

## MINUTES OF THE REGULAR BOARD MEETING

Held in Person and Via Zoom on March 27, 2021, at 10:00 a.m. at Christ the Redeemer Catholic Education Centre, 1 McRae Street, Okotoks, AB

Administration in Attendance Scott Morrison (Superintendent) Vincent Behm (Associate Superintendent) Mariette Moss (Associate Superintendent) Michael Kilcommons (Associate Superintendent) Aileen Brunette (Executive Assistant)		on (Superintendent) n (Associate Superintendent) ss (Associate Superintendent) mmons (Associate Superintendent)	Attended In Person In Person In Person In Person In Person	Trustees in Attendance Ron Schreiber (Chair) Andrea Keenan (Vice-Chair) Harry Salm John de Jong Joanne Van Donzel Michelle Rude-Volk Mark Chung Vijay Domingo	Attended In Person In Person In Person Via Videoconference Via Videoconference Via Videoconference Via Videoconference Via Videoconference
1		OPENING			
	1.01	Call to Order	Vice Chair Keenan (Foot	hills County) called the meeting to c	order at 9:36 a.m.
	1.02	Litany	Superintendent Morriso	on led the Board in reciting the Litan	y of CTR Catholic.
	1.03	Board Prayer, Vocations Prayer, Vision of the Board, and Consecration to Mary	Vocations Prayer, and s	chills County) led the Board in recitin tated the Vision of the Board. Vice C division has been consecrated to the	hair Keenan (Foothills
	1.04	Acknowledgement		hills County) recited an acknowledg on Treaty 7 land as follows:	ement that the Board
			Blackfoot Nations, whic acknowledge the Tsuut' (Region 3) and all peopl Alberta. We are making	owledge the traditional territories are hincludes the Siksika, the Pikani, and ina and Stoney Nakoda First Nations e who make their homes in the Treaty this acknowledgement to further digether as a community in laying the education."	d the Kainai. We also s, the Métis Nation ty 7 region of Southern emonstrate our
	1.05	Lectio Divina – Gospel of Mark	Sunday and invited siler	hills County) read the Gospel of Man nt reflection on the scripture. Partici I discussed the Gospel's message in o	pants identified
	1.06	Additions/Deletions to the Agenda		hills County) asked if there were any agenda. There were none.	y additions or deletions
	1.07	Approval of the Agenda	Joanne Van Donzel (Hig that the agenda be ado Motion #38-21	•	
					Carried
	1.08	Adoption of Regular Board Minutes February 25, 2021		ular Board Meeting held on February and recommended for adoption as part of the second section and the second section as part of the second section and the second section and the second section section section section sec	
			John de Jong (Brooks) r that the Minutes of the	<mark>noved:</mark> Regular Board Meeting dated Febru	ary 25, 2021, be

adopted as presented.

Motion #39-21

### 2 BUSINESS ARISING

2.01 Business Arising

There was no business arising.

# 3 FOUR YEAR EDUCATION PLAN UPDATE

3.01 Universal Mental Health Supports

Associate Superintendent Moss presented on Universal Mental Health Supports, which will be part of CTR Catholic's Four-Year Education Plan. The plan will focus on the mental health of CTR Catholic's students. Research shows that 40% of students with no previous mental health issues have experienced a deterioration of their mental health during the pandemic. The areas of focus will include relationships, regulation, and safety. CTR Catholic is compiling a catalogue of classroom strategies for teachers to use when supporting students experiencing social and emotional issues. Superintendent Morrison noted that these strategies are already being used in classrooms and they are drawing their attention back to them as they are proven to work. Parents will be surveyed to gather authentic feedback which will also act as a communication strategy by building awareness. The plan will be shared with teachers at their August Professional Development day. Associate Superintendent Moss stated that the goal is to take the stigma out of mental health issues and aim for resiliency and recovery.

Trustee Domingo (Canmore) mentioned to the Board that FORMED.org is a great resource for the mental health of older students. Discussion on parent engagement in the plan followed. Associate Superintendent Moss replied that part of CTR Catholic's plan will be to engage parents, which will begin by discussing it at the May Council of Council meeting.

Trustees commented that they like the idea of universal mental health supports but worry that some parents think their children are resilient and will bounce back. Parent inclusion will be integral to the success.

Superintendent Morrison congratulated Associate Superintendent Moss' team on an elegant plan to support CTR Catholic's teachers and students.

## 4 CORRESPONDENCE

4.01 Letter from Alberta Catholic School Trustees' Association

Presented as an information item.

4.02 Acceptance of Correspondence

Vice Chair Keenan (Foothills County) presented the correspondence item, which was discussed by Board members.

# 5 REPORTS FROM WARD COMMITTEES

5.01 Trustees to Identify One Ward Highlight to Feature in Board Highlights

Vice Chair Keenan (Foothills County) reminded Trustees to identify one pillar highlight from all presented Ward meetings for the March Board Highlights.

5.02 High River Ward Committee March 9, 2021

Trustee Van Donzel (High River) highlighted the following from CTR Catholic's four pillars, as they pertained to the High River Ward Committee meeting:

**Faith**: Holy Spirit Academy and Notre Dame Collegiate partnered together for Faith Days. Staff had time to listen, share, and engage in service projects such as Rowan House, shopping for those in need, donations of food, and praying for those in need of support.

**Learning**: Notre Dame Collegiate is purchasing equipment to allow ADHD students to engage in intense physical activity to increase their physical self-regulation.

**Safe and Caring**: *Loose Parts Play* continues to be a strong focus at Holy Spirit Academy, promoting active and creative play.

**Stewardship**: 50% of Holy Spirit Academy's families are interested in fulltime kindergarten, so the program appears to be meeting a need.

## Joanne Van Donzel (High River) moved:

that the Minutes of the High River Ward Committee meeting held March 9, 2021, be approved as presented.

Motion #40-21

**Carried** 

5.03 Okotoks Ward II Committee March 11, 2021

Vice Chair Keenan (Foothills County) highlighted the following from CTR Catholic's four pillars, as they pertained to the Okotoks Ward II Committee meeting:

Faith: Both schools were pleased with the local Faith Days. The Centre For Learning@HOME and St. Luke's Outreach Centre appreciated the opportunity to do service projects. Service was the most unique and "new" thing about Faith Days.

**Learning:** The Centre For Learning@HOME is creating at least one marquee program. They are looking at music and band being the most popular and are collaborating with Stanford University on the possibility of using synchronized performance software.

**Safe and Caring**: Leslie Woehleke shared a story of a Grade 11 student who came in with five credits and is now doing Grade 11 courses and earning waived credits in grade 10. Paul Byrne shared a story of a child with Down's syndrome who is completing her 12<sup>th</sup> year and has been accepted to Red Deer Collage in the Arts program.

**Stewardship**: The Centre For Learning@HOME is forming a school council and already has 41 members interested in serving. St. Luke's Outreach Centre currently has three students registered in the RAP Program.

#### Andrea Keenan (Foothills County) moved:

that the Minutes of the Okotoks Ward II Committee meeting held March 11, 2021, be approved as presented.

Motion #41-21

Carried

5.04 Brooks Ward Committee March 17, 2021

Trustee de Jong (Brooks) highlighted the following from CTR Catholic's four pillars, as they pertained to the Brooks Ward Committee meeting:

**Faith**: The Year of St. Joseph has motivated St. Joseph's Collegiate into focusing on a different attribute for St. Joseph each month. They are also having a Faith Day for students on the Feast Day of St. Joseph and a Grade 12 student will be the guest speaker.

**Learning**: Holy Family Academy gives their students online books via the Raz-Kids program and they are using ELL phonics and sight word programs to help remediate learning loss due to the pandemic.

**Safe and Caring**: Christ The King Academy has resumed sports with 8 cohorts of badminton, and they have noticed an improvement in the students' spirits. St. Joseph's Collegiate formed an inclusion club, lead by 3 students with the help of alumni. One of the highlights is "Sharing Our Stories", how new Canadians have come to St. Joseph's Collegiate.

**Stewardship**: The three schools are planning a very large celebration to commemorate 25 years of Catholic education in Brooks. Bishop McGrattan will be with them for the celebration. Holy Family Academy has 17 interested families for full day kindergarten.

John de Jong (Brooks) moved:

that the Minutes of the Brooks Ward Committee meeting held March 17, 2021, be approved as presented.

### Motion #42-21

Carried

5.06 Trustees Identify Ward Statement for Board Highlights

It was the will of the Board to profile 25 years of Catholic education coming out of the Brooks Ward stewardship statement, and to profile the formation of a School Council at The Centre for Learning@HOME coming out of Okotoks Ward II stewardship statement.

### 6 BOARD STANDING COMMITTEES

Committee of the Whole,
 Liaison, GrACE CTR, Policy
 Development and Review, and
 Awards

6.01 Committee of the Whole February 25, 2021

Vice Chair Keenan (Foothills County) presented the minutes from the Committee of the Whole meeting held on February 25, 2021.

## Andrea Keenan (Foothills County) moved:

that the minutes of the Committee of the Whole meeting dated February 25, 2021, be approved as presented.

Motion #43-21

Carried

6.02 Liaison Committee February 23, 2021

Chair Schreiber (Okotoks) joined the meeting at 11:00 a.m. and presented the minutes from the Liaison Committee meeting held on February 23, 2021. Trustee Salm (Strathmore) requested a grammatical error on page 4 be fixed.

### Ron Schreiber (Okotoks) moved:

that the minutes of the Liaison Committee meeting dated February 23, 2021, be approved as amended.

Motion #44-21

Carried

6.03 GrACE CTR Committee March 1, 2021

Vice Chair Keenan (Foothills County) presented the minutes from the Grace CTR Committee meeting held on March 1, 2021.

## Andrea Keenan (Foothills County) moved:

that the minutes of the GrACE CTR Committee meeting dated March 1, 2021, be approved as presented.

Motion #45-21

Carried

6.04 Policy Development and Review Committee March 8, 2021

Trustee Van Donzel (High River) presented the minutes from the Policy Development and Review Committee meeting held on March 8, 2021.

## Joanne Van Donzel (High River) moved:

that the minutes of the Policy Development and Review Committee meeting dated March 8, 2021, be approved as presented.

Motion #46-21

Carried

6.05 Revisions to Board Policies

Trustee Van Donzel (High River) presented recommended revisions to Board policies coming out of the Policy Development and Review Committee meeting held on March 8, 2021.

## Joanne Van Donzel (High River) moved:

that the Board approves amendments to the following Board Policies:

- Board Policy 01, Divisional Foundation Statements.
- Board Policy 02, Role of the Board.
- Board Policy 03, Role of the Trustee.
- Board Policy 04, Trustee Code of Conduct.
- Board Policy 06, Board Operations.

#### Motion #47-21

**Carried** 

6.06 Awards Committee – St. Joseph
Parent of Distinction Awards

Trustee Rude-Volk (Oyen) stated that the ten applicants received from schools for the St. Joseph Parent of Distinction Award were approved via email by committee members.

## Michelle Rude-Volk (Oyen) moved:

that the ten submitted nominations for the St. Joseph Parent of Distinction Award be approved.

Motion #48-21

Carried

## 7 TRUSTEES

7.01 Upcoming Trustee Events

Presented as an information item.

# 8 ALBERTA CATHOLIC SCHOOLS TRUSTEES' ASSOCIATION

8.01 ACSTA Directors' Meeting Update

Trustee de Jong (Brooks) highlighted the following from the March 22<sup>nd</sup> virtual meeting:

- A Governance Committee has been formed to assist with the realignment of ACSTA, of which he is one of the four members of.
- Bill 51 was discussed as a constitutional threat to Catholic education.
- Monday Morning Media is a great resource on what is happening in Catholic education across the province.
- The upcoming combined SPICE/Blueprints conference is offering very good speakers and two panel discussions. Board Chair Schreiber (Okotoks) will be recognized for his 25 years of service as a Catholic trustee at the conference.

# 9 ALBERTA SCHOOL BOARDS ASSOCIATION

9.01 ASBA Zone 5 Report

Vice Chair Keenan (Foothills County) highlighted the following from the March ASBA Zone 5 meeting:

- They had a productive meeting with the Education Minister on March 12<sup>th</sup>.
- The Advocacy Professional Development in February was well attended.
- Operating board procedures will be implemented in May.
- Ron Taylor reported on the following:
  - Budget details and funding profiles will be delivered to school divisions at the end of the month.
  - To streamline government operations and measures, business plans will be shortened.
  - May 31<sup>st</sup> is the deadline for school divisions to submit their Education Plans.
  - Numbers are unsteady due to the lack of students writing Diplomas and Provincial Achievement Tests.
- Chair Schreiber (Okotoks) presented the 2019-2020 audit results and recommended that there be more detailed record keeping, safe keeping by the Vice Chair to reduce confusion of accountability, and operating procedures be reviewed for expense procedures.

- Discussion on not having a banker board but an ASBA alternative took place.
- In the afternoon they had professional development with MNP, a company doing a bylaw review consultation for ASBA to assist them in being timelier in their policy position process.

## 10 NOON PRAYER AND GRACE

10.01 Noon Prayer and Grace

Trustee Rude-Volk (Oyen) led the group in the Noon Prayer and Grace.

### 11 AFTERNOON OPENING PRAYER

11.01 Afternoon Opening Prayer

Associate Superintendent Moss led the group in the Afternoon Opening Prayer.

### 12 DIVISION

12.01 Trustees to Identify One Board Highlight Feature Per Superintendent Report Chair Schreiber (Okotoks) reminded Trustees to identify one feature per Superintendent report for March Board Highlights.

12.02 Superintendents' Reports

Associate Superintendent Moss reported on the following:

- Reviewed the Faith Days 2021 survey results which overall were very strong. Feedback from trustees included having a question on future Faith Days surveys of how Faith Days has impacted teachers' faith lives, are they attending Mass more, etc., and the desire to occasionally have Faith Days in their local communities.
- CTR is relaunching #Relationships in a Digital Age. Lesson sets will resume this spring in Grades 4 to 11, a monthly newsletter will be sent out to parents, and an invitation to view *Screenagers: Growing Up in a Digital Age* saw more than 150 people registered in the first 24 hours.
- Alberta Education is looking for teacher volunteers in Kindergarten to Grade 3
  to give two standardized tests to their students as part of their Literacy
  Assessment Pilot. There is a strong interest from CTR Catholic's teachers to
  participate.
- Gave an update on COVID-19 cases in CTR Catholic as of March 26<sup>th</sup>.
- Reminded trustees of upcoming events: GrACE Summit, ASCA Annual Conference and AGM, and the Spring Council of School Councils meeting.

It was the will of the Board to highlight Faith Days survey results from Associate Superintendent Moss's report in their March Board Highlights.

Associate Superintendent Behm reported on the following:

- Gave an update on staffing including the number of total, as opposed to successful, transfer requests and retirements/resignations.
- A new addition to their process regarding temporary contract holders and substitute teachers. They now complete a document that indicates if they are looking for a position next year and clarifies the process for them.
- Career fairs will likely be going in person next year as universities gear up to go back to in person learning in September. It was a challenge having virtual interviews this year and most of their top candidates have already accepted positions elsewhere.
- Educational assistants are CTR Catholic's second largest employment group.
  They will be maintaining their staffing levels of educational assistants for the
  next school year. Educational assistants receive approximately two hours per
  month of professional development, which usually takes place outside of the
  school day and not during Friday CLC time.
- Staff are being engaged through consultations in a process that looks in depth
  at occupational wellness. Associate Superintendent Behm reviewed the 13
  factors that contribute to occupational wellness with Trustees, with a focus on
  involvement and influence, civility and respect, growth and development,

clear leadership and expectations, and recognition and reward. Chair Schreiber (Okotoks) commented that when you raise the resiliency of staff it is passed onto the students.

It was the will of the Board to highlight the promotion of occupational wellness using existing strategies from Associate Superintendent Behm's report in their March Board Highlights.

Associate Superintendent Kilcommons reported on the following:

- CTR Catholic is developing new and lengthy Informed Consent Forms for all 37 school divisions involved in ARMIC that are very legalistic.
- The Critical Workers Benefit will be paid out on March 29<sup>th</sup> to over 80% of CTR Catholic's full time applicable staff.
- Modular classrooms requests have been submitted for Our Lady of the Snows Catholic Academy in Canmore and Notre Dame Collegiate in High River. With the announcement of additional funding, requests for portables at St. Francis of Assisi Academy and a joint request for Our Lady of the Snows Catholic Academy with Franco Sud have also been made.
- CTR Catholic received \$3,536.92 in Catholic Education Sunday funds, despite the Board's decision to defer to parishes. The monies are to be used to support Catholic education. Discussion followed on how to disperse the funds. Suggestions including giving the funds to the three school communities celebrating major anniversaries of Catholic education, contributing to Toonies for Tuition, supporting a youth worker at the parish in Brooks, or giving to the needy parish in Strathmore. A decision was deferred until the April Board meeting while Associate Superintendent Kilcommons does some research to provide Trustees with rationale beforehand.

It was the will of the Board to highlight modular classrooms from Associate Superintendent Kilcommons' report in their March Board Highlights.

Superintendent Morrison reported on the following:

- During the pandemic, the division has simplified, exempted, and accommodated (SEA). As a return to normal occurs, CTR Catholic will use universal mental health supports as a response.
- In a return to SEE (standards, expectations, and excellence) teachers will be
  given individual team time to develop praxis plans which will identify high
  yield research strategies to promote high level learning in response to any
  deficiencies experienced in learning during the pandemic and ensure CTR
  continues to promote the highest levels of academic excellence.
- The motivation for full time kindergarten is to keep enrolment and staffing stable as a small cohort of students going through the school can attribute to staff reduction.
- There has been no response from Franco Sud regarding the signing of a Joint Use Agreement in order to be on title of the shared facility in Canmore.
- New communication campaigns were reviewed as follows: Budget 2021, Summer School, Supervision, Evaluation and Growth, S'MORE Newsletter, and School Influencers. Key messages for each campaign are highlighted for use by Trustees.
- Superintendent Morrison was acclaimed First Vice President of CASS for next year.
- Senior administration worked most of last summer due to the pandemic so Superintendent Morrison is giving them the option of taking their banked days before the end of June, and if unable to do so, they will be paid out. They cannot carry over more than 5 days of unused vacation in this regard.

CTR Catholic is currently looking at a \$1.5 to \$2 million operating surplus due
to The Centre for Learning@HOME's additional enrolment. The strategy to
use the extra monies is threefold: first, CTR will purchase items to reduce
expenses next year such as laptops and textbooks; second, in limited cases,
CTR will purchase some of the items on school "wants" list; and third, CTR will
run a surplus which will be offset by a deficit budget next year.

It was the will of the Board to highlight communication campaigns from Superintendent Morrison's report in their March Board Highlights.

12.03 Program Review Update

Associate Superintendent Kilcommons updated trustees on the Transportation Department review stating that Superintendent Morrison hired Terry Gunderson and Jim Meadahl through ASBA to conduct the review. A parent survey was conducted in early March and a deeper analysis will be provided once they are finished conducting the review.

12.04 Budget Update

Associate Superintendent Kilcommons reported that detailed grant allocations will be given to school divisions by the end of the month. Currently enrolment predictions and anticipated staffing needs suggest a potential deficit for 2021-2022.

Associate Superintendent Kilcommons reviewed funds received and monies spent from the 2020-2021 budget including increased spending allocations for insurance and COVID related costs. CTR Catholic was able to allocate \$1.3 million to manage future costs from their anticipated 2020-2021 budget surplus.

Trustee de Jong (Brooks) commented that the division should be mindful of furniture and equipment requests as there is furniture inventory in storage in Brooks due to COVID.

12.05 École Good Shepherd School Gymnasium Update

Superintendent Morrison discussed the issues related to the cost and complexity of the École Good Shepherd Gymnasium project. He advised the Board that the project is too disruptive to students and their learning, it is too expensive, and it is a solution that will only be followed by another problem which is remediating the rest of the school.

## Harry Salm (Strathmore) moved:

that the Board Chair write the Minister of Education with the Board's concerns in regard to the cost and complexities of the École Good Shepherd School Gymnasium project, as well as the cost and complexity of making the required improvements to the rest of the school.

Motion #49-21

Carried

12.06 Presentation of Three-Year
Capital Plan and Infrastructure
Maintenance and Renewal (IMR)
Update

Associate Superintendent Kilcommons presented CTR Catholic's Three-Year Capital Plan which is due April 1, 2021, for Board approval. CTR Catholic's top priorities were discussed and amended to reflect the following:

- 1. Okotoks A new Kindergarten to Grade 9 School in D'Arcy Ranch.
- 2. Okotoks A viability analysis of École Good Shepherd School.
- 3. Canmore A permanent addition to Our Lady of the Snows Catholic Academy.
- 4. High River A new Grade 9 to 12 school in Montrose area.
- 5. Brooks A permanent addition to St. Joseph's Collegiate.
- 6. Okotoks Demolish/replace/modernize École Good Shepherd School.

Trustee Salm (Strathmore) expressed interest in contacting the developer of the only potential school site in Strathmore to discuss a Catholic school. Trustee Van

Donzel asked for permission to talk to the High River councillors to secure land for a new school. Both requests were approved by the Board, and Associate Superintendent Kilcommons will join in both meetings.

## Harry Salm (Strathmore) moved:

that the Board approves the Three Year Capital Plan, as amended. *Motion #50-21* 

**Carried** 

Director of Facilities Lunn presented an update on Capital and Maintenance Renewal (CMR) funds used in the division from April 2020 to March 2021. The CMR funds runs parallel to the Infrastructure Maintenance and Renewal (IMR) funds, and its intent was to stimulate the economy by getting people back to work. CTR Catholic was allotted \$2.6 million dollars, which was spent on upgrading all schools to LED lighting, outfitting school bathrooms with touchless faucets, paving the lots of several schools, and renovating classrooms.

Director Lunn then reviewed IMR funds used for the fiscal year 2020-2021 that runs from September to June, highlighting projects in each community. CTR Catholic is benefitting from receiving CMR and IMR funds as every school in all communities are getting attention.

The Board were very appreciative of Director Lunn's department for their diligence in organizing and supervising the high number of projects made possible by the new funding.

#### 13 INTERNATIONAL FIELD TRIPS

13.01 International Field Trips

There were no international field trips brought forward for approval due to the ongoing pandemic and the Board's current ban on field trips.

## 14 LOCALLY DEVELOPED COURSES

14.01 Locally Developed Courses – Math Analysis and Approaches (2020)

Associate Superintendent Moss presented Math Analysis and Approaches (2020) for approval.

## Andrea Keenan (Foothills County) moved:

that on March 27, 2021, The Christ the Redeemer Catholic Separate School Division authorizes the following locally developed course for use in high schools within the jurisdiction. The Board authorizes the learning resources as per the course outline.

Math Analysis and Approaches (2020) (35-3) acquired from Macau University of Science and Technology Foundation and is authorized from March 10, 2021, to August 31, 2024.

Motion #51-21

Carried

### 15 NEW BUSINESS

15.01 April 2021 Board Meeting Date Conflict with ACSTA Blueprints

Chair Schreiber (Okotoks) stated that it was brought to his attention there was a conflict with the April Board meeting date and ACSTA's SPICE and Blueprints Virtual Conference.

## Ron Schreiber (Okotoks) moved:

that the Board change their April meeting date from Thursday, April 29, 2021, to Thursday, April 22, 2021, due to a conflict with ACTSA's SPICE and Blueprints Virtual Conference.

Motion #52-21

Carried

16		BOARD HIGHLIGHTS	
	16.01	Board Highlights Items	The Board discussed pertinent information they wished administration to include in Board Highlights coming out of the March Board meeting.
17		AGENDA ITEMS FOR NEXT BOARD MEETING	
	17.01	Call for Proposed Agenda Items	Trustees were asked to submit any items they wish added to future Board meetin agendas to Chair Schreiber (Okotoks). Trustee de Jong (Brooks) requested that Relationships with Independent Schools be added to the April Board Meeting Agenda.
18		CLOSING	
	18.01	Closing Liturgy	Trustee de Jong (Brooks) led the group in the Closing Liturgy.
	18.02	Adjournment	Michelle Rude-Volk (Oyen) moved: that the meeting adjourn. The meeting adjourned at 3:43 p.m. <i>Motion #53-21</i>
			Carrie
SIGNATURE OF CHAIR:			
		F ASSOCIATE SUPERINTENDENT, SERVICES:	