

QUARTERLY REPORT

February 1, 2023 - April 30, 2023



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Quarter 3



**Red Deer Catholic
Regional Schools**

Inspired by Christ. Aspiring to Excellence.

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A Message from the Superintendent of Schools

I am excited to present Quarter Three of the 2022-2023 Quarterly Report. This quarter saw us introducing an Integrated Disability Management Program, beginning our initial work with our Mental Health Transition Consultants, staff working collectively and collaboratively to improve students' reading proficiency and parents joining us for our Spring Parent-Teacher Interviews. As a Division, we have so much to celebrate!

In our school communities, we continue to focus on our Division theme, Encounter, Nurture, and Serve. We have highlighted to our students the importance of living out our Catholic faith by serving and helping others. As a result, we believe we have helped our students grow in compassion, love and humility.

Throughout this quarter, we also welcomed Archbishop Smith, Chief Delorme, and Jesse Manibusan for our Division Faith Day as they centered their talks on the theme, "We Journey Together" in our continued movement forward in Truth and Reconciliation with intentional action. Staff and students celebrated Holy Week, the most sacred period of our liturgical calendar, together in their school communities and at our parishes.

This past quarter also saw ongoing discussion, collaboration and preparation related to the opening of St. Lorenzo Ruiz Middle School. Key to our work throughout this quarter, was focused effort on the RDCRS Transportation changes to ensure ride times for students remain reasonable as our Division continues to grow. In addition, gathering data on students who chose grandfathering and communicating changes in transportation to this group of families. Please see more information within this report on these changes.

We are proud of our success in this past quarter! This success is the result of God's immense love for us and the collaborative, collective effort from students, families, staff, and trustees.

Dr. Kathleen Finnigan, Superintendent of Schools

RDCRS — FAITH — UPDATE

2023 Faith Day:

On March 10, RDCRS staff celebrated our Division's Faith Day with the theme of, 'We Journey Together.' The day opened with Mass celebrated by Archbishop Smith, and continued with keynote addresses by His Grace, as well as keynotes by Chief Cadmus Delorme of Cowessess First Nation and Jesse Manibusan, and concluded with an address from Superintendent, Dr. Kathleen Finnigan. Chief Cadmus shared the truth of the historical treatment of Indigenous people in Canada, and explained that while no one today created the Indian Act, or residential schools, we have all inherited the present reality, and have a responsibility to move forward in Truth and Reconciliation with intentional action. He also educated staff on an Indigenous worldview.

Archbishop Smith shared how we can, "Bring the Papal Visit Home" by walking a pathway of listening to others in order to really hear them, having a spiritual determination to reconcile ourselves with the Lord, and seeking healing not only as communities but also as broken individuals in the need of the mercy of God.

Jesse Manibusan shared similar themes to his middle school presentations, reminding staff to be one in the body of Christ, while celebrating diversity.

Dr. Kathleen Finnigan applauded the work of RDCRS' Indigenous Education Services team, and shared Indigenous student's voices and feedback. Dr. Kathleen Finnigan encouraged staff to continue their good work of creating classrooms and schools within the Division where all students feel welcome and safe.



Superintendent, Dr. Kathleen Finnigan



Chief Cadmus Delorme of
Cowessess First Nation



Jesse Manibusan



Archbishop Smith

RDCRS — FAITH — UPDATE



Middle School Faith:

The week of March 6 - 9 was the RDCRS middle school Faith Week with guest presenter, Jesse Manibusan. Jesse presented to all Grade 6 - 9 students in the Division, and shared messages of our oneness in Christ, and that there is strength in community. Through song, Jesse reminded students that they are the Church, and that the Church is right here, and everywhere. He emphasized that in the church, all are welcome, and that the reason all are welcome is because all belong. He challenged students to practice 'radical hospitality, heroic humility, and loving kindness, generosity and gratitude' - especially during the season of Lent. His challenge to students was to ask themselves, "Who can I help today? Who can I welcome today?" Jesse reminded students that Lent is a time for compassion, and that Jesus is the model for compassion. Through song, stories, funny videos and inspirational messages, Jesse encouraged RDCRS students to realize that they "are one body in the Lord, a sign and Sacrament of Christ," and to be the body of Christ through their loving actions to one another, to reject discrimination and hate, and to see their oneness while also celebrating their diversity.

The Lenten Season:

During the season of Lent, RDCRS schools are celebrated Masses and liturgies in their parishes and schools. Schools brought alive the spirit of charity and almsgiving through donations to local food banks and collected items for those in need in our community. Staff continue to focus students' hearts and minds on Christ during Lent through prayer, participation in the Stations of the Cross, and acts of mercy and kindness to each other and members of the wider community.

Holy Family School students attend Ash Wednesday Mass.

RDCRS

DIVISION EDUCATION PLAN

GOALS AND PRIORITIES UPDATE

Through the last quarter, RDCRS has continued to focus on the implementation of the strategies outlined in the Three-Year Education Plan.

Teachers and administrators have all worked hard toward their school improvement goals which are aligned with the Three-Year Education Plan. Some highlights of the work so far include:

HIGHLIGHTS:

Staff continue to target the goal of having all RDCRS students improve their reading proficiency. Division Kindergarten to Grade 6 English Language Arts and Literature teachers and administrators, are participating in a professional learning project with Dr. George Georgiou from the University of Alberta, who has provided Science of Reading Professional Development. This project will continue for the next three years.



RDCRS staff participating in a professional learning project with Dr. George Georgiou.

RDCRS

DIVISION EDUCATION PLAN

GOALS AND PRIORITIES UPDATE

HIGHLIGHTS:

Schools continue to utilize the Alberta Education provided intervention system, in addition to Leveled Literacy Interventions (LLI), to help address students who require additional interventions to assist them with reading. Schools routinely unpackage student reading data as part of collaborative processes (Collaborative Response Model, Learning Sprints) to evaluate teaching approaches and supports required.



A collaborative Professional Development (PD) Day was planned by RDCRS' local Professional Development Committee, allowing teachers to come together and collaborate across schools.

In total, 163 sessions were offered in three formats which included: (a.) presenter-led sessions on topics that they have knowledge about and shared with their colleagues, (b.) collaborative sessions where the session is run by a facilitator with groups of individuals talking and sharing ideas about a common topic, and finally, (c.) a combination of both.

Many sessions included collaboration of information related to new curriculum implementation. This collaborative work is linked to innovation and creativity; and modernizing instruction and administrative processes as part of the Three-Year Education Plan's action to ensure that RDCRS has excellent teachers, staff, and school authority leaders.

Ensuring that RDCRS is well governed and managed, the Division updated the local Schollie Survey to broaden the questions and include all Division staff.

This is part of the ongoing monitoring and focused efforts to maximize stakeholder engagement and responsiveness of the Division to our community.

RDCRS

HUMAN RESOURCES

UPDATE



Wellness in Schools:

Nutrition in schools has been the wellness focus over the last two months. The RDCRS Wellness Champions met in January and the feedback from them was to revisit the nutrition landscape in schools.

From this feedback, the Health & Wellness Coordinator was given the opportunity to present to all of the administrators at the Administrators Meeting in March.

Three additional presentations have been given to various groups in four of RDCRS' schools about nutrition and wellness.



The St. Patrick's Community School volleyball team.

2023/2024 Hiring Rounds:

The 2023/2024 Transfer Application Form has been distributed to Division staff and the deadline for applications was March 31, 2023. This starts the 2023/2024 hiring process.

This is an early start to the hiring rounds as St. Lorenzo Ruiz Middle School staffing will be included in this process.

Sparkrock Enterprise Resource Planning (ERP) Software:

Work is being done to replace the Division's current Enterprise Resource Planning (ERP) System (Serenic) by the chosen vendor (Sparkrock).

The Human Resources, Payroll and Finance departments are currently working within Sparkrock's transition schedule to complete the data integration and implementation.

RDCRS is hoping to go live with Sparkrock in the fall of 2023.

Bill 85: Education (Students First) Statutes Amendment Act, 2021:

The Alberta Government has passed Bill 85: Education (Students First) Statutes Amendment Act, 2021 and will come into effect January 1, 2024.

In adherence to the legislated act, Red Deer Catholic Regional Schools (RDCRS) will require all certified staff to apply for a Criminal Record Check (CRC)/Vulnerable Sector Check (VSC) with the RCMP detachments in their home community. In order to comply, RDCRS has set up a Google Form where all certified staff will be able to upload the completed CRC/VSC and the receipt for reimbursement. All certified staff will be required to provide a current CRC/VSC by January 1, 2024.

Two other school divisions within the Red Deer area will also be requiring the same documentation from their staff. In order to not inundate the RCMP in these areas, we are requesting RDCRS staff to apply between April and August for the January 1st deadline.

Integrated Disability Management Program Administrative Procedure:

The Occupational Health and Safety Department along, with the Human Resources Department, has developed a new procedure for Disability Management. The administrative procedure (AP) is ready

for the next step in the review process. The hope is to have the AP reviewed and approved by the end of May for a June rollout to staff.

Staff Absence Rates:	September 1 - March 1	Certified Staff	Support Staff
	Total Absences Sept - 21/22	6107	2404
	Total Absences Sept - 22/23	6287	2585
	% Absences filled 21/22	94.12%	48.55%
	% Absences filled 22/23	91.22%	53.40%

RDCRS

INCLUSIVE LEARNING

UPDATE

The MS2 Team is excited to welcome a new Division Counselling Lead Teacher to the RDCRS MS2 team. The Model of Student Support is illustrated below:

ASSOCIATE SUPERINTENDENT OF INCLUSIVE LEARNING

RDCRS MODEL OF STUDENT SUPPORT

INCLUSION

MENTAL HEALTH

TIER 2

Division Cognitive Lead Teacher

- Inclusive Lead Teacher
- English as a Second Language
- PD-Meetings
- Monthly Check-Ins
- Academic Frustration Intervention Tool, Level B, Training
- Low incident teams

Division Counselling Lead Teacher

- Counselors
- Family School Counsellor
- PD-Meetings
- Monthly Check-Ins
- Trauma-informed training
- Mental Health Assessment, Flourishing Model, Training, C-Stag

TIER 3

Behaviour Specialist

- Threat assessments (C-Stag)
- Handle with Care Program
- Congregated Programs
- Community Connection

Division Psychologist

- Cognition & Clinical Consultations
- Creates Recommendation Report
- Provides Level C Assessments

TIER 4

Intervention Lead Teacher

- Programming (Behaviour/Academic)
- Responds to Restraints
- Handle with Care Trainer

Mental Health Transition Consultant

- Community Programming
- Unit 39
- Step up Step Down Programs
- Transition to Programs
- Bridge Back to Schools



Mental Health Transition Consultant Update:

The Mental Health Transition Consultants Model is currently supporting over 20,000 students (11,128 students from Chinook’s Edge School Division and 10,486 students from RDCRS).

Five Mental Health Transition Consultants (MHTC) cover the following areas: North-Blackfalds, West-Rocky Mountain House, East-Delburne and South-Carstairs/Cremona.

RDCRS and Chinook’s Edge School Division (CESD) meet weekly to review referrals. So far, seven intake meetings have taken place and 10 referrals from RDCRS have been approved. Students are being supported by a MHTC. Their focus will be to build on skills that the student may be struggling with (such as social interactions), while they work to transition students to community supports.

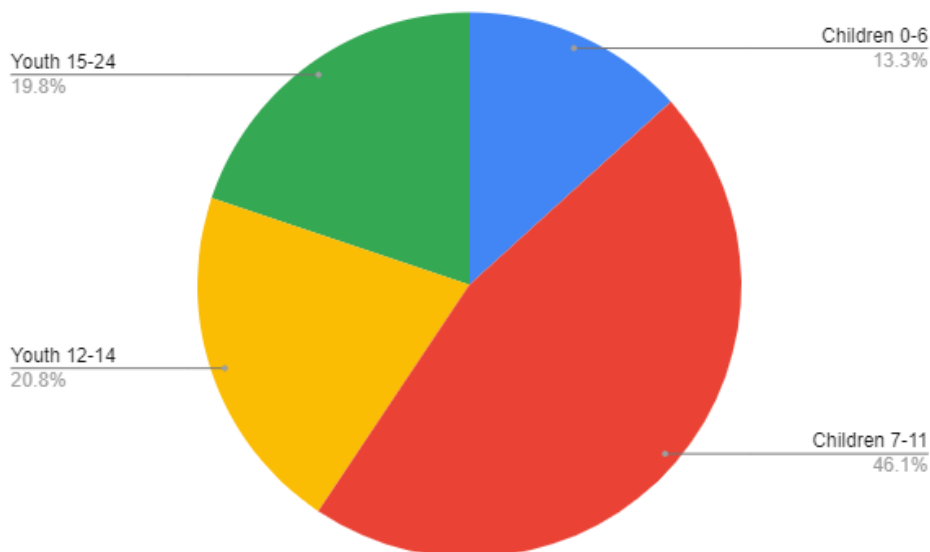
Family School Counsellor (FSC) Family Support:

The chart below identifies the number of students our Family School Counsellors (FSC) have supported either directly or indirectly since September 2022.

Direct support includes group sessions (grief support), universal sessions (Mindset Mondays) and at times, one-on-one sessions (anxiety).

Indirect supports include meeting with parents to liaise between community agencies (Salvation Army), schools, and through group parenting sessions (Connect and Triple P parenting).

This team plays a pivotal role and has a huge impact on our families in RDCRS’ school communities.



RDCRS TRANSPORTATION UPDATE

Transportation Update:

At the March Regular Board Meeting, the Board of Trustees approved the recommendation of changes within the transportation processes:

- Students eligible for busing, if necessary, will receive up to two bus stops to accommodate up to two addresses.
- Should the student's second bus stop be located on the same route as the student's primary address's bus stop, no additional transportation fees would apply.
- If a student's second bus stop requires the use of a second bus route, within the school catchment, a fee of \$150 will apply to offset the seat being occupied on a second bus route.
- If a student's second bus route is outside the school catchment there will be no busing provided.

Bus Registration:

When registering a child for busing, parents/guardians will need to register using their primary address that is within their school's catchment. If the parent/guardian requires the child to be dropped off at an alternate address (as described above), they will be able to add an alternate address into their bus registration.

If the alternate address falls within catchment but does not fall into the child's pre-existing bus route, then a second bus would be needed on an alternate route and a \$150 fee will be charged.

To ensure RDCRS is following the recommended changes, two bus stops are allowed per family within the school's catchment.

Primary Approved Bus Stop	This is the student's primary physical and mailing addresses.
Secondary Approved Bus Stop	This is only used as a secondary address for Transportation to dayhome, daycare, or contact 3 address - this is not intended for extra-curricular activities. Contact 3 as defined in PowerSchool, is the parent/legal guardian living at an address that is DIFFERENT than the primary approved bus stop. Example: Students may live at the primary approved bus stop, 50% of the time and Contact 3 the other 50%.

RDCRS TRANSPORTATION UPDATE

Transportation Update Cont'd:

To efficiently plan routing, RDCRS requests that all transportation registrations are received on or before June 15th, 2023. Requests received after June 15th will be processed, however a late fee of \$50/student will be applied.

The revised transportation processes will come into effect at the start of the 2023-2024 school year.

Please note that after the 2023-2024 school year, transportation for families that chose **grandfathering** will be at the parents' organization and expense; for example, they could access The City of Red Deer Transit system, parent/guardian transportation, car pooling, or walking.

After June 2024, RDCRS' transportation system **will not** be busing students who have chosen to grandfather.



RDCRS ——— FINANCIAL ——— UPDATE

Financial Overview:

The 2023-2024 budget was released at the end of February and RDCRS' funding increased by approximately \$2,800,000. Of that increase, RDCRS saw a \$2,121,440 increase due to the teacher salary settlement with the new collective agreement.

Previously, the funding included a lump sum called bridge/COVID-19 mitigation funding which is now folded into the regular grants. This approach provides more clarity for future funding. The majority of the additional increase is in the Alberta Education Transportation Grant and the Division will receive funding for students who live outside of 1 km from their catchment school.

For the 2022-2023 school year we are expecting to have a \$1.3 million deficit as budgeted.

St. Lorenzo Ruiz Middle School:

The construction of St. Lorenzo Ruiz Middle School remains on budget and on schedule.

RDCRS will meet the construction goal of a June completion date with most of the construction process completed.

Capital Plan Update:

The Alberta Government announced funding for the planning and design of RDCRS' elementary school in Blackfalds.

Further, RDCRS has received funding to move two modular units from St. Thomas Aquinas Middle School in Red Deer to St. Matthews Catholic School in Rocky Mountain House.

The Board of Trustees approved the Three Year Capital Plan. RDCRS' Capital Plan is based on projected enrolments for the Division.

The top priorities are:

- 1.) New Kindergarten - Grade 5 school in Blackfalds (design funding secured)
- 2.) New high school in Sylvan Lake
- 3.) New high school in Blackfalds
- 4.) New Kindergarten - Grade 5 school in Red Deer



Rendering of St. Lorenzo Ruiz Middle School.