



REPORT TO

**REGULAR BOARD**

## STAFFING AT ST. ANNE CATHOLIC ACADEMY, SCHOOL OF VIRTUAL LEARNING

*Where there is no guidance, a nation falls, but in an abundance of counselors there is safety. Proverbs 11:14*

Created, Draft	First Tabling	Review
February 15, 2021	February 18, 2021	<a href="#">Click here to enter a date.</a>

Michael Caccamo, Superintendent of Nurturing Our Catholic Community; Continuing Education; Safe Schools; St. Anne Catholic Academy, School of Virtual Learning  
 Adrian Della Mora, Executive Superintendent of Human Resources and Employee Relations  
 Lori DiMarco, Superintendent of Curriculum Leadership & Innovation; Academic ICT; St. Anne Catholic Academy, School of Virtual Learning  
 Maria Meehan, Superintendent of Special Services

### RECOMMENDATION REPORT

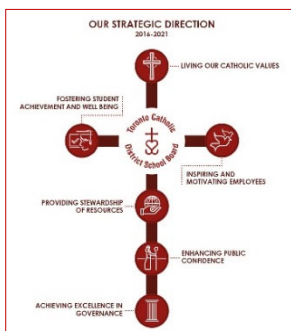
**Vision:**

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

**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.*



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## **A. EXECUTIVE SUMMARY**

This report provides information relating to the design and ongoing refinement of St. Anne Catholic Academy during the COVID pandemic. It speaks to the various supports in place at St. Anne to address student needs as the TCDSB simultaneously plans for an eventual full return to brick-and-mortar instruction.

*The cumulative staff time required to prepare this report was 43 hours.*

## **B. PURPOSE**

This report is offered in response to a motion at the February 3, 2021 Student Achievement and Well-Being, Catholic Education and Human Resources Committee.

## **C. BACKGROUND**

1. At the February 4, 2021 committee meeting, the following motion was passed in response to the Return to School Update (item 17a).

WHEREAS: There are 64 guidance counsellors at the secondary level of our Board and there is a disparity in the distribution between virtual and in person.

WHEREAS: Administrators were reallocated to address an imbalance in the number of students enrolled in virtual learning in the past.

BE IT RESOLVED THAT: The guidance department focused solely on St. Anne's academy virtual students be supplemented with an additional 4FTE.

2. This motion arose from inquiries related to the supports in place for the mental health and well-being of the students at St. Anne Catholic Academy.
3. St. Anne Catholic Academy was designed as a temporary solution in response to the pandemic and parent and student needs. The goal was to ensure system staffing requirements were in place to meet the needs of all

students with the contingency of being ready for an uncertain but eventual full return to a brick-and-mortar school delivery model. As such, the TCDSB elected to leave Guidance Counsellors and other employee group allocations status quo in the brick-and-mortar schools and have them carry out their services to their assigned students in both brick-and-mortar and remote (St. Anne) settings.

4. Ongoing challenges associated with this pandemic have required Board staff to implement additional strategic supports to address evolving student needs.

## **D. EVIDENCE/RESEARCH/ANALYSIS**

1. In addition to the classroom staffing, St. Anne was assigned these additional allocations, dedicated solely to supporting the students in the school:
  - 4 Secondary Guidance Counsellors
  - 1 Autism Support Teacher
  - 1 Secondary Special Education Teacher
  - 1.5 K-12 Social Workers
  - 1.5 K-12 Speech & Language Pathologist
  - 1 Elementary Assessment & Programming teacher
  - 1 K-12 Assistive Technology teacher
  - 1 K-12 Psychologist
2. Key brick-and-mortar staff who are also supporting St. Anne, include all:
  - Elementary Guidance Counsellors
  - Secondary Guidance Counsellors
  - Central Guidance Resource Teachers
  - K-12 Special Education Resource Teachers
  - K-12 ESL Teachers
  - Secondary Chaplaincy Team Members
  - Secondary Program & Assessment teachers
  - Elementary Assessment & Programming teachers
  - Social Workers
  - Mental Health Practitioners
3. All staff continue to be provided with School Mental Health Ontario (SMHO) resources supported by regular check-ins with SMHO by the TCDSB Mental Health Lead. Education Assistants, Child and Youth

Workers, elementary and secondary teachers have received system in-services on mental health and well-being.

4. Plan of Care for St. Anne Students:
  - designed by the Special Services Department;
  - shared by St. Anne administrators with St. Anne Staff;
  - shared with brick-and-mortar school administrators so that they are aware of their role in supporting students;
  - includes “ONE-CALL” approach for educators to support meeting student needs (Observe, Notice, Explore, Connect, Ask, Listen, Link);
  - elaborates on the “Link” component of the “ONE –CALL” approach and provides staff with next steps when dealing with an emergency involving a student in crisis;
  - included educators receiving clear direction on the process of linking students to home-school support staff such as Guidance Counsellors, Social Workers and Psychologists.
  - includes services that are provided remotely, with parental permission where required.
5. Through Chaplaincy, we continue to provide students with the ongoing availability of resources and supports (liturgies, prayers, reflections, and chaplaincy) to promote pastoral care, faith formation, and faith animation.
6. Through Catholic Student Leadership, we continue to engage students in Catholic social justice issues, faith formation and animation, wellness and leadership development opportunities during various student-led virtual experiences (i.e. CSLIT, ECSLIT).
7. Based on a review of quadesters 1 and 2 service levels at St. Anne, Senior Staff initiated planning to add 4 additional staff: 2 guidance counsellors and 2 credit recovery teachers.
8. Respectful of budgetary pressures and as a result of deliberate additional supports, Senior Staff are confident that the current staffing plan at St. Anne meets student needs.

## **D. METRICS AND ACCOUNTABILITY**

Key central departments align their work to monitor and respond to St. Anne student and staff needs. The Director of Education and Associate Director of Academic Affairs provide oversight to the process and offer regular updates to trustees via a return to school report.

## **E. STAFF RECOMMENDATION**

Staff recommend that plans already in progress continue for the addition of the following staff to St. Anne Catholic Academy, School of Virtual Learning, to address additional needs:

- 2 Secondary Guidance Counsellors, and
- 2 Secondary Credit Recovery Teachers