



2019 - 2020
**DIRECTOR'S ANNUAL
REPORT**

Celebrating
ROOTED IN CHRIST... we BELIEVE!



TCDSB Mission Statement

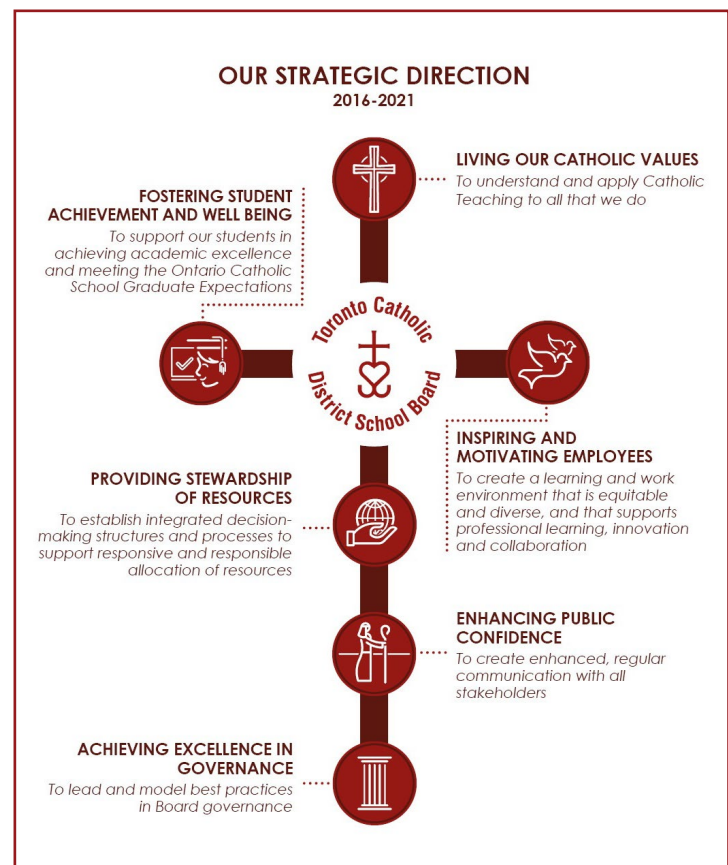
OUR MISSION

The Toronto Catholic District School Board is an inclusive learning community uniting home, parish and school and rooted in the love of Christ.

We educate students to grow in grace and knowledge to lead lives of faith, hope and charity.

OUR VISION

At Toronto Catholic we transform the world through witness, faith, innovation and action.



2019 - 2020

Celebrating **ROOTED IN CHRIST... we BELIEVE!**

TABLE OF CONTENTS

MESSAGE FROM THE DIRECTOR

1 LIVING OUR CATHOLIC VALUES

- 1 WE BELIEVE
- 1 WHEN TRAGEDY STRIKES, THE ANGEL FOUNDATION FOR LEARNING IS THERE TO SUPPORT FAMILIES
- 2 FAIHTALK
- 2 MILESTONES
- 2 FOUR TCDSB SCHOOLS AMONG WINNERS IN OCSTA VIDEO CONTEST

3 FOSTERING STUDENT ACHIEVEMENT AND WELL-BEING

- 3 OUTSTANDING RESPONSE TO THE GLOBAL PANDEMIC
- 4 YEARS OF LITERACY SUPPORT
- 4 CELEBRATING STUDENT ACHIEVEMENT AND GRADUATION
- 5 ALL TCDSB SCHOOLS EQUIPPED WITH AUTOMATED EXTERNAL DEFIBRILLATORS (AED)
- 5 ANNUAL BICYCLE SAFETY CAMPAIGN PROMOTES STUDENT WELLNESS
- 5 ENHANCING STUDENT LEARNING THROUGH OUTDOOR PLAY

6 INSPIRING AND MOTIVATING EMPLOYEES

- 6 FOCUSING ON STAFF WELL-BEING
- 6 CEC SOCIAL COMMITTEE
- 6 UNSUNG HEROES

7 PROVIDING STEWARDSHIP OF RESOURCES

- 7 TCDSB CONTINUES TO BUILD AND GROW
- 7 FOCUSING ON THE ENVIRONMENT
- 8 2019-20 BUDGET FOCUSES ON SUPPORT FOR STUDENTS

10 ENHANCING PUBLIC CONFIDENCE

- 10 ONLINE HIGH SCHOOL REGISTRATION
- 10 ENHANCED COMMUNICATIONS
- 10 HIRING OF EQUITY ADVISOR

11 ACHIEVING EXCELLENCE IN GOVERNANCE

- 11 NEW FOOD AND BEVERAGE POLICY
- 11 UPGRADE TO BOARDROOM COMPLETED
- 12 SEARCH FOR A NEW DIRECTOR OF EDUCATION
- 12 NEW STUDENT TRUSTEE

13 2019 - 2020 BOARD OF TRUSTEES

To Return To TOC page or previous action: Click the **Alt Key + Left Arrow Key** ().

Message from the Director

It is with some mixed feelings, but a great deal of pride that I submit my final annual report as Director of Education. My years as Director of the largest publicly funded Catholic school board in the world have been exciting, often challenging, but always interesting and rewarding as I watched the growth and development in our school communities, and witnessed the accomplishments of our staff and students.

A graduate of the TCDSB myself, I began my professional career with the Board in 1984 as a teacher at Regina Pacis. It was an honour to serve students and staff for the past 35 years as teacher, Vice Principal, Principal and Superintendent. Prior to becoming Director, I led up the Safe Schools Department, served as Superintendent of Human Resources and as Associate Director of Academic Affairs. Dedicated to equity, I was proud to see the development of the TCDSB Equity Action Plan. During my term, I also saw the launch of the Employee Family and Assistance Plan, a renewed focus on energy conservation and a continued commitment to the Board's pastoral plan, which serves to nurture our faith and spiritual development.

Our staff have demonstrated their resilience as we worked through the most recent round of labour negotiations. It was heart warming to see the mutual respect and understanding, and willingness to work through any challenges that came our way throughout this often difficult process.

Health and safety was at the forefront of our day to day operations in the latter half of the school year as Coronavirus dominated the news. Our staff worked closely with public health authorities at all levels to ensure that school communities, parents and students had the latest and most accurate information available. With the extended period of school and office closures, our staff and students demonstrated a great deal of resilience in working through many issues and challenges from home. This truly was a test of human fortitude. We applaud everyone on the front lines who did not have the option of working from home. Their commitment to ensuring the community's continued access to critical services was unparalleled. We also owe a great deal of gratitude to our own staff and families, for supporting one another with faith and hope throughout this time of uncertainty.

When I look back on my time with the Toronto Catholic District School Board, I am always amazed at how far we have come, how much we have learned, and how much we can accomplish when our staff, our parents, parishes and partners all work together to support the education of our students. The successes were too many to list in this report, but I am pleased to provide you with just some of the highlights of the 2019-2020 school year.

I extend a heartfelt thank you to everyone who has contributed to the success of our school system. I wish everyone in the TCDSB community the very best in the year ahead and beyond. I have every confidence that the system remains in good hands, and that our schools will continue to serve as wonderful examples of caring, Christian communities where all students are provided with opportunities to succeed to the best of their abilities. *Farewell and thank you TCDSB.*

Sincerely,



Rory McGuckin, Director of Education



We Believe

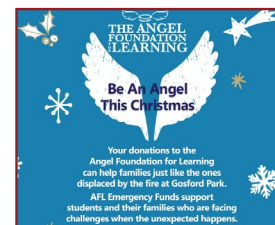
In the second year of the three-year pastoral plan, **Rooted in Christ: we Belong, we Believe, we Become**, the focus was on our shared beliefs. We reaffirmed our beliefs in our shared faith, in equity, diversity and inclusion, in Catholic education and in one another. Students and staff were invited to consider who inspired them on their faith journey, and to submit videos, written work, art or other projects to share their stories.



You can find a collection of these submissions on our website here: <https://www.tcdsb.org/Board/NurturingOurCatholicCommunity/rooted-in-christ/webelieve/Pages/weBelieveSubmissions.aspx>

When tragedy strikes, the Angel Foundation for Learning is there to Support Families

When a tragic fire swept through three floors of a North York apartment building on November 15, 2019, the Angel Foundation for Learning (AFL) went into action to help the more than 700 tenants who were left displaced. Many of these families had children attending St. Augustine CS and James Cardinal McGuigan CHS who had lost almost everything.



Staff from the AFL's Student Nutrition Program were on the ground early morning of the next school day to help assess the immediate nutrition and basic everyday-essentials needs of the families. The AFL team also assisted with managing the flood of donated clothing and household items from across the City of Toronto. Along with direct support to families, the AFL launched a fundraising campaign to help raise funds for food, shelter, clothing and other basic life necessities. Cash donations of over \$14,000 and \$300 in gift cards was received in addition to other community-based relief efforts.

FaithTalk

For the second year in a row, TCDSB partnered with Radio Maria Canada on a segment focusing on how students are living their faith today.

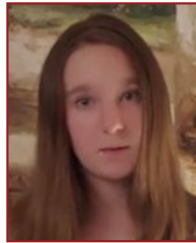
Despite the global pandemic, many students shared their personal stories of faith, with two students – one elementary and one secondary – being chosen to speak live on air about their faith journey.

The senior winner was **Nicholas De Castro** from **Chaminade College School**

The junior winner was **Dasha Monaco** from **St. Cecilia Catholic School** who wrote about Acts of Kindness.



◀ Nicholas De Castro



Dasha Monaco ▶

See all the FaithTalk submissions here:
<https://www.tcdsb.org/Board/NurturingOurCatholicCommunity/rooted-in-christ/webelieve/Pages/FaithTalkRadioMariaSubmissions.aspx>

Four TCDSB Schools Among Winners in OCSTA Video Contest



Congratulations to the TCDSB schools whose video submissions have been selected as winners in the **2019 Annual OCSTA Short Video Contest**, with the theme of **Igniting Hope**, which was used for **Catholic Education Week in May 2020**.

This year's TCDSB Secondary school winners are:

- Chaminade College School, 2nd Place
- Dante Alighieri Academy, 3rd Place

The TCDSB Elementary school winners are:

- St. Paschal Baylon Catholic School, 1st Place
- Holy Angels Catholic School, 3rd Place

To view the winning videos, click:
<https://www.ocsta.on.ca/ocsta-igniting-hope-short-video-contest-winners/>

Milestones

Although many celebrations planned for the year had to be postponed due to the pandemic, we did mark some major milestones earlier in the school year including the 50th Anniversary of St. Dorothy Catholic School and the renaming of St. John Henry Newman Catholic Secondary School (formerly Blessed Cardinal Newman) after the canonization of the school's namesake.

St. Dorothy Catholic School 50th Anniversary ▼



▲ Renaming of St. John Henry Newman CSS (formerly Blessed Cardinal Newman)

Outstanding Response to the Global Pandemic

When schools had to close due to the global Coronavirus pandemic, staff and families rose to the occasion and demonstrated incredible ingenuity, resilience and commitment to ensure that students would remain safe, and stay connected and engaged in learning.

Though schools and offices were closed for the last months of the school year, some essential staff were on site regularly to ensure that facilities remained safe and secure, and that central services continued to function. Those who were not physically in their place of work continued with their regular day to day duties remotely from home.

The Board invested millions of dollars to ensure that students had access to the devices and technology they needed to participate in distance learning. Teachers and support staff were provided with in-servicing and resources to help them deliver curriculum to their students.

The IT (information technology) staff, in addition to spearheading the acquisition and delivery of leased devices to students, also responded to countless requests for technical support from students and staff, and ensured that public meetings could continue in a virtual manner. Webinars were held for parents to familiarize themselves with the digital platforms being used by students and staff. Even our local Catholic School Parent Councils were provided with opportunities to meet virtually using some of the same digital platforms.

Staff shared videos of hope and love with students and their families, and some walked or organized car parades through neighbourhoods where their students lived to reinforce school connections. [Watch Keep Your Head Up: a video by staff and students at Dante.](#) ►



The Nurturing our Catholic Community team shared daily inspirational posts and hosted weekly virtual prayer services and liturgies to encourage the TCDSB community to come together in prayer and reflection, albeit virtually.

Recognizing the tremendous needs of healthcare professionals on the frontlines, staff dropped masks, gloves and other supplies off to hospitals in the City, and throughout the spring, 3D printers were widely used by TCDSB staff to create plastic bands for personal protective equipment (PPE) for many local hospitals. Recognizing the tremendous needs of healthcare professionals on the frontlines, staff dropped masks, gloves and other supplies off to hospitals in the City, and throughout the spring, 3D printers were widely used by TCDSB staff to create plastic bands for personal protective equipment (PPE) for many local hospitals.

Students also did their part by creating messages of thanks and hope for those on the front lines—police, fire, paramedics, hospital and long-term care facility staff. Throughout the regular school year, the Angel Foundation for Learning supports students and families by providing for nutrition programs. From March through to the end of summer, these funds were used to purchase and distribute more than \$1.5 million in grocery gift cards to help families of more than 55,000 students across the board. This was in addition to the \$100,000 in social work emergency funds which supported families in need.

This truly was a first, not just for our own school board, but also for everyone around the world. Though not without its challenges, the closure necessitated by the pandemic served to bring everyone closer together in many ways as everyone did their part to support student achievement and well-being.

Celebrating Student Achievement and Graduation

Each year we typically celebrate Awards Night together at the Catholic Education Centre, to recognize the accomplishments of our students, alumni, staff and friends of Catholic education. This year we celebrated those achievements virtually through a special video: Watch the [Awards Night 2020 Video](#) here!

Truly a first in the history of the school board, graduating students, whether Senior Kindergarten, grade 8 or grade 12, were unable to gather as they normally would to celebrate these milestones. Schools went out of their way to acknowledge these accomplishments through virtual celebrations, putting up banners at schools and preparing gift bags for their students. A special video message to all graduates from the Chair, Director and some alumni, was also shared on social media. <https://www.youtube.com/watch?v=Fm-XgRvn0eI>

The Archdiocese of Toronto also hosted a special Mass in mid June for all graduating students in the Greater Toronto Area.

20 Years of Literacy Support

In 2019 TCDSB's 5th Block Program celebrated two decades of providing primary students with a boost in their reading skills. Founders of the 5th Block program, along with parents, volunteers, current and former 5th block students and staff, Trustees and senior staff, and members of the community gathered together to celebrate 20 years of the 5th Block Program supporting students in reaching their literacy goals.

A 5th Block video highlighting the success of the program was also shared. Currently, there are 42 programs running in 44 schools. To date, over 27,000 students have benefitted from this program. <https://video.isilive.ca/play/tcdsb/communications/FifthBlock.mp4>



All TCDSB Schools Equipped with Automated External Defibrillators (AED)

Through a partnership with The Mikey Network, the Board successfully achieved its goal of having every school site equipped with an AED by the end of 2019. The defibrillators are safe and can be used by anyone in an emergency situation, with the assistance of step-by-step automated instructions within the device. The Board continues training staff to ensure that they have the confidence to deal with urgent and life threatening situations.

Annual Bicycle Safety Campaign Promotes Student Wellness

Staff and students at St. Bernard Catholic School welcomed friends from Toronto Police Services and Toronto Public Health on September 18 to launch the #WearYourHelmet campaign - an ongoing effort to ensure young people wear helmets on their bicycles to prevent injury.

The campaign aims to empower parents and students with information on the importance of wearing helmets, and is a joint initiative by the City of Toronto, Toronto Public Health, The Hospital for Sick Children (SickKids), the Toronto Catholic District School Board and Toronto Police Service. Click [here](https://www.toronto.ca/helmets) to watch the #WearYourHelmet campaign video on [Toronto.ca/helmets](https://www.toronto.ca/helmets).



Enhancing Student Learning through Outdoor Play

Students at Holy Family Catholic School celebrated the start of the 2019-20 school year with fun activities and outdoor play with “loose parts” (tools, boxes, spare tires, fabric, etc.) during their afternoon recess. The loose parts were donated to the school by Earth Day/Earth Play Canada through their Outdoor Play and Learning (OPAL) Program.

The OPAL Program encourages play outdoors in a freely chosen, intrinsically motivated and self-directed way. Students engage in self-directed play with loose parts, boosting their sense of agency and creating a more inclusive and reciprocal social environment.

The OPAL Program currently operates in five TCDSB schools.





Focusing on Staff Well-Being

The TCDSB Staff Well-Being Committee was reframed in the 2019-2020 school year to include key stakeholders from all 14 Employee groups and Union Associations.

The committee worked together to develop an in-depth SWOT (Strengths/Weaknesses/Opportunities/Threats) analysis of our organization.

This information served as the basis of exploring opportunities with the Canadian Mental Health Association (CMHA.ca) as they offer various business solutions to non-profit organizations such as Not Myself Today (NotMyselfToday.ca). As well, key team members had the opportunity to follow a 2-day certification course on Psychological Health and Safety standards in March 2020 that will help pave the way to developing a business case for TCDSB's Staff Well-Being Strategy.

CEC Social Committee

At the head office of the school board, a concerted effort is being made to ensure that all staff feel connected to one another.

The social committee's work is to plan activities that support the sense of belonging. One of the first activities was the Family Potluck lunch. As with many activities around the board, this event was also used to raise funds to support the Angel Foundation for Learning.



Unsung Heroes

The Toronto Catholic District School Board takes great pride in the commitment of its staff.

As a way of celebrating all employees for the contribution they make to our organization, we launched Unsung Heroes. All staff are encouraged to submit nominations on behalf of their colleagues and talk about the unique gifts they bring to the table, and how they support the students in our schools, and their colleagues in our offices.

These heroes are then profiled on the board's website. More: <https://www.tcdsb.org/news/othernews/2020/pages/sunsungheroes.aspx>



TCDSB Continues to Build and Grow

During 2019-2020, TCDSB continued with investments in schools and playgrounds. In addition to the annual renovations and maintenance that happen across the Board to ensure that school facilities are safe and secure, the Board saw the opening of Bishop Macdonell Catholic School and the replacement facility for St. John the Evangelist Catholic School. A number of new playgrounds were also made possible through investments by the Board as well as the support of parent councils and local businesses.



▲ St. Cyril Catholic School Playground Blessing



▲ Bishop Macdonell Catholic School First Day

Focusing on the Environment

TCDSB schools remain committed to conserving, recycling, reusing and reducing waste. The number of certified EcoSchools continues to grow year to year in recognition of activities such as tree plantings, the installation of water bottle filling stations, waste free lunches and other environmental initiatives.



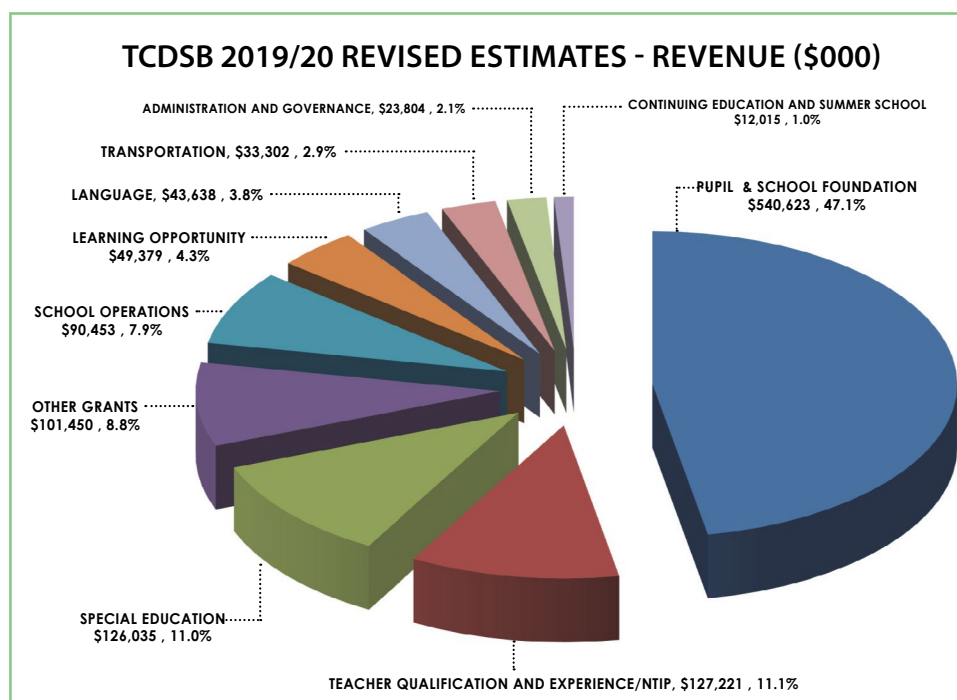
At the central office, the Board was pleased to unveil its first electronic charging station for electric and hybrid vehicles.

The EV charging stations supports the Board's continued efforts to create a culture of conservation and realize our role as stewards of God's creation. ◀



2019-20 Budget Focuses on Support for Students

At the Regular Board meeting held on June 13th 2019, the Toronto Catholic District School Board approved a 2019-20 Operating Expenditure Budget. The Board of Trustees approved a 2019-20 Operating Budget in compliance with the Education Act by utilizing Strategic Financial Reserves and planning towards additional revenues.



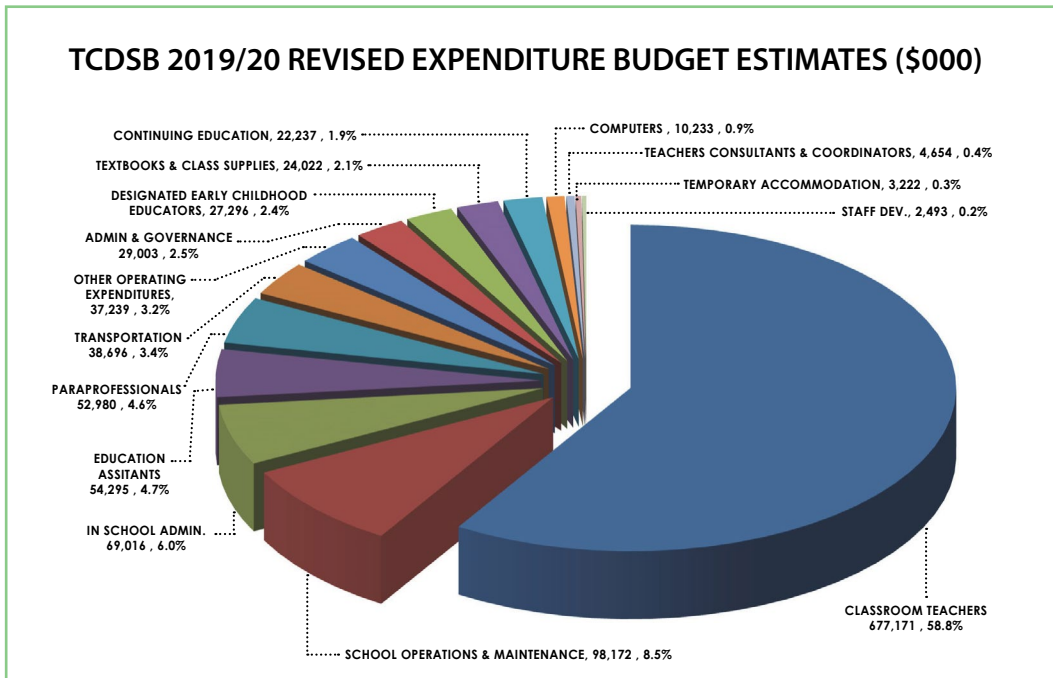
This budget also reflected several Ministry of Education Announcements impacting upon many program and service areas, in particular, class size changes for grades 4-8 and 9-12. In addition, the expiration of the Local Priorities funding associated with the 2 year Collective Agreement Extension Agreements and the continuance of the International Languages Program created many challenges for the Board of Trustees in the pursuit of balancing the budget.

Finally, as with any annual budget plan, the expenditure and revenue estimates are based on anticipated enrolment changes and feedback received during the public budget consultation process.

Grants for Student Needs (GSNs)	2019/20 Revised Estimates	% of Total GSN
Pupil & School Foundation	\$ 540,623	47.1 %
Teacher Qualification and Experience/NTIP	\$ 127,221	11.1 %
Special Education	\$ 126,035	11.0 %
Other Grants	\$ 101,450	8.8 %
School Operations	\$ 90,453	7.9 %
Learning Opportunity	\$ 49,379	4.3 %
Language	\$ 43,638	3.8 %
Transportation	\$ 33,302	2.9 %
Administration and Governance	\$ 23,804	2.1 %
Continuing Education and Summer School	\$ 12,015	1.0 %
Total Operating and Capital Grants	\$ 1,147,921	100 %

Some of the other Service Level changes included:

- Reducing Trustee Budgets for Other Expenses by 20%
- Optimizing bell times for school bussing
- Increasing International Visa Student Fees by \$2,000
- Reducing professional development budget by \$400,000
- Reducing paper usage by 20%



The anticipated increase in revenues will maintain investments that protect student programs that placed central resource teaching positions back into classrooms, maintained 24 Fifth Block Literacy staff as well as maintaining the special education budget at 2018-2019 levels, while adding two new guidance counselor positions.

	Millions \$	%
Classroom Teachers	\$ 677,171	58.8 %
School Operations & Maintenance	\$ 98,172	8.5 %
In School Admin.	\$ 69,016	6.0 %
Education Assistants	\$ 54,295	4.7 %
Paraprofessionals	\$ 52,980	4.6 %
Transportation	\$ 38,696	3.4 %
Other Operating Expenditures	\$ 37,239	3.2 %
Admin & Governance	\$ 29,003	2.5 %
Designated Early Childhood Educators	\$ 27,296	2.4 %
Textbooks & class Supplies	\$ 24,022	2.1 %
Continuing Education	\$ 22,237	1.9 %
Computers	\$ 10,233	0.9 %
Teachers consultants & Coordinators	\$ 4,654	0.4 %
Temporary Accommodation	\$ 3,222	0.3 %
Staff Dev.	\$ 2,493	0.2 %
Total	\$ 1,150,730	100 %

Detailed information can be found in the budget book:
<https://www.tcdsb.org/Board/BudgetandFinance/Pages/default.aspx>

Online High School Registration

The launch of the online application site for secondary school enrolment has made it easier for families to register their children for high school. <https://www.tcdsb.org/forparents/admissionsandregistration/pages/secondary-school-online-application-process-.aspx>

Enhanced Communications

School Messenger, primarily an absence management system, has become an important tool for also sharing critical information. Throughout the school year, it was a way for families to stay informed about negotiations with various employee federations, and later about school closures and restrictions in response to the global pandemic.

Renewal and redevelopment consultations were held in early 2020 for several school communities regarding upcoming construction and redevelopment projects. Consultations regarding Dante Alighieri, Regina Mundi and Loretto Abbey provided information about the scope of the projects and related impact on the community, and to share feedback on temporary accommodation options for their school communities during construction.

New Social Media Strategy has led to amplified reach. The Director of Education's Twitter followers have grown by 20% during the 2019-2020 school year to 2464 followers. The engagement rate with the Director's Twitter posts also increased exponentially. Some of the most retweeted and most liked tweets not surprisingly were those that shared important information regarding school closures, as well as inspirational and supportive tweets for staff and the community. The Board's Twitter, Instagram and Facebook accounts also gained considerable numbers of new followers, and the diversity of social media posts has increased engagement rates by key stakeholder groups.

Corporate Branding Strategy: TCDSB has begun a phased approach to redesigning school and department logos to ensure that all signage, printed material and electronic information has a look and feel that is consistent with the Board's identity.

Hiring of Equity Advisor

The Equity and Human Rights Advisor (HREA) is a member of the senior team, has executive level responsibilities, and reports directly to the Director of Education. The HREA is responsible for advising the Director of Education on matters related to human rights and equity. Key to the HREA role is the independence and impartiality of the HREA office as it crucially informs two main objectives. First, to build and maintain a culture of respect for human rights; and second, to support the resolution of human rights complaints.

To learn more about TCDSB's focus on equity and inclusion, see: https://www.tcdsb.org/Board/EIE/Documents/TCDSB_Equity_Action_Plan_Web_2019.pdf

New Food and Beverage Policy

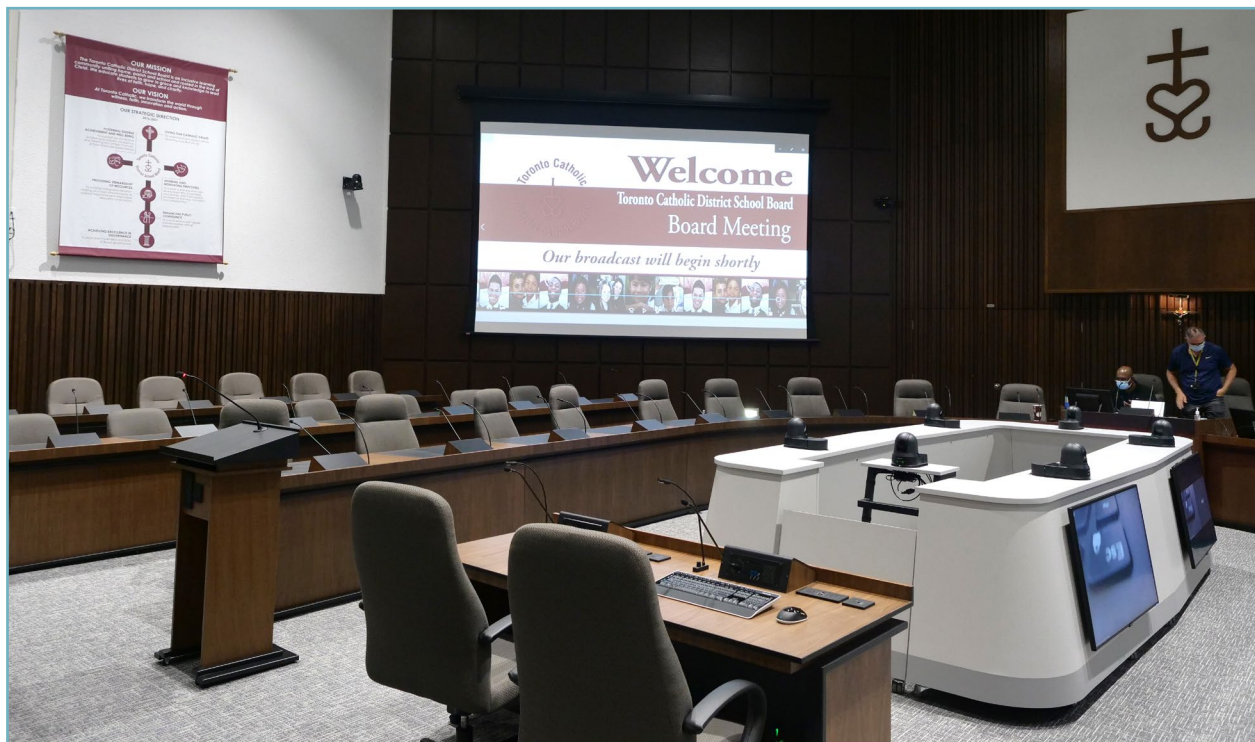
Consistent with TCDSB's commitment to student well-being as well as reducing waste, the Toronto Catholic District School Board approved changes to the policy "Food and Beverage Sold in Schools" (Policy Number: S.M. 08).

Highlights include a continued focus on nutritious food, special attention to optimal serving sizes, reduction in food items with few or no essential ingredients and high amounts of fat, sugar and/or sodium, a commitment to selling fair trade coffee in school and central office cafeterias, the introduction of meatless Fridays to reduce consumption of meat and minimizing the use of single use plastic items such as utensils, straws, plates and cups.

Upgrade to Boardroom Completed

The Board completed upgrades to its 14-year technology in the boardroom and other meeting rooms at the Catholic Education Centre.

The updated rooms have improved sound and visuals for all participants, improved accessibility for those who are visual and hearing impaired, added functionality for video and web conferencing, and improved overall reliability.



Search for a New Director of Education

With the retirement of Rory McGuckin, the Board employed the services of the Four Corners Group to assist with the search for a new Director of Education for Canada's largest publicly funded Catholic school board. Staff and parent councils were also consulted during the process to help determine criteria for the type of leadership that would be needed to guide the Board in the years ahead.

TCDSB is pleased to announce that **Dr. Brendan Browne** is the new Director of Education. A transformative organizational change leader, he brings a wealth of educational leadership in areas related to literacy and numeracy, special education, classroom management, educational technology, and program evaluation. He most recently served as an Executive Superintendent at the Toronto District School Board, where he executed meaningful systemic change focused on inclusion and equity in areas of human resources, financial stewardship, and organizational structures and responses.



Prior to this, Dr. Browne devoted over 20 years of service to the Halton Catholic District School Board where he held a number of senior leadership portfolios.

In collaboration with the Institute for Catholic Education and the Catholic Principals Council of Ontario, Dr. Browne developed four module courses to support ongoing leadership and faith development for Principals as part of a Catholic Leadership Course, and published a book entitled, “Leading for Educational Lives: Inviting and Sustaining Imaginative Acts of Hope in a Connected World”. As a graduate of the Catholic school system, Dr. Browne understands the importance of applying Catholic values in all that we do.

New Student Trustee

TCDSB is pleased to announce the election of **Keith Baybayon**, a student from Marshall McLuhan Catholic Secondary School, as the student trustee for the 2020-2021 school year.

Active in student leadership roles since elementary school, beginning with his involvement with the Catholic Student Leadership Impact Team, he has continued to act as a mentor to others, focused on amplifying student voices and encouraging student engagement.



▲ Keith Baybayon



JOSEPH MARTINO
WARD 1



MARKUS DE DOMENICO
WARD 2



IDA LI PRETI
WARD 3



TERESA LUBINSKI
WARD 4



MARIA RIZZO
WARD 5



FRANK D'AMICO
WARD 6



MICHAEL DEL GRANDE
WARD 7



GARRY TANUAN
WARD 8



NORM DI PASQUALE
WARD 9



DANIEL DI GIORGIO
WARD 10



ANGELA KENNEDY
WARD 11



NANCY CRAWFORD
WARD 12

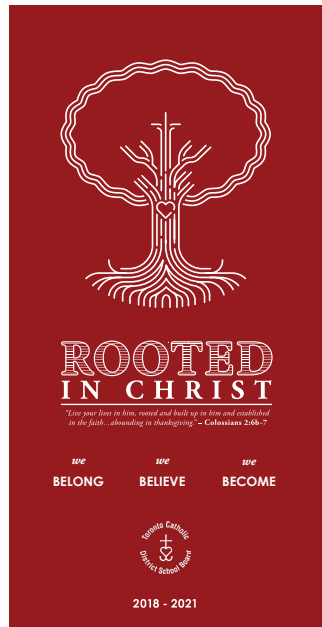


TAYLOR DALLIN
STUDENT TRUSTEE



KATHY NGUYEN
STUDENT TRUSTEE

2019 - 2020 BOARD OF TRUSTEES



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TORONTO CATHOLIC DISTRICT SCHOOL BOARD

Notes on Translation: The electronic translation service on the Toronto Catholic District School Board's website is hosted by Google Translate. The quality of the translation will vary in some of the languages offered by Google.

www.tcdsb.org