

# QUARTERLY REPORT

August 1, 2022 - October 31, 2022



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Quarter 1



**Red Deer Catholic  
Regional Schools**

*Inspired by Christ. Aspiring to Excellence.*

# CONTENTS

<b>A MESSAGE FROM THE SUPERINTENDENT OF SCHOOLS</b>	<b>3</b>
.....	
<b>DIVISION EDUCATION PLAN GOALS AND PRIORITIES UPDATE</b>	<b>4</b>
.....	
<b>FAITH UPDATE</b>	<b>5</b>
.....	
<b>GRANT FUNDING UPDATE</b>	<b>6 - 7</b>
.....	
<b>HUMAN RESOURCES UPDATE</b>	<b>8 - 9</b>
.....	
<b>FINANCIAL UPDATE</b>	<b>10</b>
.....	
<b>RED DEER CATHOLIC INTERNATIONAL UPDATE</b>	<b>11</b>
.....	



## A Message from the Superintendent of Schools

This year, we introduced a new faith theme, *Inspired by Christ on a Journey to Encounter, Nurture and Serve*, that we are excited to develop within our Division over the next three years. Our schools have the autonomy to focus on all three actions, *encountering, nurturing, and serving*, or to look at one action each year. Our hope for this theme, is that we learn more deeply how to be inspired by Christ and aspire to be Christ-like, as we continue to reconnect and permeate faith into all aspects of our lives.

Throughout our first quarter, we have seen more issues around food scarcity therefore we are thankful to Alberta Education for the Nutrition Grant accessed by the majority of our schools. Our high school and middle school cafeterias support our students with food made in their kitchens with loving hands and full hearts. Enjoy the many stories within this Quarterly Report of how our schools are working collaboratively with our partners to feed our many hungry students.

Throughout the report, you will observe the successes and challenges within our Human Resources Department as well as our continued focus to remain fiscally responsible to our stakeholders. We celebrate the diversity within our school communities with the increased enrollment of students from around the world choosing to be educated in RDCRS as the result of the successes within the RDCRS International Program. We are blessed as well to receive a collaborative mental health grant of 1.4 million from Alberta Education. This grant will help increase access to community mental health support and services for our most vulnerable students.

We are proud of our success in this first quarter! This success is the result of a collaborative, collective effort from all of us to move Red Deer Catholic forward. As we continue our journey of encountering Christ, may we be open to being nurtured by Christ, and then serving others for Christ.

**Dr. Kathleen Finnigan, Superintendent of Schools**

# RDCRS

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# DIVISION EDUCATION PLAN

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## GOALS AND PRIORITIES



2023-2026  
**DIVISION  
PRIORITIES**



## Create a Faith-Filled Culture of...

### Inspiration



- Inspired by Jesus' curriculum and pastoral educational approach.
- Focus on our students and staff serving others for Christ, our school communities will highlight the importance of living out our faith by serving and helping others, especially those most vulnerable and in need.
- Forming faith-filled students who are ethical decision-makers, model principles that govern their decisions through their actions, and embody honesty, respect, and social responsibility.

### Innovation



- Continue to enhance learning communities where innovation and inquiry drive learning.
- Create authentic partnerships and networks to facilitate safe, high-quality learning opportunities for students to explore and experience the workplace and world beyond the classroom walls.
- Collective leadership that supports and encourages all staff to be innovators and feel encouraged to take risks as their knowledge and expertise are valued and contributes to strategic plans moving forward.

### Inclusivity & Community



- We strive to strengthen our community through ethical Catholic leadership and responsible stewardship.
- Forming learning communities that continually strive to promote diversity, and ensure a sense of belonging for all.
- Prioritize the well-being of students in inclusive and caring classrooms that personalize learning to meet students where they are and support them in the journey to where they need to and want to be.
- Develop cultures and programs that provide students the opportunity to increase resilience, and opportunities to face and overcome adversity and challenging situations, take risks, learn from mistakes, persevere, and move forward confidently.
- Encourage students who are globally aware empathetic and responsive in their contributions to the local and global community.

## **This year, our Division has chosen to embrace a theme that will develop over a three-year focus.**

**As we allow ourselves to be inspired by Christ and aspire to be Christ-like, there is a journey that moves through encountering Christ, being nurtured by Christ, and then serving others for Christ.**

We will keep our Division theme consistent for three years as we journey together through this movement to and continue to, invite Christ to inspire our students, staff, and school communities in all we do.

As we focus on helping our students and staff to Encounter Christ, it will be important for students to encounter Christ in the Mass, and for us to share the joy of our faith, share stories of our own experiences of God, and invite students and others to share their faith. It is important to help each student discover for themselves who Jesus is, and to invite them to share their relationship with Jesus. Whether it be initial encounters with God, or simply helping students see God at work in their lives and in the world around them, we will help students to personalize their own relationship with Jesus.

As we focus on helping our students and staff be Nurtured by Christ, it may be a time to help our students know more about the Catholic faith. A time for knowledge sharing and community building in our faith.

As we focus on our students and staff serving others for Christ, our school communities will highlight the importance of living out our faith by serving and helping others, especially those most vulnerable and in need.

Jesus' whole approach to teaching was marked by a deep engagement with people's everyday lives and favouring those who most need it. This will serve as our model and inspiration.

**New staff are welcomed at the RDCRS Division Opening Celebration.**



# RDCRS

# GRANT FUNDING

## UPDATE

### Learning Loss Disruption Grant:

RDCRS has received \$114,897.64 which is targeted for Grades 2 to 4 students who were at-risk in June based on Alberta Education's Letter Name and Sound test (LeNS) and the Castles and Coltheart 3 Assessment (CC3) data.

This includes 583 RDCRS students in this category. As a result of this funding, our teachers alongside their school administrators, have created flexible programming to support learning disruptions within their school communities.

### Funding to Support Ukrainian Students:

As we continue to receive our Ukrainian brothers and sisters into our school communities, the Government of Alberta recognizes that we require funding to enhance language acquisition, as well as social and educational support.

As of September 30th, we have 66 students who are enrolled in RDCRS and identified as benefitting from additional support.

The Senior Administration team is currently in discussion with school administrators regarding the allocated funding and logistics moving forward.

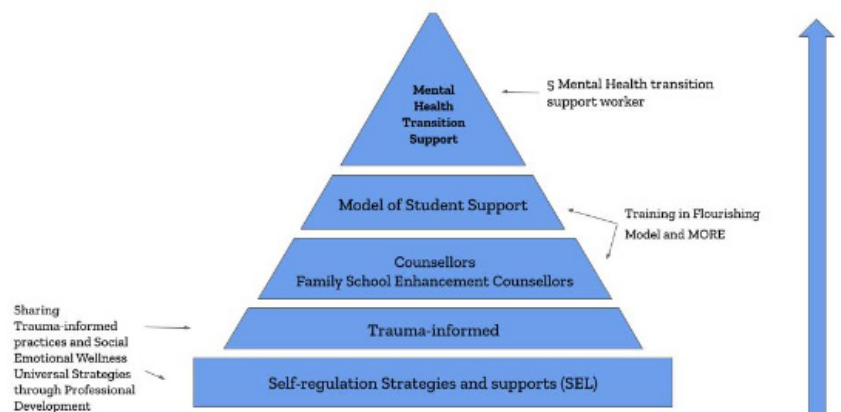
### RDCRS is awarded 1.4M from Alberta Education for Collaborative Mental Health 2-Year Project:

Red Deer Catholic Regional Schools (RDCRS), Chinook's Edge School Division (CESD), and McMan Central Region joined forces to determine how a new provincial pilot project could impact students throughout Central Alberta.

Their efforts have resulted in a \$1.46 million grant, as part of the Alberta Government's efforts to expand mental health and learning supports in schools.

The pilot project, which will be in place until December 2024, will provide direct support to our students in both school divisions through five mental health consultants. The sharing of existing staff expertise is unique, involving RDCRS' strong approach to trauma-informed practices and the CESD Social Emotional Wellbeing courses among other projects.

### Pyramid of Intervention:



\*The Pyramid of Intervention above outlines the steps RDCRS will take to support students and families to bridge support in the community. We also will be training our school counsellors in the 'Flourishing Model' as indicated above.

# Thirteen of our schools requested money this 2022/2023 school year from the Alberta Education Nutrition Grant.

## What our schools are saying about the money received from the Alberta Education Nutrition Grant:

### École Camille J. Lerouge School

We will offer a healthy snack cart program three times a week (fresh fruit, yogurt, cheese, apple sauce, etc) consistent with the RDCRS' Administrative Procedure on Nutritional Choices in Schools. Shelf-stable nutrition snack bins will be available every school day at the front office and counselling offices. Within our existing school cafeteria program, we will offer free breakfast to students experiencing food insecurity, poverty, and other significant barriers to their nutrition, in conjunction with the community Mustard Seed Lunch Program. We will offer casseroles/ groceries for students experiencing food insecurity over school holiday breaks. Should they occur, we will also offer this during shifts to online learning, and during student/family quarantines.

### École Mother Teresa School

Our school will offer a nutrition cart to provide students access to snacks, breakfast foods, and small meal options for students who have limited access to food. We will also provide food hampers to families in need in our school community throughout the year. Additionally, we will provide take-home weekend meal bags for students who identify with food insecurity.

### École Our Lady of the Rosary School

Our program will provide a breakfast bowl program and nutritional snack program for children who come to school without having breakfast or have limited access to food. We will provide a toast program once a week to all students in the school. We will provide food hampers to families in need in our school community throughout the year.

### Maryview School

We plan to increase our breakfast program from one to two days per week, along with offering daily healthy snack options for students. We also offer some students breakfast on a daily basis.

### St. Elizabeth Seton School

We have been running a 'nutrition station' breakfast program four days a week for the past couple of years. All students have access to breakfast-style foods (yogurt, muffins, cheese, fruit, etc). We had the support of PC Children's Charities last year, and applied for this school year last spring, but haven't yet gotten word of approval. It is a valuable program, and we would like to continue it this year.

### St. Joseph High School

We have several students that come without breakfasts and we use this program to check their personal readiness to engage in learning for that day. Our counsellors administer the program as they are aware of the students that need those meals

from their work with these students. We give out 10 free breakfasts that students can access directly from the school counsellors. We also have 23 breakfast sandwiches that can be purchased at a reduced rate of \$1.00 for students at our cafeteria.

### St. Marguerite Bourgeoys School

We have a variety of needs in the school that some of the families cannot meet. We do not have a Mustard Seed organization that supports our school, so we need to develop different ways to support students' needs. We aim for all students who require breakfast to start the day with something in their bodies. We would also like to start to have lunches available for students and backpacks to go home with students at the end of the day once or twice a week. We have a number of families in need in our school community.

Holy Trinity Catholic School Breakfast Club



# RDCRS

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# HUMAN RESOURCES

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## UPDATE

## Current Issues Facing Human Resources:

### Substitutes Teachers and Casual Support Staff:

Substitute teacher numbers have increased significantly this year. We currently have over 160 substitute teachers active on our roster. Last year, we dipped down to around 60 active substitutes at our lowest point. Many teachers are returning to the workforce after stepping away during the COVID-19 pandemic.

We have also seen an increase in new teachers who have not secured a teaching contract but are wanting to teach students as a substitute teacher. Any unfilled positions this year have been the result of short-notice absences.

Support staff absences are a much more significant issue this year. With a roster of only 59 Support Staff substitutes, a growing number of unfilled vacancies has created challenges for teachers and administrators. We continue to try and recruit new substitutes by advertising in our parent communities as well as utilizing online job platforms, such as Indeed, in addition to our standard application platform.

### Staffing Numbers:

Staffing numbers for the 2022-2023 school year are fairly stable. We have 1,173 staff including our substitute roster this year.

This number has risen from 1,116 in 2020-2021 and 1,136 in 2021-2022. Some of the fall hires were due to an increase in complex learners at the Early Childhood level.

## In September and October, RDCRS hired:

**42** Teachers

**60** Educational Assistants

### Bus Drivers:

Bus drivers are proving difficult to hire and retain in the current economic market. Some drivers are moving to other sectors where certified and safety-trained drivers are in demand.

In response, we have had to initiate signing incentives, as well as paying for time spent in training.

We have also had to add contractual obligations to try and keep employees from accessing free training and then leaving to apply for more lucrative positions in the private sector.



# Human Resources

## Health and Wellness:

This fall has seen a much appreciated return to more normal opportunities for some of our Health and Wellness initiatives. Wellness Coaching has been initiated by our Health and Wellness Coordinator.

Post-pandemic, we have also been able to return to the collaborative work of our Health Champions Team and supporting wellness in each school. The Wellness Wednesday videos continue to have an average of 60 views per video and one video receiving 262 views.

Within the wellness sessions offered at schools, our coordinator has been able to collect data on personal wellness and the changes from Fall 2021 to Summer 2022. There is much to celebrate! The results were used to form the Health and Wellness Plan for 2022-2023.

## Negotiations:

The two collective agreements representing our two local bargaining units (ATA Local No. 80 and CUPE 417) have both expired so we are entering into negotiation preparations for upcoming rounds of negotiations.

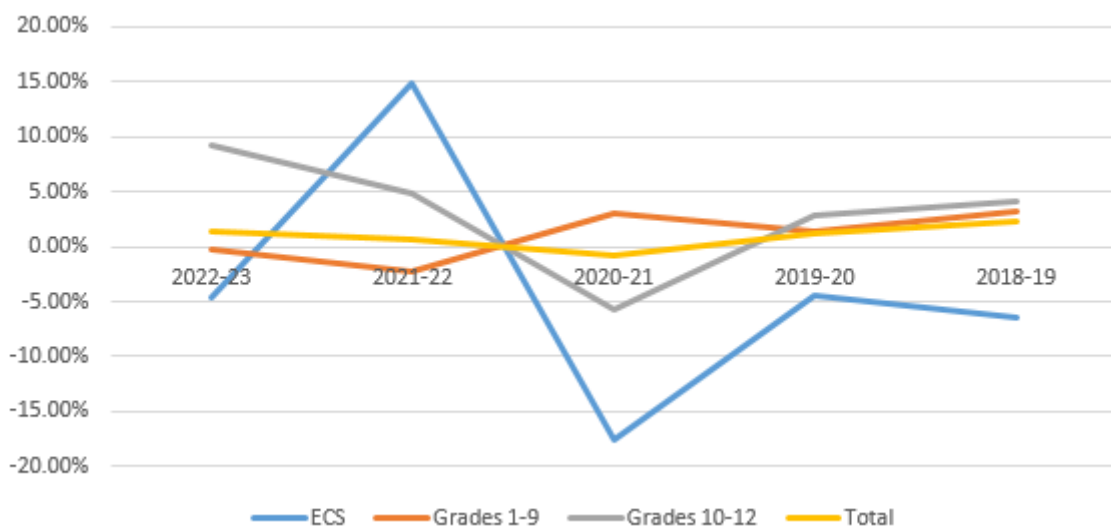
## Structure of the HR Department

### ASSOCIATE SUPERINTENDENT OF PERSONNEL:

- Human Resource Specialist:
  - Benefits Coordinator
  - Substitute Teacher Coordinator
  - Health and Wellness Coordinator

# RDCRS FINANCIAL UPDATE

## Student Population: 5-Year %/Age Increase/Decrease



**Over the last five years, RDCRS' total student population has grown by 4.54%.**

This translates to an average of 0.9% per year over that time period. In addition, Early Childhood Students (ECS) numbers have fluctuated substantially throughout the duration of that five-year period, with only one year of increased students in 2021-2022. The 2020-2021 school year was the first year that the Division population dropped. This was due to the COVID-19 pandemic.

**DID YOU  
KNOW?**



# RDCRS INTERNATIONAL PROGRAM

## Red Deer Catholic International:

Red Deer Catholic International (RDCI) has a fantastic group of students from a wide variety of countries and cultures joining our local Alberta, Canadian students at RDCRS.

These include: Japan, China, Bangladesh, Mexico, Spain, Taiwan, Germany, Ghana, Chile, Nigeria, Hong Kong, Austria, Brazil, Korea, Slovakia and the Philippines!

### For the 2022-2023 school year, there are:

- o 104 Students - Registered.

### To date, students have been placed at:

- o St. Joseph High School - 45 students.
- o École Notre Dame High School - 36 students.
- o St. Francis of Assisi Middle School - 9 students.
- o St. Thomas of Aquinas Middle School - 8 students.
- o St. Dominic Catholic High School - 2 students.

