



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 information on side by side Chaplaincy Comparison between Niagara Catholic District School Board (NCDSB) and Toronto Catholic District School Board (TCDSB) at the elementary panel within the existing allocation given the financial realities and look to outside financial sources. All Niagara Catholic Chaplaincy Leaders are full time, non-teaching positions. Niagara Catholic employs 8 Chaplaincy Leaders in the secondary panel, 4 Chaplaincy Leaders in the elementary panel and 1 Board Chaplaincy Leader. All Toronto Catholic District School Board Chaplaincy Leaders are teaching positions and currently 2 central Chaplaincy Leaders and 24.29 FTE Chaplains in Secondary Schools spread proportionally across 32 Secondary Schools.

## **B. PURPOSE**

This side by side report compares Chaplaincy Teams between Niagara Catholic and Toronto Catholic. Although the models of delivery are different, it is the same funding source (GSN). Niagara Catholic Chaplaincy Leaders are full time, non-teaching positions. Toronto Catholic Chaplaincy Leaders are teaching positions.

## **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 as 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.

The role of the chaplaincy team calls for a variety of ministries of presence, accompaniment, interpretation/proclamation, celebration and witness of our Catholic Faith. The chaplaincy team assists the school community in their faith development and affirms the traditions and practices of the Church within the school community as well as fostering the liturgical life of the school community. The chaplaincy team are supported by their local parish, Principal, Religion Department, and central Religious Education Team, Superintendents in their pastoral ministry to staff and students and, to a lesser degree, to the students' parents. The Director is responsible for this policy as supervisor of the daily conduct of the program for Chaplains/chaplaincy team leaders and will liaison with the local diocesan bishop to support the mandate from the Church.

The school Chaplaincy Leader is further supported by the provincial Religious Education Curriculum and resources available through the assembly of Catholic Bishops of Ontario

<http://acbo.on.ca/catholiclink.htm>, Institute of Catholic Education (ICE)  
[http://www.iceont.ca/news\\_events.aspx](http://www.iceont.ca/news_events.aspx), and Catholic Curriculum Cooperative  
<https://www.google.ca/#q=catholic+curriculum+corporation>.

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

1. TCDSB staffing for Chaplaincy is funded out the teacher's envelope. Each high school receives a 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 2013-14 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.

2. TCDSB teaching Chaplaincy program is overseen by Superintendent and two Central Chaplaincy Team Leaders. Within the Elementary Panel, we currently have 4 Religion Resource teachers who work with the Central Pastoral Chaplaincy Team of 2 Teachers. Together they meet with Superintendent and plan system faith formation and Religious Education/Family Life curriculum supports, updates and in servicing. They often partner with Student Leadership, Music Department and other CEC staff to work on the Catholic Lens and Adult Faith Formation initiatives.
3. Niagara Catholic District School Board staffing for Chaplaincy is funded out of the GSNs but are full time, non-teaching positions. These Chaplaincy Leaders are chosen have background in parish lay ministry or school chaplaincy. Niagara Catholic employs 13 Chaplaincy Leaders: 8 in the secondary panel, 4 in the elementary panel and 1 central Board Chaplaincy Leader. Similar to TCDSB, NCDSB Chaplaincy Leaders work closely with the Religion & Family Life Teacher Consultant to help provide faith experiences, programs, and initiatives that support the religion curriculum taught in the classes.
4. There are a variety of models in the Toronto Archdiocese: **Dufferin-Peel Catholic District School Board (DPCDSB)** has a hybrid model of 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; **Durham Catholic District School Board (DCDSB)** has a chaplaincy leader in each of its 7 Secondary School 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) just like NCDSB. **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.
5. All Catholic School Board Chaplaincy Leaders work with their Archdiocese in a close relationship/partnership to animate student and staff faith development. Both TCDSB and NCDSB chaplaincy leaders work closely with local parishes, catholic agencies and larger catholic community.
6. Side by side chaplaincy comparison between NCDSB and TCDSB is found in Appendix A

## **E. METRICS AND ACCOUNTABILITY**

1. Professional learning opportunities designed to continue to build capacity for the current group of School Chaplains and Religious Education Resource teachers will be undertaken for the 2016-2017 school year.
2. The Board's Central Religious Education team will continue to access 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.
3. The Superintendent responsible for the Nurturing Our Catholic Faith Community will monitor the activities occurring in schools to ensure the Chaplaincy programs are helping students meet the Ontario Catholic School Graduate Expectations.
4. Secondary School Chaplains and Religion Department Heads, and school principals will work collaboratively with parish pastors and representatives in support of this year's theme of our Pastoral Plan: Harmonizing our faith through the Parish.

## **F. CONCLUDING STATEMENT**

At this particular time, there are no outside public/private sources available that would fund Chaplaincy leaders in a Catholic Public Education system

This informational report is for the consideration of the Board