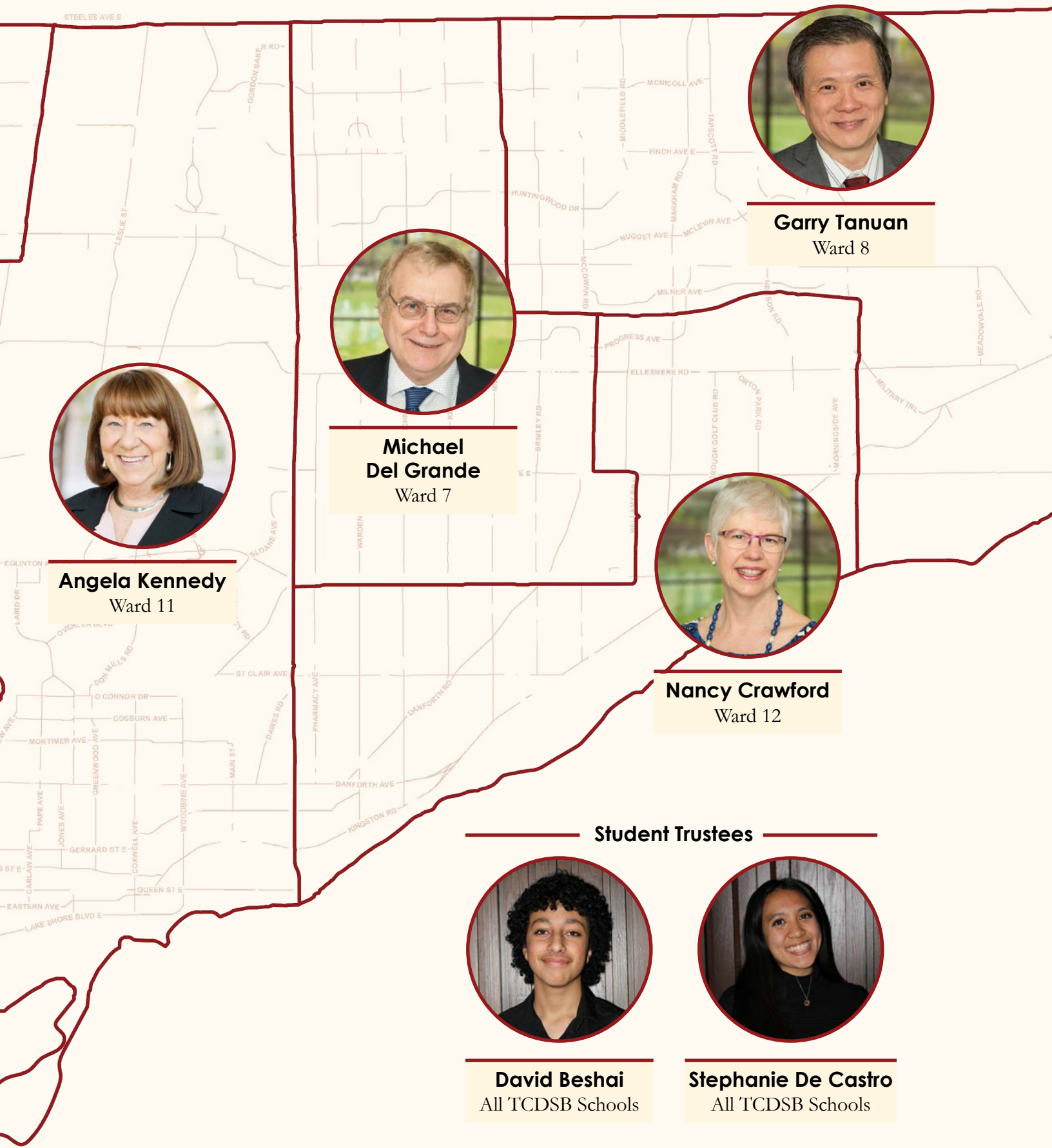


**Teresa Lubinski**  
Ward 4



**Frank D'Amico**  
Ward 6





# References

## 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: <https://translate.google.com>

## QUICK LINKS:

**Page 2, 8 . . . . Pastoral Plan: "Walking with Christ, with Hearts of Kindness and Love"**  
<https://www.tcdsb.org/o/nurturingourcatholiccommunity/page/year-2-with-hearts-of-kindness-and-love>

**Page 2, 18 . . . Multi-Year Strategic Plan**  
<https://www.tcdsb.org/page/mysp>

**Page 3, 18 . . . Awards Night**  
<https://www.tcdsb.org/page/awards-night>

**Page 5, 12 . . . Equity Action Plan**  
<https://www.tcdsb.org/page/equity-action-plan>

**Page 8 . . . . . 3-year Pastoral Plan**  
<https://www.tcdsb.org/o/nurturingourcatholiccommunity/page/walking-with-christ>

**Page 16 . . . . . 2021-2024 Pastoral Plan, "Walking with Christ"**  
<https://www.tcdsb.org/o/nurturingourcatholiccommunity/page/pastoral-plans>

# 2022-2023 Highlights



St. Bruno-St. Raymond Groundbreaking



Trust 15 Partnership and Parents Meet-Up



Loretto Abbey's Christmas Market



Newcomer Conference



LatAM Youngpreneurs Conference





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