

Chaplaincy Comparison between TCDSB and NCDSB Appendix A

<p style="text-align: center;">Toronto Catholic District School Board 201 Schools - Student Population 90,000 (approximate)</p>	<p style="text-align: center;">Niagara Catholic District School Board 57 Schools – Student Population 22,000 (approximate)</p>
<p>Chaplaincy Model Toronto Catholic Chaplaincy leaders are teacher-chaplains in 32 high schools. TCDSB staffing for Chaplaincy is funded out of the teachers’ envelope. Each high school receives staffing proportionate to the student population which allows for the Chaplaincy teams to be professional education partners and faith animators for their schools. In 2015-16, we have 24.66 FTE Chaplains in Secondary Schools spread proportionally across 32 Secondary Schools. Total cost of approximately \$2.36M assuming an average Secondary Teacher Salary & Benefit cost of \$95,758. Central team Chaplains and Resource teachers add additional costs of approximately \$574,548 <u>Total Cost is 2.9 Million.</u></p> <p>Board Chaplaincy Leader In TCDSB, the Superintendent works with a central team of resource teachers to oversee the Chaplaincy program. The central team consists of two Central Chaplaincy Team Leaders (Catholic Teachers’ Centre), 4 Religion and Family Life Resource teachers, and 1 Student Leadership Resource Teacher. The Superintendent with the central team meets all Chaplaincy Leaders 4-5 times a year. The Superintendent/Central Chaplaincy responsibilities include, but are not limited to:</p> <ul style="list-style-type: none"> • Leading, supporting, and coordinating Chaplaincy Leaders; ensuring that the expectations as outlined in the Assembly of Catholic Bishops of Ontario’s “Pastoral Letter on Catholic Secondary School Chaplaincy”, along with the Vision and Mission of the Toronto Catholic District School Board are met. 	<p>Chaplaincy Model All Niagara Catholic Chaplaincy Leaders are full time, non-teaching positions. Niagara Catholic employs 8 Chaplaincy Leaders in the secondary panel (8 SS), 4 Chaplaincy Leaders in the elementary panel and 1 Board Chaplaincy Leader. The 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. Elementary and Secondary Chaplains are paid on the same salary grid. Average salary is \$64, 171 thousand with a Board Chaplaincy Leader at \$ 77, 085. <u>Total cost is \$847, 132.</u></p> <p>Board Chaplaincy Leader The Board Chaplaincy Leader reports to the Director of Education. Their responsibilities include, but are not limited to:</p> <ul style="list-style-type: none"> • Leading, supporting, and coordinating a team of 12 Chaplaincy Leaders serving both the elementary and secondary panels • Ensure that Chaplaincy Leaders meet the expectations as outlined in the Assembly of Catholic Bishops of Ontario Pastoral Letter on Catholic Chaplaincy and the Mission, Vision and Values of the Niagara Catholic District School Board. • Liaise with the Diocese of St. Catharines staff including the Bishop, clergy, and support staff • Support the implementation of the annual Board

- Liaise with the Archdiocese of Toronto, the Vicar of Catholic Education, local Bishop, clergy, and support staff
- Support the implementation of our Board's Pastoral Plan Board. Our theme from 2015-2018 is: *Together with one Voice harmonizing our Faith through **Family, Parish and School***
- The Superintendent oversees the central student leadership program, and with the Central Team oversees the school retreats, the preparation of board-level liturgical celebrations, and annual Staff Faith Formation Programs

TCDSB Secondary School Chaplaincy Leaders:

Toronto Catholic has 24.66 FTE Chaplains spread proportionally across 32 Secondary Schools. All Chaplaincy Leaders within schools report directly to the School Principal and meet 4-5 times a year with the Superintendent and Central Team. Their responsibilities include but are not limited to:

- Foster student, staff, and adult faith formation at the local Catholic School level, nurture the faith environment of the school, and provide pastoral care as needed
- Serve as a Catholic role model for students through an active Christian faith and bear witness to the gospel values
- Be a reference point for staff and students concerning issues on spirituality, Catholic teachings, and traditions
- Organization and preparation of liturgical celebrations and prayer services
- Retreat organization and facilitation
- Assistance with planning and organization of various Board-wide events and student conferences (e.g., When Faith Meets Pedagogy Youth Forum, A Catholic Call to Serve, Province Wide Mass, Lift Jesus Higher Rally,

Theological Theme

- Oversee the Journey Retreat Program
- Organize and prepare board-level liturgical celebrations
- Develop annual Staff Faith Formation Program
- Organize and coordinate board wide events and initiatives including: Culture of Life Conference, Gr. 7 Faith Festival, Junior & Intermediate Family of Schools Retreats, Catholic Education Congress

NCDSB Secondary School Chaplaincy Leaders

Niagara Catholic has eight secondary schools, each with a full time Chaplaincy Leader. Their responsibilities include, but are not limited to:

- Pastoral ministry to students and staff, and nurturing the faith environment of the school
- Organization and preparation of liturgical celebrations and prayer services
- Retreat organization and facilitation
- Assistance with planning and organization of various Board events and student conferences
- Support and moderation (where required) of various school clubs and initiatives, especially social justice, respect for life, social climate, GSA
- Liaise with local clergy to support priest presence in the school, especially to provide opportunities for students to receive the Sacrament of Reconciliation

Ordinandi Dinner, etc.)

- Support and moderate (where required) various school clubs and initiatives, especially social justice, respect for life, care for the Earth, respecting differences
- Liaise with local clergy to create priest presence in the school, especially to provide opportunities for students to receive the Sacraments
- Meet 4-5 times a year with the TCDSB Central team to assess curricular supports, engage in professional dialogue, listen to guest speakers, share resources with each other and receive resources from the Central team for their school community (e.g., electronic resources, books/pamphlets, DVD resources, etc.)
- Continue to partner with various Catholic organizations (e.g., Catholic Association of Religious and Family Life Educators of Ontario, Catholic Curriculum Corporation, Catholic Missions in Canada, Institute for Catholic Education, Catholic School Chaplains of Ontario, Office of Catholic Youth, ShareLife, Salt and Light Television, Development and Peace, L'Arche, etc.)

TCDSB Religion and Family Life Resource Teachers

Toronto Catholic has four elementary Religion Resource Teachers, each minister to two region areas (50 schools each) across Toronto (areas: 1&2, 3&4, 5&6, 7&8). They work to support the schools (principal and staff) with the Religion and Family life programs and work in partnership with the Catholic Teachers' Centre and Student Leadership. They also partner with several other CEC departments and staff on various Catholic initiatives. Their responsibilities include but are not limited to:

- Providing curriculum support and in-servicing to teachers for the various Religion and Family Life programs
- Supporting teachers in ministering to students in Grades

Elementary Chaplaincy Leaders

Niagara Catholic has four elementary Chaplaincy Leaders, each ministering to the elementary schools in alignment with two Families of Schools (10-16 schools per Chaplaincy Leader). Working closely with the principal and parish priest, they are a valuable resource to the school community. Their responsibilities include, but are not limited to:

- Ministering to students in Grades ELKP to Grade 8 through a variety of faith experiences
- Facilitating and providing resources for active prayer life within schools;

<p>FDK to 12 through a variety of faith experiences (including assisting with planning school liturgies, retreats, etc.)</p> <ul style="list-style-type: none"> • Facilitating and providing resources for active prayer life within schools including supporting and training teachers • Facilitating and/or providing resources for sacramental preparation and various classroom faith needs and initiatives as requested • Assisting with the planning and organization of Board-wide events, liturgies, retreats, chaplaincy meetings, student conferences, etc. • Assisting with pastoral care and adult faith formation programs • Supporting Student Leadership initiatives such as “A Catholic Call to Serve”, WFMP youth forum, ILITE conferences, etc. • Connecting and partnering with several Catholic Organizations and Catholic Boards across the province <p>TCDSB Response to Grief and Bereavement The TCDSB Crisis Response Team which includes Chaplaincy Leaders support students and staff with grief & bereavement.</p>	<ul style="list-style-type: none"> • Assisting with pastoral care for staff and students • Facilitating and/or providing resources for sacramental preparation and various classroom faith needs and initiatives as requested • Special emphasis is placed on building relationships between schools and parishes • Assisting central religion resource teacher for in-servicing for the various Religion and Family Life programs <p>Niagara Catholic Response to Grief and Bereavement All Niagara Catholic Chaplaincy Leaders assist with grief & bereavement support for students and staff and are certified pastoral visitors with the Niagara Health System.</p>
<p>*Approximate Cost per Elementary School is \$3,400.</p>	<p>Approximate Cost per Elementary School is \$6,800.00</p>

*To use this model in our elementary schools it would require additional cost of \$569,800.00.