

2022 Director's Annual Report

#Proud2BeHPE



#Proud2BeHPE

Katherine MacIver, Director of Education

This report provides an opportunity to celebrate and share our achievements over the past year, as we navigated a third year of the COVID-19 pandemic.

Despite the constraints posed by the pandemic, students shone in Ontario Skills competitions, National Science Fairs, sports competitions and academic awards. Staff were diligent and dedicated in their efforts to attend to student well-being, while ensuring they never lost sight of learning.

We reached new enrolment milestones in the Ontario Youth Apprenticeship Program, collected and used data to inform early reading strategies, celebrated Indigenous culture, granted diplomas to 106 adult learners and welcomed students from across the world to HPEDSB. At the same time, health and safety continued to be a focus in schools, with enhanced cleaning, upgraded ventilation systems, portable HEPA units and training for staff. As you review this report, you will get a glimpse of the incredible work and dedication of everyone in the HPEschools family.

Public education remains the difference maker. As educators, we make a difference in the lives of students, their families and our communities. I am proud to share the accomplishments and milestones of students and staff. HPEDSB will continue to strive toward a future where all students have the opportunities and outcomes that allow them to achieve any aspiration they have. Reviewing all that we have accomplished together in 2022, I am extremely **#Proud2BeHPE**.





Shannon Binder, Chair of the Board

At Hastings and Prince Edward District School Board we are focused on being leaders in public education and growing public confidence through:

- fostering a culture of excellence and high expectations for all;
- promoting safety and well-being;
- strengthening community through equity and social justice
- improving student success and achievement; and
- ensuring responsible communications.

Staff, students and families experienced tremendous change during 2022. Having persevered through the challenges of the COVID-19 pandemic, everyone returned to a more familiar school year in September 2022 as pandemic restrictions eased.

On behalf of the Board of Trustees, thank you to all the dedicated HPEDSB employees, and committed students and families. Your flexibility and support enabled us to continue learning together in ways we had never before imagined. The diverse stories shared in this report showcase the many wonderful reasons that we are all **#ProudToBeHPE!**



HPEDSB

BY THE NUMBERS



STUDENTS



15,278

Total Students



10,730

Elementary



4,548

Secondary



84

K-8 Virtual



9,744

Students ride the bus



22 Minutes

Average ride time



260

Bus routes



STAFF



72

Principals & Vice-principals



607

Elementary
Teachers



314

Secondary
Teachers



334

EAs/ECEs



35

Paraprofessionals



113

School Secretaries
& Office Assistants



130

Custodians &
Maintenance



72

Education Centre
Support Staff

271

Occasional Staff

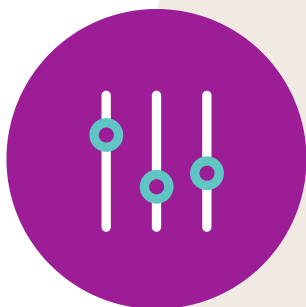
#Proud2BeHPE



Early Literacy



Learning foundational literacy skills in the Primary grades is essential for students to be successful in school. In support of this, Curriculum Services refined its plans in the past year. The revised literacy plan aligns with the Ontario Human Rights Commission's Right to Read recommendations, and includes elements about a literacy assessment continuum, a system-wide reading data collection plan, and access to foundational literacy resources.



Benchmark standards established for foundational reading K-3

Schools received several **new literacy resources** to enhance the delivery of teaching and learning experiences aimed at **improving foundational literacy skills**.

Mathematics

Math is for everyone, in every grade

The Curriculum Services team created an HPEDSB math diagnostic assessment tool aligned with the *Ontario Mathematics Curriculum*. This teacher resource helps determine precise entry points of student learning to guide instructional next steps.



37

Teachers enhanced their Mathematics qualifications by taking specific courses

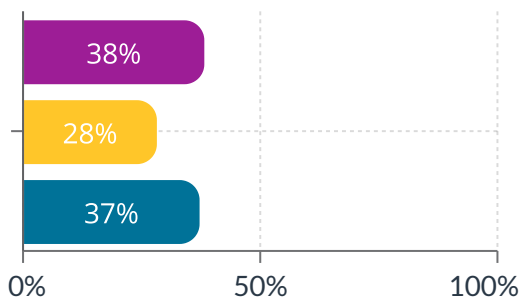
Supports to increase student achievement in Mathematics

- System-wide collection and analysis of numeracy data
- Co-planning and co-teaching among educators
- Creating personalized and precise student learning and achievement needs assessments



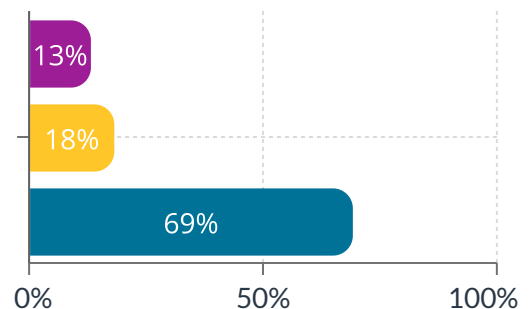
Data as of fall 2022 shows an overall increase in students' understanding of targeted skills, emphasizing the importance of explicit instruction in math fundamentals.

Before Personalized Supports



- Challenge
- Wondering
- Asset

After Personalized Supports



- Challenge
- Wondering
- Asset

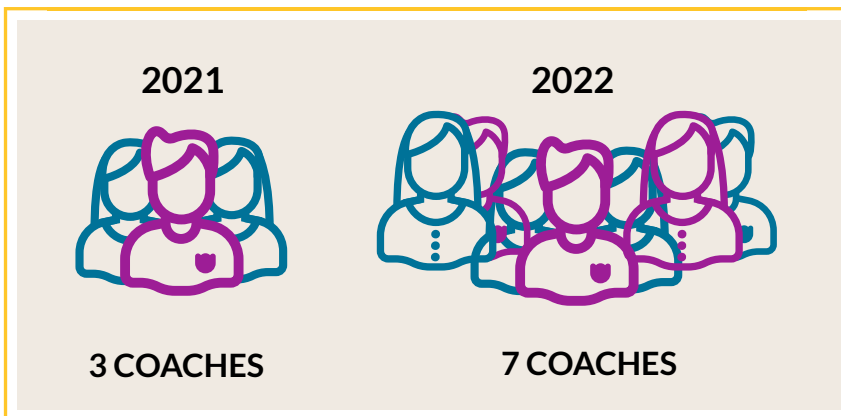
Secondary School Single Streaming

Single streaming means that students entering Grade 9 are no longer required to choose an applied or academic pathway. Instead, all students take the same courses.

Why is this significant? Historically in Ontario, Grade 9 students were streamed into Applied or Academic education pathways. That led to lower achievement expectations and significantly lower graduation rates for students who are streamed into Applied courses.

To address this disparity, single streaming for Grade 9 started with Mathematics in September 2021 and continued with English, French, Geography and Science in September 2022.

HPEDSB increased the number of single stream coaches (teachers) in 2022, to support increased student success and the change in practice



HPEDSB vision for single streaming

Address policies and practices that negatively impact students, so that all students are supported to be prepared for Grades 11 and 12 and have **equity of access to any pathway they choose** for their post-secondary education.



Summer Learning Supports



Summer learning programs for kindergarten to Grade 12 students focused on students' academic growth and access to mental health supports through virtual and in-person delivery options.

Summer learning program outcomes:

- Students' literacy and math skills improved as learning gaps from the previous year were reduced
- Students accessed reach-ahead credit opportunities and earned increased credits toward graduation
- Indigenous students were supported in their transition from Grade 8 to 9 through participation in Indigenous Culture camps focused on relationship building and cultural celebration associated with North Hastings Secondary School and Eastside Secondary School, including the acquisition of reach-ahead credits



Summer 2022 Special Education and Mental Health Funding



Mental Health Supports

Regulated mental health professionals (social workers) provided direct support to students on existing caseloads and responded to arising crisis situations.



Special Needs Summer Learning Supports

Educational assistants and teachers with special education qualifications were available to support students with special education needs.



Transition Back to School

Social workers, social services workers and Behaviour Support Services team members worked with the families of students with special education needs and mental health concerns before the start of the school year.

Special Education



Why Special Education?

To address the broad range of educational needs within the student population, HPEDSB uses the least restrictive differentiated programming approaches, placements, and supports. The special needs of exceptional learners may be met by adapting the programming in a regular classroom. Based on the continuous assessment process, early intervention, proactive program planning, and ongoing support are essential to maximize student achievement.



Special Education during the pandemic

Many supports and services were provided to assist students with special needs during the COVID-19 pandemic, and through the learning at home programming, which continued into the 2022 school year. The mental health needs of students, families and staff was never as significant as over the past year. The skilled work of the mental health team and the caring response from all staff members, helped families move forward with their children's education through numerous challenges.

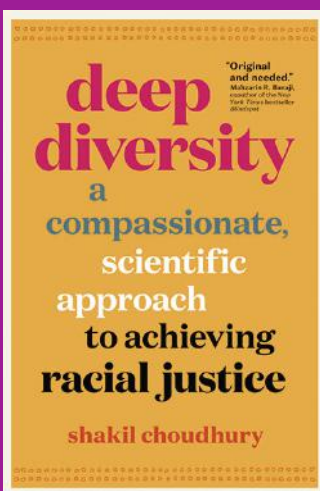
Equity



With equity being a Strategic Plan priority, HPEDSB introduced the **Innovation and Inclusion Services Department**, lead by Superintendent Kristen Niemi, to focus on the diverse aspects of equity in education. The new department's focus includes: equity and inclusive education, Indigenous education, Safe Schools, and innovative learning opportunities like the Ontario Youth Apprenticeship Program (OYAP), Dual-credit courses, Specialist High Skills Majors (SHSM), adult education, and summer school.

Bay of Quinte Pride Parade

For the first time, HPEDSB students, staff and families participated in the Bay of Quinte Pride parade. The Director of Education was joined by over 50 members of the HPEschools community in the parade through downtown Belleville, finishing at Zwick's park.



Professional Development with author Shakil Choudhury

The Equity and Inclusivity Advisory Committee invited staff to join author and educator, Shakil Choudhury, to discuss his book, *Deep Diversity: A Compassionate, Scientific Approach to Achieving Racial Justice*. Over one hundred staff members took the opportunity to read Choudhury's book and meet virtually to better understand how to become a systems thinker to challenge racism and other forms of systemic discrimination, recognize unconscious bias, and how to break racial "prejudice habits."

Indigenous Education



Growth and new opportunities in Indigenous education

The work in Indigenous education continued to grow in scope and impact in 2022. Through the efforts of a growing team and network of supports from within and outside HPEDSB, the goal of closing gaps and increasing student success progressed significantly. Unique opportunities and partnerships, like the collaboration with Ontario Youth Apprenticeship Program (OYAP), provided students at Eastside Secondary School (ESS) the opportunity to design, test and construct lacrosse heads using a 3D printer. Through the engineering process, students explored and experimented with styles and materials to find the best combination. Thanks to the support of the Mohawk community, students learned about the origins and meaning of 'The Creator's Game' and the importance it played, and continues to play, in Haudenosaunee communities.



Students making the cut

Students at ESS and North Hastings High School (NHHS) had opportunities to learn how to cut and process a variety of meat with a licensed butcher. Students first learned all necessary safety precautions, before using the equipment to cut and process different meats. Whether making hamburger patties and various sausages, or learning how to cut a simple roast, the students were highly engaged.

Indigenous awareness in schools

Successful programs to generate awareness about the impacts and legacy of colonial policies continued in the classrooms and schools at age and grade appropriate levels. This approach was balanced by celebrating the beauty and brilliance of Indigenous culture. **Think Indigenous Day**, a day long event at NHHS, highlighted the beauty of Indigenous cultures and knowledge by inviting the participation of Knowledge Keepers, artists and experts from a broad spectrum of areas and communities.



Summer programs

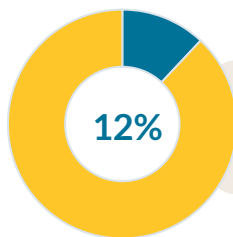
Student-focused summer programs with holistic approaches to student support resulted in notable credit accumulation and student success rates. One program, the *Enskattsiró:ten & Maadijse Podaaweishkode - Rekindling My Fire* summer program, had Indigenous youth in the Bancroft and Quinte areas take part in land-based, culture-based learning opportunities that generated pride and self-confidence while students earned a high school credit.



Student Success Engagement Initiatives



Specialist High Skills Majors (SHSM), Ontario Youth Apprenticeship (OYAP) and Dual Credits support student engagement by providing learning experiences outside the traditional classroom setting through a variety of partnerships. These programs offer students a head start for the next phase of their education or employment. A Strategic Plan goal is to increase participation in these programs so students feel meaningful connection to their learning and stay motivated to graduate.

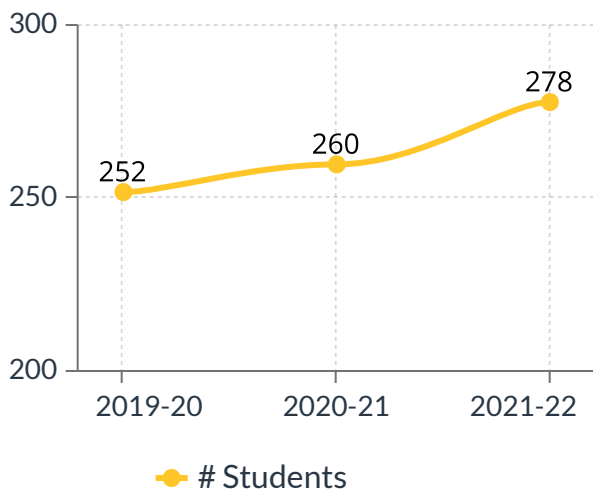


Currently twelve percent of Grade 11 and 12 students participate in a variety of Specialist High Skills Majors.

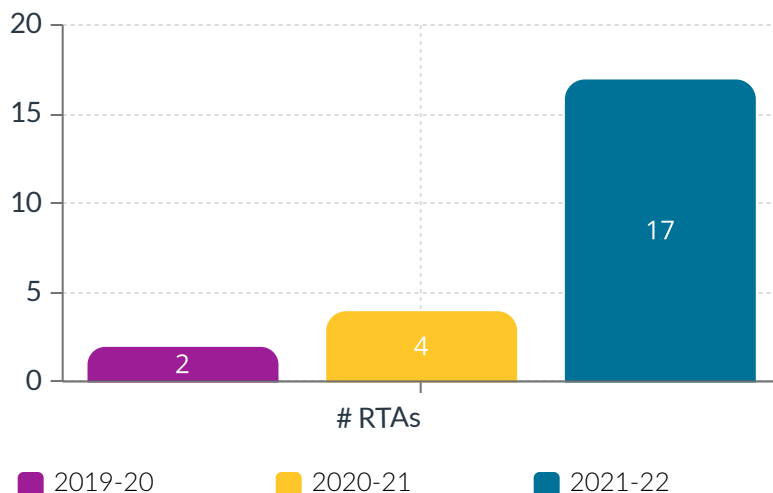


In 2021-2022, HPEDSB experienced significant increases in OYAP participation, with **278 students enrolled in OYAP**, and the number of students signed as apprentices through the **Registered Training Agreement (RTA)** process, which **jumped to 17** (below). This growth confirms that skilled trades is a first choice pathway for an increasing number HPEDSB students.

OYAP Enrolment



OYAP RTAs



OYAP partnerships

In June 2022, a renewed focus on partnerships between students, employers, community, and local colleges enabled HPEDSB to support the first graduate of an OYAP Level 1 Apprenticeship Program in over a decade. The Grade 12 student from Bayside Secondary School signed as an electrician apprentice before graduation, having successfully completed her first block of mandatory apprenticeship training at St. Lawrence College, completely funded through OYAP-related initiatives.



New apprenticeship opportunities

In fall 2022, two HPE students began Level 1 opportunities. A Prince Edward Collegiate Institute student began attending St. Lawrence College for plumbing, and a Trenton High School student began with Loyalist College for automotive service technician training. These opportunities represent the highest achievement possible for a secondary school student in a skilled trade. HPEDSB is committed to securing more Level 1 placements for students in the future.



Quinte Adult Education

Quinte Adult Education (QAE) is part of the new Innovation and Inclusion Services Department. QAE offers high school credits through independent study for students who are 18 years and older, whether they want to earn credits towards their Ontario secondary school diploma (OSSD) or upgrade for post secondary education.



June graduate Christian and the QAE support team.

QAE graduate stories

The hard-working adult students have inspirational stories about overcoming obstacles and persevering to meet their educational, career, and personal goals. One recent graduate, **Christian**, was very excited and thankful to earn his OSSD in the two short years he had been in Canada. He wrote to the team, "I wanted to thank you again and express to each of you my sincere gratitude for all of your relentless support, assistance and encouragement. It is because of your dedication to education (and quick email responses!) that I was successful in obtaining my OSSD within the first 2 years of me arriving in Canada. Words cannot express my heartfelt gratitude and appreciation for you all, and all that you do!"

Another graduate, **Les**, also shared his story about registering with QAE to stay active in his learning to keep his dementia from progressing. While doing so, he also earned his OSSD.

QAE students have the flexibility to study anywhere, anytime, and at their own pace, enabling each student to create their own path to success in the completion of their high school diploma.



655

STUDENTS



106

GRADUATES
(JUNE 2022)

International Student Program



The **International Student Program** (ISP) offers students from all over the world the opportunity to attend an HPEDSB secondary school for one year of studies, while being boarded with a local host family for an immersive Canadian experience.

For the 2022 school year, the ISP has:



55 Students



From 10 countries

Brazil, China, France, Germany, Italy, Korea, Mexico, Spain, Turkey, Vietnam.

The ISP has Canadian student ambassadors at Bayside, Centennial and Eastside Secondary Schools. These students assist staff at student orientations, provide leadership to students, host school tours and are able to offer first-hand knowledge and guidance to students. These students also actively participate in some ISP trips and activities. Some of the activities for students include: a CN Tower visit and Blue Jays game, overnight trip to Niagara Falls, Belleville Senators game, day at Canada's Wonderland, overnight trip to Montreal, Brimacombe skiing and snowboarding excursion, and other social events.



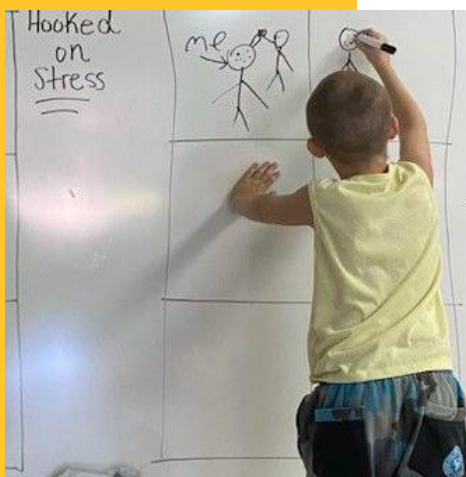
Mental Health Supports

Student mental health and well-being is always a priority at HPEDSB, particularly given the challenges posed by the pandemic. In 2022, several new mental health initiatives were introduced to bridge identified gaps and provide students easier access to needed supports.



Therapy Dogs

The therapy dog program at Bayside Secondary School provided students and staff an opportunity to feel, touch, pet, cuddle and read to therapy dogs. These supports are known to lessen depression and loneliness, increase socialization, and provide comfort, support and joy. Plans are underway to expand the therapy dog program to Eastside Secondary School and Centennial Secondary School in 2023.



North Hastings Education and Community Partnership Program (ECPP)

ECPPs provide students in need of social-emotional skills, self-regulation and school readiness, professional mental health and academic support in a specialized program. To ensure equity of access in the north, HPEDSB and community partners expanded the ECPP program to York River Public School. A supplemental resource, *Kids Have Stress Too*, was introduced in ECPP classroom discussions that involved stress, worries, and healthy ways to cope for students who have experienced trauma.



The Break Room

Jolie Brant, Student Mental Health lead, developed and piloted The Break Room, an interactive mental health resource designed for secondary students that provides a wide range of mental health supports, including community crisis numbers, calming apps, stress reduction strategies, and contacts for the Kids Help Phone. There is also a counselling office link to introduce the student success team, with explanations about their specialties. This initiative reached a wide audience and will continue to provide easy access to mental health information and supports.

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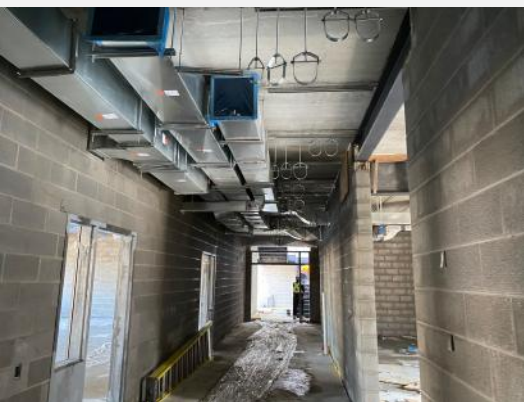


Easthill Elementary School Construction



In 2022, construction continued on the new **Easthill Elementary School** in Belleville, with progress on track for the school to welcome students in the fall of 2023. The new school has 48,600 square feet of learning space that can accommodate 472 students. Easthill Elementary School will replace Queen Elizabeth Public School and Queen Victoria School, which are slated to close in summer 2023.

As of fall 2022, masonry, structural steel and hollow-core plank work is being completed on the second floor and the building is expected to be dried-in prior to winter 2022. On the interior of the building, HVAC and electrical rough-ins have been progressing well and door frames have been installed throughout the ground floor. There have been no notable safety-related issues onsite and the building inspector has been satisfied with the work.





Ventilation Improvements

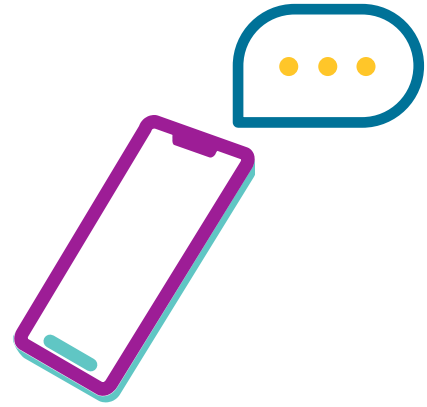


HPEDSB has been optimizing air quality in schools through improved ventilation and filtration using the following strategies:

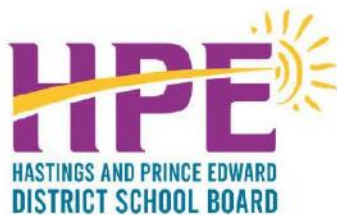
- Deploying **1357 standalone HEPA units** in all occupied learning spaces, in alignment with the Ministry of Education's guidelines for school ventilation.
- Preventive maintenance program on all ventilation systems to ensure effective operation, including operating windows.
- Breakdowns acted on quickly through staff and contractors to ensure reduced downtime.
- Filters changed more frequently, and the filter rating increased to catch smaller particles, as appropriate for each type of equipment.
- Projects to update and add ventilation to schools to provide a long-term solution to increase air quality.
 - **15 ventilation renewal projects** have been completed, a cost of \$7.8M at the end of August 31, 2022
 - **13 ventilation renewal projects** are planned for completion by the end of August 31, 2023, at the cost of an additional \$6.3M



SchoolMessenger SMS Texting



Early in 2022, as part of the strategic plan commitment to ensure responsible communications and improve public relations by providing information that is timely, transparent and accessible to all, HPEDSB expanded the existing SchoolMessenger automated phone and email communications system by introducing an **SMS text message** option to families. The new system used a simple opt-in and out feature, enabling families to easily register to receive text messages from their school and HPEDSB to the cellular phone number of their choice, making it easy for families to receive important information quickly and conveniently.



Parent and Guardians

Announcing our text messaging service!

Just send
“Y” or “Yes”
to 978338



Recruiting

Following the uncertainty and isolation of the pandemic, a significant challenge faced across the education sector in Ontario was ensuring adequate numbers of staff to support students as the province resumed in-person learning in schools.

To rebuild the supply of diverse professionals needed across HPEDSB, the Human Resources team **enhanced recruitment activities** by participating in numerous trade shows, hosting targeted recruitment sessions at post-secondary schools, partnering with Communications Services to conduct a robust **“We are Hiring” advertising campaign**, and introducing new **Apply to Education software**, a user-friendly interface for job seekers and staffing agents designed to streamline the hiring process.



COVID-19 Response



Pandemic protocols

HPEDSB entered the 2021-2022 school year with the same COVID-19 protocols in place as the previous year. Staff and students wore appropriate Personal Protective Equipment (PPE), completed the provincial screening tool each morning, physically distanced, used proper hand hygiene and followed enhanced cleaning protocols. All Ontario school boards also continued to report absences to the Ministry of Education on a daily basis.

COVID-19 in schools

From September to December 2021, when case and contact management on all COVID-19 confirmed cases was occurring, HPEDSB had a **114 students** and **11 staff** members test positive, which affected **26 schools**. **Four schools were closed** due to COVID-19 outbreaks, which were ordered jointly by HPEDSB and Hastings Prince Edward Public Health (HPEPH). In January 2022, the province lifted the case management protocols and HPEDSB no longer reported COVID-19 cases; however, continued to work with HPEPH when absences went above 30% above baseline for their school.



114
STUDENTS

11
STAFF



26
SCHOOLS



4
CLOSURES

Building community partner relationships

An unexpected benefit of the pandemic response was the opportunity for HPEDSB to enhance relationships with neighbouring school boards and community partners HPEPH and Tri-board Student Transportation. The frequent meetings and ongoing communications with the neighbour boards, Public Health and Tri-board, enabled a variety of perspectives to contribute to comprehensive response strategies and laid the foundation for continued collaboration with these partners moving forward.

Health and Safety Training

On October 24, 2022, the Human Resources team conducted PA Day interactive training with all elementary and secondary school administrators about the following Occupational Health and Safety topics:



Violence in the workplace



Site Violence Risk Assessments



Notification of Risk of Workplace Violence



Safety plans
(Student and Staff)



Online incident reporting



Employee Mental eHealth and Well-being

The training resource was assembled by Tabatha Leonard, Health and Safety Officer, in collaboration with a cross federation team of the board's labour partners with the intent of taking Ministry mandated elements and building in ready-to-implement activities for school leaders to use with their staff. Implementation of the content was mandatory, but using the Universal Design for Learning (UDL) principle of firm goals and flexible means, the way schools could choose to explore and adopt the materials was flexible, with options to divide staff up into expert groups for the different sections and report back on the key points or to have full-group staff discussions using the provided discussion prompts.

Student Spotlights



Grade 12 student completes first year electrical apprenticeship through OYAP

In June 2022, Serena MacFarlane, a Grade 12 student from Bayside Secondary School (BSS), completed her final exam to become the first HPEDSB graduate of the level 1 electrical apprenticeship in over a decade, having been placed with a local electrical company through the Ontario Youth Apprenticeship Program (OYAP). During her final year of secondary school, Serena simultaneously completed the first year of apprenticeship training toward her electrician's license. The week following her completion of Grade 12, Serena returned to her placement to continue her apprenticeship and her journey toward a rewarding, high-demand career.

Prince of Wales PS MusiCounts grant

In May 2022, Prince of Wales Public School received \$12,000 in music equipment funding through the MusiCounts Band Aid Program, one of only 95 schools across Canada to receive the grant. The school ordered 22 different Orff instruments, 25 coloured xylophones, class sets of boomwhackers, and a 3-octave marimba. The new instruments focus on preparing students for the Grade 6 to 8 instrumental program at the school, with the aim of sending as many students as possible to secondary school with a solid foundation in instrumental music performance.



Skills Canada welding medalists

In spring 2022, Bayside Secondary School (BSS) students Ian Ketcheson and Marshal Tebworth performed impressively at the Skills Canada Ontario Provincial Skills Competition, winning respective gold and bronze medals for their welding abilities. Ian then went on to win the gold medal for welding at the National Skills Competition and admirable accomplishment for Ian and the BSS Technology program.



Canadian Science Fair champions

In May 2022, three HPEDSB students known as “Team Quinte” competed in the Canada-wide Science Fair, having taken top honours at the Quinte Regional Science and Technology Fair earlier in the spring. Surya Narayan Santhakumar received a gold medal in the Junior Division and a Challenge Award for Digital Technology with his project Snow Sbot V2, which involved creating a robot that can help seniors by plowing snow from driveways and sidewalks. Harshita Srikanth and her project Creativity = TRIZ won a bronze medal in the intermediate Division with her project that involved creating a novel process for recycling hardcover books by using the Theory of Inventive Problem-Solving (TRIZ) principles to find a solution for this environmental problem. Nina Graciano participated with her project Secret to Sleep, Aloe Vera.

Student Spotlights



Spring 2022 university scholarship winners

Alisha Haseeb from Eastside Secondary School was awarded a TD Community Leadership post-secondary school scholarship for her actions to aid her peers and community members who struggled with mental health during the pandemic. The scholarship of up to \$70,000 recognizes students who have demonstrated an outstanding commitment to community leadership.

Holly Morton from Eastside Secondary School and Emma Dafoe from North Hastings High School were awarded Schulich Leaders scholarships for science at Queens University and Western University, respectively. Schulich Leader scholarships are highly coveted Science, Technology, Engineering or Math (STEM) scholarships valued at \$100,000 or more. Every high school in Canada can nominate one graduating student each year to apply for the scholarship. Of the over 300,000 students nominated, one hundred are awarded annually to entrepreneurial-minded high school graduates enrolling in a STEM program at universities across Canada.

Provincial and National Track and Field Medalist

Following a gold medal win for javelin at the Provincial Track and Field championships, 15-year-old Eastside Secondary School student Aiden Crawford claimed another medal at the National Track and Field championships in Sherbrooke, Quebec. Ranked 9th in Canada, Aiden won bronze in the Under 16 shot put. Despite a personal best throw of 48.13 metres, he finished fourth in javelin. Aiden medalled in every meet during the 2022 spring season.





ELI THE EEL CHAMPION FOR THE ENVIRONMENT



Eli the Electric Eel at Prince Charles Public School

In the 2021-2022 school year, Grade 5/6 students at Prince Charles Public School in Trenton introduced Eli the Electric Eel to the school. Eli visited classrooms to remind staff and students to protect the planet by reducing the amount of energy being wasted when electronics and lights were left on in empty classrooms. The students shared their efforts to make eco-friendly changes at their school with TVOkids, who then invited the students to participate in a new environmental TV series. In October 2022, TVO squad members with various areas of environmental expertise, were filmed visiting Prince Charles PS to mentor the students involved with Eli the Electric Eel. The team plans to return in early 2023 to follow up with the students about the effects of Eli's messaging for energy conservation. The working title of the new series is "LBD Squad" and it is expected to air on TVO in the fall of 2023.



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