



REPORT TO

STUDENT ACHIEVEMENT AND WELL BEING, CATHOLIC EDUCATION AND HUMAN RESOURCES COMMITTEE

CHAPLAINCY MODEL AT THE ELEMENTARY PANEL

Jesus went through all the towns and villages, teaching in their synagogues, proclaiming the good news of the kingdom and healing every disease and sickness. Matt 9:35

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INFORMATION 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 rooted in the love of Christ. We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity



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A. EXECUTIVE SUMMARY

The origin of the informational report arises out of an inquiry by Trustees that Staff supply background information on Chaplaincy model at the elementary panel within the existing allocation given the financial realities.

B. PURPOSE

The purpose of this informational report is to provide background information on TCDSB Secondary Chaplaincy Program and its current Elementary panel counterpart supports given through the central TCDSB Religious Educational Pastoral Team for the Faith formation / curriculum support for staff and students and on-going partnership / integration with the Parishes of the Archdiocese of Toronto.

C. BACKGROUND

In the mid-1980's, after provincial funding for Ontario Catholic schools was extended to the end of high school, there began a rapid increase in the number of Catholic secondary schools. Concerned about the "Catholicity" of the secondary schools, the Ontario Conference of Catholic Bishops called for the presence of Chaplains in all the secondary schools and "the upgrading of chaplaincy work into a full ministry of pastoral service or care." (*This Moment of Promise; and New Directions.*)

Currently, TCDSB has Chaplaincy leaders in all of its Secondary Schools. Chaplaincy services is one of the many necessary approaches to ensuring the Catholicity of a secondary school faith formation for our students. Within our contractual agreements, Chaplaincy positions are posted and qualified applicants interviewed by the Principal. Chaplaincy teams are created by using the staffing teacher allocation in a shared model in most schools. Each Chaplaincy team accesses many curricula resources and community outreach activities with the Archdiocese of Toronto and Catholic educational partners in order to foster and align faith development with Catholic teachings and our Canadian Council of Bishops Religion Education / Family Life Programs in communion with Jesus Christ teachings.

TCDSB Secondary and Elementary panels are given Religion and Family Life Curricular supports through the central TCDSB Central Religious Educational / Pastoral Team: Catholic Teacher Centre (comprised of 2 Central Pastoral Chaplaincy teachers) and Religion Resource (comprised of 4 Religion Resource teachers who work with East, West, North, South Superintendency Areas). Working with Central Superintendents and other central staff like Student Leadership Resource Teacher, TCDSB Religious Educational Pastoral central team meets weekly to discuss curricular supports that align with Living our Catholic Values (MYSP), to provide Faith Animation activities to support Liturgical Year events and Religion and Family Life programs. The Catholic Teacher Centre Religious Education / Pastoral Team meets with Chaplains and Religion Department heads 4 times a year to share current religion education / pastoral assistance in their roles. The Catholic Teacher Centre Religious Education / Pastoral Team and Religion Resource teachers meet with elementary Religion Reps 2 times a year as well as electronically communicate updates in Religion Education programming or Liturgical supports in the Pastoral Year of the Family. This central teams facilitates curricular links to Association of Catholic Bishops of Ontario (ACBO), Institute for Catholic Education (ICE) and Catholic Curriculum Cooperative (CCC). The Superintendents of Curriculum and Accountability, Student Success and Pastoral Faith Development work with Central TCDSB Religious Educational Pastoral Team to ensure that school administration and school staff will have Religion and Family Life curricular supports and TCDSB resource documents to support system Living Our Catholic Values goals:

- Ontario Catholic School Graduate Expectations (OCSGE), Catholic social Teachings (CST), Virtues of the Month, Pastoral Plan - Together with One Voice Harmonizing our Faith through Family, Parish and School, Student Leadership through CSLIT / ECSLIT, System opportunities for connections to Archdiocesan Parish and/or Religion Family Life Curricular In-services.

D. EVIDENCE/RESEARCH/ANALYSIS

1. TCDSB staffing for Central Religious Educational / Pastoral Team and Chaplaincy is funded out the teacher's envelope. The Central Religious Educational Pastoral Team is 6 FTE that supports both Secondary and Elementary schools across the system.
 - 6 FTE Total cost of approximately 574,548 assuming an average Teacher Salary and Benefit cost of \$95,758
2. Each high school receives a Chaplaincy staffing proportionate to the student population which allows for the Chaplaincy teams to professional education

partners and faith animators for their schools. In regards to Chaplaincy Services in the 2014-5 Budget Estimates:

- 24.29 FTE Chaplains in Secondary Schools spread proportionally across 32 Secondary Schools
 - Total cost of approximately \$2.326M
 - Assuming an average Secondary Teacher Salary & Benefit cost of \$95,758.
3. TCDSB currently has one priest working in the Catholic Teacher Centre and 3 priests working within the system who help with system/school faith formation and Liturgies. We also have a strong parish connection in our elementary schools where local priest/ youth ministry coordinators visit and assist schools throughout the liturgical year. In the upcoming Pastoral Plan Year of the Parish, we plan to strengthen and continue to build upon our connections.
4. TCDSB model of delivery is a teaching Chaplaincy program. There are a variety of models in the Toronto Archdiocese:
- **Dufferin-Peel Catholic District School Board (DPCDSB)** passed a policy to have one Chaplaincy team leader per high school and currently have 25 Chaplaincy leaders of whom 11 are non-teachers and 14 certified teachers paid on the teacher salary grid with the intent move all Chaplaincy positions with natural turn over into the certified teaching funding model support by the Central Religion Resource department;
 - **Durham Catholic District School Board (DCDSB)** has a chaplaincy leader in each of its 7 Secondary Schools who are non-teachers but funded on a grid similar to teachers with a maximum salary of 79,778 from Grants for Student Needs (GSN). In addition, there is only one Religion Resource Teacher for the Board. Both DPCDSB and DCDSB find challenges in funding non-teachers from the GSN and are looking to move towards the TCDSB model.
 - **York Catholic District School Board (YCDSB)** has 15 teacher allocations for Chaplaincy team leaders with a model of dividing the allocation into two people aiming for a male/female teams that model faith animation for staff and students. Central Resource Teachers also provide system supports for Religion and Family Life K-12.
 - **Niagara Catholic District School Board (NCDSB)** model is similar to TCDSB but names Central Religion Resource Teachers “Chaplains” in both Secondary and Elementary Schools. Like TCDSB

each Secondary school has a chaplaincy team but there are only 2 “Elementary Chaplains” working with the 49 elementary schools offering Religious Educational curricular and sacramental supports.

5. TCDSB Catholic Teacher Centre Religious Educational / Pastoral Team provides Central Religion Education / Family Life Resources as follows:

- ***Electronic resources:*** 3 year Pastoral Plan for Years Family Parish and School; Rosary Day; Thanksgiving; All Saints Day; All Souls Day; Remembrance Day; Advent; Lent; Easter; Blessed Pope John Paul Day; Catholic Education Week; Respect for Life Week; Notices of workshops, in-services, retreats and seminars; Conclave information; Liturgies
- ***Books/pamphlets:*** Sacred Space for Advent and the Christmas Season; O Radiant Dawn 5-Minute Prayers Around the Advent Wreath; Sacred Space for Lent; YOUCAT – Youth Catechism of the Catholic Church; Portrait of Pope Francis; Pamphlet – Praying With Your Five Fingers, by Pope Francis; Ontario Catholic School Graduate Expectations
- ***DVD Resources:*** i.e. *Faith Clips* – 50 Theological and Spiritual Questions about the Catholic Faith or *The Enduring Gift* – Catholic Education in the province of Ontario
- ***TCDSB Membership*** in Catholic Association of Religion and Family Life Education of Ontario (CARFLEO), Institute for Catholic Education (ICE) and CCC (Catholic Curriculum Corporation) provides access to resources on-line / professional development that supports the role of Chaplaincy. Membership in CSCO (Catholic School Chaplains of Ontario) offers an annual retreat and professional development.
- ***Archdiocese of Toronto Connections through the TCDSB central team*** partnerships:
 - ✓ His Eminence, Thomas Cardinal Collins, meets regularly with Director and Senior staff, as well as, visits schools to talk to students and staff
 - ✓ Archdiocese Liaison for Catholic Education – Dan Smith meets regularly with central staff
 - ✓ Adult Faith Conference for the Archdiocese (5 Board participation) attended by Chaplaincy and religious education departments
 - ✓ Bishop Zone meetings with schools and Chaplaincy teams

- ✓ Attendance at Ordinandi Student Luncheon and Dinner – Committee; and attendance at events
- ✓ Attendance at Fr. Fogarty Dinner
- ✓ Participation in St. Augustine Seminary – 100th Anniversary
- ✓ School Visits and participation in Scarboro Missions (Grade 11 Retreats)
- ✓ Catholic Register invitations to cover events
- ✓ Participation in volunteering and fundraising for **Catholic Charities / Share Life**
- ✓ The Doors of Hope Project for Catholic Charities was supported by Chaplaincy department
- ✓ Chaplaincy Liaison with **Office of Catholic Youth**
- ✓ *Canadian Certificate in Youth Ministry Studies* - http://www.ocytoronto.org/events_programs/ccyms/index.html
- ✓ **Central Programming: ACCTS – A Catholic Call to Service** (An annual day of service by secondary school students)

6. Ongoing Catholic Partnerships supported by Central TCDSB Catholic Teacher Centre Religious Educational / Pastoral Team:

- ✓ Ongoing Catholic Partnerships and/or Connections Assembly of Catholic Bishops of Ontario <http://acbo.on.ca/englishweb/catholiclinks.htm>
- ✓ CARFLEO <http://www.carfleo.org/>
- ✓ CCC (Catholic Curriculum Corporation) <https://www.google.ca/#q=Catholic+Curriculum+Corporation>
- ✓ WFMP youth forum run by Student Leadership team and Chaplaincy teams
- ✓ Catholic Missions in Canada - Mission Bishops
- ✓ Catholic School Chaplains of Ontario (CSCO) <http://www.cSCO.ca/>
- ✓ CPCO <https://www.google.ca/#q=catholic+principals+association>
- ✓ OCSOA <http://www.ocsoa.ca/>
- ✓ Institute for Catholic Education (ICE) http://www.iceont.ca/news_events.aspx
- ✓ Salt & Light Television <http://saltandlighttv.org/>

- ✓ **Religious Orders Connections:** Ongoing relationship between our secondary schools and retreats offered by religious orders i.e. Salesian Retreat, the Kairos Retreat and Youth ministers from parishes that visit schools
- ✓ **Student Leadership and Central Religion Resource teachers:** Community Service Opportunities accessed through both Development and Peace and Larch
www.devp.org / www.larchedaybreak.ca
- ✓ **Religious Education Policy Documents**
 - <http://www.iceont.ca/resources/1/World%20Religions%20Gr%2011%20Revised%20Expectations.pdf>
 - <http://www.iceont.ca/ice-publications.aspx>
 - <http://www.iceont.ca/page1787511.aspx>

E. METRICS AND ACCOUNTABILITY

1. Given financial cost pressures of the TCDSB budget, we are delivering an effective Religion Education and Family Life supports for both Secondary and Elementary schools through the TCDSB existing central allocations for the Religious Educational / Pastoral Resource Teachers. Additional supports through the Superintendents of Curriculum and Accountability, Student Success, and Pastoral Faith Development help to coordinate and foster adult /student faith development systematically in both Secondary and Elementary panel.

F. CONCLUDING STATEMENT

This information report is for consideration by the Board.