

# Annual Report 2001-2002



**Lewisporte/Gander School District**

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## INTRODUCTION

There were a large number of provincial changes in programming approved for implementation for 2001-02 school year. In addition, the district continued its commitment to a number of local initiatives in Literacy, Middle School Education and Student Support Services.

Given the number and diversity of these initiatives, we recognized the enormous challenges involved in delivering timely and appropriate professional development services to staff requiring support to implement these changes. In addition, the newly approved district strategic plan would require appropriate commitment in order to initiate its implementation.

Unfortunately, the school year began with a major labor dispute, which resulted in a seven week strike by support staff employees. During this period school initiative and district support services were operating, for the most part, in response to the day-to-day demands that the strike presented. This situation severely limited our ability to address efforts in professional development and program support.

In the aftermath of the strike by support staff employees we immediately turned our attention to addressing gaps in instruction, experienced by many students who were unable to attend school regularly or at all because of the lack of transportation.

All schools were asked to assess their needs and submit post strike instructional plans. These needs were addressed in a variety of ways at the school level, including adjustment in courses, integration of curriculum, and extra classes.

As the school year progressed we were able to begin the process of refocusing on the many challenges associated with program changes, various professional development initiatives and the district strategic plan.

The contents of this report attempt to provide the Board and its public with a brief synopsis of the range of activities and programs that helped contribute to the attempts by the district to advance quality schooling.



## **STUDENT PARTICIPATION/PERFORMANCE**

The District continues to support a broad range of student activities. Such activities are intended to promote student interest in building leadership skills and develop individual talents. Many activities and events took place throughout the year. Quite often these important happenings in the lives of many students take place without much fanfare.

Congratulations to all students who participated and their teacher sponsors for their efforts in preparation for these events. Thanks are also expressed to the many other volunteers who contribute greatly to the full range of learning experiences of students in our schools

The following is intended to give you a sample of some of these extra curricula involvements that students participated in during the 2001-02 school year.

### **Provincial Student Leadership Conference**

Glovertown Academy hosted the 12<sup>th</sup> Annual Provincial Student Leadership Conference from November 29<sup>th</sup> to December 2<sup>nd</sup>. An estimated 500 high school students throughout the province arrived at Glovertown and over the course of the three-day conference, they discussed issues and attended workshops dealing with their roles in school and community leadership. The organizational effort in preparing for such an event is a huge undertaking by the school, involving many hours of volunteerism by students, staff and community partners.

### **Youth Info Fair**

The district partnered with HRDC and the Gander & Area Chamber of Commerce in staging the nationally sponsored Youth Info Fair. This event, which took place on February 6 and 7 at the Gander Community Centre, provided an excellent venue for students throughout the school district to become exposed to a diverse range of future opportunities and at the same time become informed regarding the processes involved in pursuing such opportunities.

Over the course of the two-day event approximately 1800 students throughout the school district participated. Information booths were setup by businesses, agencies and postsecondary institutions from within the province, as well as other areas in Atlantic Canada, across a range of economic sectors including areas such as Medical & Health, Trades & Aviation/Aerospace, Safety & Security, Information Technology, Tourism & Recreation, and Manufacturing.

### **French for the Future Conference**

This was a national event held simultaneously in nine major Canadian cities. Large numbers of French Language students were interconnected through the magic of the Internet. The variety of workshops and presentations provided excellent opportunities for students to acquire a greater appreciation of bilingualism. Sixteen (16) Level 2 Core French and

Immersion students from the district took part in a Provincial *French for the Future* Conference held at Memorial University in St. John's in April. Students explored career options in French and participated in a satellite hook-up discussion with students in other centers in Canada. The conference has conducted entirely in French.

### **Math League Competition**

This annual activity is sponsored regionally and provincially by Memorial University. Teams from eight of our high school participated in the district competition. A school team is composed of four high school students, normally grade 12 students; however, small schools often have to add grade ten or eleven students to field a good team. The event is structured around team performance in a time-controlled format. The team from Jane Collins Academy was the top performer while St Gabriel's All Grade placed second in the regional event. Both schools represented the district at the provincials, held in St. John's on May 3<sup>rd</sup> and 4<sup>th</sup>.

### **Drama Festivals**

The annual District Drama Festival took place at the Gander Arts and Culture Centre on April 18<sup>th</sup> and 19<sup>th</sup> with nine (9) schools participating. On day one of the festival, students and teachers participated in entertaining, energetic and highly interactive workshops. Performances commenced on the evening of the first day and continued throughout the second day. There was a full house for each performance. This is certainly a successful endeavour as more and more students and schools are inspired to participate each year.

The district hosted the 27<sup>th</sup> Annual Provincial High Drama Festival. This long-standing tradition not only provides a venue to showcase the best from our schools, but it continues to provide quality opportunity for students to workshop with leaders and proven talents in the field. Approximately 250 students and teachers from across the province, representing each of the ten school districts participated in this event. Our District was represented by Glovertown Academy for its winning performance at the District Drama Festival.

### **Heritage Fairs**

Schools held heritage fairs for intermediate students. The Heritage Fair Program is part of the Charles R. Bronfman Foundation's National Heritage project. The objectives are to encourage greater knowledge and interest in our history and to increase pride and a sense of belonging. The projects involve Canadians in sharing stories and values with each other and the world. The presentations were on display for public viewing. Each project is adjudicated twice by judges that come from outside the school.

Winners from each grade level from each school participated in the Regional Heritage Fair, held at Grand Falls in May. Projects from our District captured 1<sup>st</sup> and 2<sup>nd</sup> place. The first place winner then proceeded on to the National Heritage Festival, held at St. John's in July.

### **Tutoring For Tuition Program**

This was the 5<sup>th</sup> year for the district participation in the Tutoring For Tuition Program, sponsored by the Department of Youth Services and Post Secondary Education. More than 100 students earned vouchers towards a post secondary education by tutoring students within our schools. It has been a very successful project for both the tutors and also the tutees.

### **Virtual Science & Technology Fairs**

A district wide virtual science and technology fair was conducted. One hundred (100) students competed in an online environment. The top project was entitled “Rest in Peace” from St. Paul’s Intermediate represented the district at the Canada Wide Science Fair held at Saskatoon in May.

### **Literature Fair**

Intermediate and Level I students were involved in a Literature Fair. Students were invited to select a novel of their choice presentation at the Literature Fair. The presentations included a variety of forms such as mobiles, pencil sketches, dioramas, activity books, board games, story wheels, posters, sequential time charts, and song and story boxes. Students also prepared a written summary using a structured format. Each student also presented a very eye catching backboard display. This was a wonderful undertaking, which was enthusiastically received by students. The Literature Fair supports an outcome based teaching approach, which recognizes and promotes the six strands of the English Language Arts program.

### **Concours d’Art Oratoire**

Twenty (20) grades 9 – Level 3 students participated in a District French Speak-Out held at Smallwood Academy, Gambo on April 20. The Concours was organized in collaboration with the local chapter of Canadian Parents for French. Two participating students from the Gander Collegiate media class videotaped the event. Six students went on to represent the District at the Provincial CPF Concours held at St. John’s in May.

### **French Exchange Programs**

Four (4) schools, A.R. Scammell Academy, Riverwood Academy, Newville Elementary and Carmanville School Complex were involved in weeklong school exchange visits with schools in Quebec. This program was funded by the Department of Canadian Heritage and is coordinated by SEVEC (Society for Educational Visits and Exchanges in Canada). Twenty-six (26) intermediate students participated in a 5-day French Summer Camp in St. Pierre during July. The camp was organized by the District in collaboration with the Francoforum Institute in St. Pierre. Funding support from Canadian Heritage (through the Language Programs Section of the Department) assisted in offering this immersion experience to students

## **Virtual Art Display**

An Art Website was created in 2002 to display student art works and school/district art activities. The on-line display was proposed by Intermediate/Senior High Art teachers. The web site was developed by the Grassroots Coordinator, Caprice Burry in collaboration with schools and District Office. Further work will be done on the site in the 2002-2003 school year.

## **School Recognition**

Industry Canada announced the 14 top Canadian school participating in a national competition showcasing excellence in community collaboration and website design. This program presented awards in four categories: i) The World Around Us, ii) Our Living Past, iii) Our Creative Spirit, and iv) The Way We Live. Glovertown Academy was awarded 3<sup>rd</sup> place prize for website in the category 'The Way We Live'. It is worth noting that Glovertown Academy, along with three other Newfoundland and Labrador schools were awarded four of the fourteen national awards.

The SEVEC (The Society for Educational Visits and Exchanges in Canada) Award of Merit recognizes outstanding efforts and exceptional contributions made in encouraging exchanges and visits among Canadian youth with the view to create and promote enriching educational experiences in the area of language and culture. The 2001 SEVEC Award of Merit granted to the exchange between Newville Elementary and Juvenat Notre Dame du Saint Laurent.

Gander Academy art teacher Rex Kean, grade five classroom teacher Jim Cornish and school librarian Joanne Burt received an Arts Smarts grant of \$3000 from the Newfoundland and Labrador Arts Council for a project entitled "The Newfoundland Pine Marten and the Old Growth Boreal Forest." This grant is awarded by the council on behalf of the J.W. McConnell Family Foundation whose mission is "to support projects and programs that enhance the ability of Canadians to understand, adapt and respond creatively to the underlying forces which are transforming Canadian society and the world."

## **Provincial Government Scholarship Winners**

The Government of Newfoundland and Labrador awards 201 scholarships each year with a total value of \$202,500 to students who are pursuing post-secondary studies.

The Constable W.C. Moss Scholarship, valued at \$1,000, is awarded to the son or daughter of a member of the Royal Newfoundland Constabulary or the Royal Canadian Mounted Police, active, retired or deceased, who attains the highest score on the scholarship exam. The winner of this year's scholarship was Michael Martin of Gander Collegiate.

A total of 154 electoral district scholarships, valued at \$1,000 each, are awarded to the three graduates who score highest on the scholarship examination in each electoral district. For each of the 5 electoral districts within our school district the following is the list of scholarship winners for 2001-02:



**Bonavista North District**

Tucker, Laura  
 Barbour, Thomas  
 Stokes, Ashley

Lester Pearson Memorial High  
 Lester Pearson Memorial High  
 Lumsden School Complex

**Gander District**

Soper, Katie  
 Skanes, Trent  
 Au, Raymond Lee

Gander Collegiate  
 Gander Collegiate  
 Gander Collegiate

**Lewisporte District**

Boyd, Robert  
 Dalton, William  
 Squires, Peter

Lewisporte Collegiate  
 Lewisporte Collegiate  
 Lewisporte Collegiate

**Terra Nova District**

O'Rielly, Barbara  
 Becker, Patricia  
 Hamel, Danielle

St. Gabriel's All-Grade School  
 Glovertown Academy  
 Glovertown Academy

**Twillingate and Fogo District**

Barnes, Ryan  
 Foley, Dominic  
 McGrath, Nancy

Coaker Academy  
 Fogo Island Central Academy  
 Fogo Island Central Academy

**External Student Assessments***CRTs Language Arts*

All grade three students in the province wrote the provincial Language Arts Criterion Referenced Test in May 2001 over a two-week period. The test assessed student achievement in listening/speaking, reading/viewing and writing and representing. Students were asked some multiple choice questions as well as questions that required a constructed response. The following table shows the district results compared with the province. Level 3 is considered the minimum standard for grade three. The numbers indicate the percentage of students performing at or above Level 3.

## Writing

	Content	Organization	Sentence Fluency	Voice	Word choice	Conventions	Demand
District	77.7	72.3	74.4	69.9	88.1	79.8	82.4
Province	81.9	79.3	79.9	77.3	88.9	79.8	80.5

Reading

	Narrative		Informational		Poetic		Visual	
	MC/7	CR	MC/8	CR	MC/4	CR	MC/5	CR
District	5.7	53.2	5.6	38.6	3.2	47.7	4.1	33.6
Province	6.0	62.9	5.8	29.5	3.1	49.5	4.1	44.9

(multiple choice responses {MC} and written responses {CR} scored on a rubric rating scale).

### The Speaking/Listening

	Listening	Listening	Listening	
	Poetic MC/5	Directions/9	Poetic CR	Speaking
District	4.3	7.6	41.5	98
Province	4.4	7.5	46.6	89.1

(multiple choice responses {MC} and written responses {CR} scored on a rubric rating scale).

A sample of students was recorded for the speaking section.

As a result of this testing:

- ✎ All teachers were provided in-service on the use of rubrics in assessment.
- ✎ Literacy Support Teachers were provided professional development sessions on curriculum areas needing work.
- ✎ The small schools had two shut down days on language arts to support their work.
- ✎ Schools were asked to focus the work of their literacy committees on those language arts areas needing attention.
- ✎ Schools were encouraged to draw from the First Steps Initiative in focusing on helpful teaching strategies.

✎

### *CRTs Mathematics*

CRTs were also administered for Primary Mathematics in June 2001. The CRT tests student performance in five areas of mathematics as identified by the curriculum outcomes. The results are summarized in the following table:

Student Averages – Primary Math CRT - June 2001		
<u>SUBTEST</u>	Lewisporte/Gander	Province
	School District	
Numbers	77.6	80.5
Geometry	82.0	83.7
Measurement	68.0	72.7
Graphing	81.5	84.5
Problem-Solving	51.2	59.4
TEST TOTAL	72.3	76.3

The test results indicated some concerns, particularly in the area of problem solving. The results were presented and discussed with principals in January. Each school was provided with detailed results including individual item analysis for each student. Guidelines were prepared for schools in terms of analyzing their results and planning for improvement. An

information brochure was also developed to help parents understand and interpret the results.

Follow-up involved teacher in-service on Primary Mathematics and individual school visits during which mathematics activities and techniques were modeled for teachers and students.

An internal Primary Mathematics CRT for administration in June using the same format as the provincial exam. This was designed to make teachers more comfortable with the exam and its format and to track student performance over a period of time to provide better data patterns and help in future planning.

*Public Exam Results*

Problems were experienced in 2001 with the reintroduction of Public Exams after a five-year pause in the process. Issues contributing to poor performance for some schools/students were identified by a committee and presented in a report to the District with recommendations designed to address these concerns. Results for 2001 Public exams as are summarized in the following table:

Courses	School Exam		Public Exam		Public - Scaled		Combined		% Pass	
	District	Province	District	Province	District	Province	District	Province	District	Province
Them Lit 3201	71	68	46	48	48	46	58	58	78	77
Chem 3202	72	72	58	63	58	63	64	68	83	91
Phy 3204	71	71	49	53	49	53	59	62	74	83
Biol 3201	70	69	56	56	56	56	63	63	86	86
Math 3201	79	76	64	76	64	66	70	72	95	95
Math 3200	64	63	45	53	45	53	52	58	62	73

Each school was provided with detailed results for its students including school/district/provincial comparisons and individual item analysis. Guidelines were given for review and follow-up at the school level.

***School Achievement Indicators Program(SAIP)***

SAIP was administered to a random sample of 13 year-old and 16 year-old students in a selection of schools in the province. Results can be summarized briefly as follows:

Mathematics Content - Newfoundland and Labrador 13-year-old students performed as well as Canada overall at levels 4 and 5. There were significant differences at other levels for 13-year-old students, and at all levels for 16-year-old students. In the 2001 assessment, fewer students reached level 1 in both age groups in mathematics content than in 1997.

Problem Solving - Newfoundland and Labrador 13-year-old students performed as well as Canada overall at levels 3, 4, and 5. There were significant differences at other levels for 13-year-old students, and at all levels for 16-year-old students. In the 2001 assessment, more 13-year-old students reached levels 2, 3, and 4 than in 1997 in problem solving.



## PROGRAMS

The work of the Programs Division is directed by a team of eight program specialists who are responsible for the professional development of the teaching staff in the District. The goal of the Programs Division is to create a culture of continuous learning to ensure that our students are offered a high quality curriculum program by highly trained and motivated teachers.

The implementation of new curriculum is the major responsibility of the Programs Division. During the 2001/2002 school year 19 new courses were developed by the Department of Education and implemented into the school curriculum by the program specialists. This new curriculum required considerable teacher training and placed significant strain on the professional development resources of the Lewisporte/Gander School District (see Appendix F). Appendices G and H highlight the extensive professional development program made available to the teachers of this District.

The success of the Programs division in delivering effective professional development is a result of a small but highly dedicated group of program specialists working in the following areas of expertise:

- Bob Hipditch                      High School Programs
- Anne Manning                    Intermediate Programs
- Marilyn Walbourne              Primary Programs
- Eileen Chatman                 Elementary/Multi Age Programs
- Betty Tobin                        French/Art Programs
- Deryldene Tucker               Literacy Programs
- Sheldon McBreairty             Special Services Programs
- Bill Butt                            School Growth and Development

The projects and initiatives of each role are outlined in the individual reports below and I want to thank each of the program Specialists for the remarkable work completed during the 2001/2002 school year.

Three District initiatives, started in previous years continued this year. Once again, they required the time and expertise of the program staff and received the bulk of special initiative funding. These include:

- Student Support Services - Continued support for the implementation of the Pathways Document and the I.S.S.P. process
- Literacy K-12 - Implementation of District Literacy Plan and the Provincial Literacy Plan
- Middle School Initiative - New initiative to focus on exemplary teaching and learning practices for young adolescents.

The continued demands of new curriculum and the introduction of three days of professional development for each teacher in the new collective agreement will require this District to explore alternate methods of teacher training in the future.

### **Primary Program Implementation Specialist**

The 2001-2002 school year produced some special challenges for work in our district. Primary curriculum would have new documents and resources for Physical Education and Grade Two Mathematics. Literacy remained a main focus with implementation of First Steps Oral Language. The new math curriculum was implemented for Grade One with a one day in service in 2000. In the fall of 2001, Peggy Morrow, one of the writers of the Quest 2000 Resource gave a one-day invitation workshop for our teachers. The Grade Two inservice day was completed the next day. The implementation of the new K-6 Physical Education Program from the Department then took place on October 15<sup>th</sup> and 16<sup>th</sup>. We held our own inservice on December 7<sup>th</sup>.

Provincial Criterion referenced Testing for Grade Three students in Language Arts and Mathematics had taken place in May of 2001. We received the results of this testing in December 2001. Schools found they needed to look closely at the results of the Criterion Reference Tests to assess their school's needs and determine future direction. I worked with Bill Butt, School Development Program Specialist, to do several presentations for different schools. We also presented the results of the provincial Grade Three Tests on Language Arts and Mathematics to the Elected School Board.

**Rubrics**, as a tool for assessing student's work, became a focus for the whole district in the K-6 area. This tool will be used extensively in schools and in the provincial testing. To date we have in-serviced all our teachers K-6 except for two schools. They will be done early in the fall of 2002.

This was the first year of work with **Literacy Support Teachers**. In the spring of 2001 in response to the requests of principals, the Management Team at the District Office decided to put 17 half time teaching units in schools to support early intervention for struggling readers and to help teachers work with "best practice" in the classroom. Over the course of the year we held a retreat and meetings on a regular basis to discuss issues and offer professional development. Each Literacy Support Teacher was given a mentor at district office and some of my work came from the direction they gave me.

The Board continued involvement with the **Family Resource Centres** in both Hare Bay/Dover and Gander Bay Family Resource Centres. This has involved some work with strategic planning for both as well as evaluation of ongoing programming.

2002-2003 will see continued implementation of the new Primary mathematics curriculum.

### **Elementary Program Specialist**

At the end of the 2000-2001 school year, the District instituted the role of the Literacy

Support Teacher in 17 of our K - 6 schools. I was one of the three team members involved in shaping this role and, during the current year, helped facilitate monthly meetings with the Support Teachers, as well as assisting whenever needed.

We also felt it was important to have principals knowledgeable about literacy in K - 6 and to this end, organized a principals in-service to allow them to investigate the issue. Because our Small Schools cannot avail of services such as the Literacy Support Teachers we had a two-day shutdown to in-service them on issues dealt with at the monthly Literacy Support meetings. We also addressed concerns unique to them.

Our District has begun to focus on mathematics and, as part of that, there was a concentration on assessing and demonstrating strategies for number sense in primary and problem solving in elementary. The Primary Specialist, Marilyn Walbourne worked with me on this project. We visited each primary class in the district to work directly with the students.

I am also a member of the District Middle School team. Anne Manning and I organized a conference for principals and selected teachers from four other districts. As well, we presented information sessions at five different schools by request.

To support multiage education I participated in parent meetings as requested, purchased more resources to assist teachers in their efforts to provide appropriate instructional materials for their students, visited various classrooms, and visited some principals to help plan for next year and beyond.

In the spring of this year, Marilyn Walbourne and I provided in-service to each primary and elementary teacher on the provincial writing rubrics. I also involved grade 6 teachers in a workshop to better prepare them for the Criterion Referencing Testing, which was to be done in the spring.

### **Intermediate Program Specialist**

The 2001 –2002 school year was challenging and interesting. At the same time, it has been a rewarding professional growth experience. My work as an Intermediate Program Specialist crosses into the disciplines of senior high school. Therefore, I also have the opportunity to work closely with the Senior High Program Specialist and senior high teachers. There are responsibilities for a myriad of tasks, projects, disciplines and initiatives as envisioned by the Department of Education, the School District, individual schools, individual teachers and other “publics” to whom the school district is responsible.

My work this year covered many areas:

- Extensive number of in-services (24 days in total) for new curriculum and district initiatives (please see appendices).
- This year was the second year of our district’s Middle School Initiative. This initiative has grown significantly since its inception during the last school year.

More schools have elected to pursue the philosophies of “what makes an effective middle school”. In this initiative we have focused on the middle school learner. Specifically we have conducted our work around a document, which was published by the Department of Education – **Teaching and Learning With Young Adolescents: Celebrating Diversity**. Our focus is on the adolescent, creating an effective middle school, best teaching practices and assessment. During the year, we presented this initiative to principals and to teachers during their schools P.D. Days. We also supported effective and innovative teaching practices with financial incentives.

- District coordinator for a number of student festivals and activities within our district: District Drama Festival, Heritage Fair, Literature Fair, as well we hosted the Provincial high School Drama Festival. Please see appendix.
- Coordination of the Annual District Retirement Dinner.
- Leadership in curricular and co-curricular committees. (See Appendices)

### **Literacy Program Specialist**

In the fall I gave presentations to the school principals, school board officials, and Department of Education in direct response to requests from them for information concerning my role at the district level, how the ‘First Steps’ professional development initiative was unfolding, and what the needs were of this district specifically. All were received well and enabled me to see that we were on par with the rest of the province with respect to the new professional development initiative.

I provided a two-day workshop for all new employees (34) on the ‘**First Steps Reading Continuum Workshop**’. As I visited schools after that date I made a special point of visiting with new employees and offering assistance with respect to employing the new strategies from the workshop, as well as assist with any questions, concerns, or curriculum development issues they may have had. They were very receptive to any and all information and were eager to seek solutions to their queries. During the fall I gave full day of profiling reading behavior demonstrations with teachers and their students.

In April, together with the primary and elementary program specialists, I provided a two day workshop called ‘**Small Schools Days**’ during which we offered all of the sessions provided to the literacy support teachers to each of the teachers in small schools. They were very receptive to this and felt that this helped in bringing them to an even playing field with the information received by all other teachers in the district.

Starting the third week of April and continuing for six weeks, I began workshops on the **First Steps Oral Language Continuum**. The workshops were for two days each week and took 12 days, and in-servicing just under 200 teachers. The teachers consisted of all K-3 teachers, primary special services, itinerant and student support teachers, assessing the primary-aged child. Also, several substitute teachers requested and were permitted to attend as guests. The workshop received overwhelmingly positive results and teachers reported that the activities were immediately employable in the classroom. This particular workshop addressed the listening and speaking components of our APEF document



Throughout the winter and spring I was given responsibility for the 'Read With Me' program, finding out the activity going on in this across the district, and given a budget to support it through the purchase of current pre-school literature, book bags, and funds with which to purchase supplies. The professional development commitment to primary teachers will be continued next year with a focus on writing. The Elementary teachers in the district may also benefit from this session.

### **Student Support Services**

The 2001 - '02 school year was the first year of full implementation of the ISSP and PATHWAYS models for service delivery to children presenting with exceptionalities. Some training continued with individual schools around these issues. As well, despite the challenges of last fall we were able to provide a two-day training session in the area of Learning Disabilities for all special education teachers. Additional sessions are planned for the 2002 - '03 school year, including Documentation/Re-Documentation and Programming for Students With Cognitive Delay.

We continued to seek the services of an itinerant teacher in the area of learning disabilities to support the ongoing program challenges in this area experienced by teachers. During the past school year we experienced a growth in services provided by Educational Psychologists, with an additional unit assigned for that year to work with school personnel around outstanding student behaviour problems. At the same time, we experienced a shortage in the number of Speech Language Pathologists available for speech-language services. Concerns with shortages of speech language services resulted in a special initiative from the District, which also involved the Department of Education and the James Paton Memorial Hospital. This was successfully concluded at the end of the school year. Unfortunately, similar shortages are anticipated for the coming school year.

As a follow-up from last year's report, it should be noted that an Autism Committee has been convened, with a view to adjusting the role of the Provincial Autism Consultant assigned to this District. Chris Hodder, Educational Psychologist has been assigned to chair that Committee.

The Provincial Consultant will work with Chris and the Committee to identify and address training and support requirements for teachers working with children with Autism. Darryl Murphy, Educational Psychologist, has been assigned as chair of the District Safe Schools Committee. This stems from priorities identified by Principals and Teachers during the development of the District Action Plan, wherein safe and caring schools was highlighted as a priority.

Finally, as noted in last year's report, the challenges of documenting and re-documenting children for additional special education teacher support (i.e. Criteria C, D, E, F, G) are increasing and additional support was required. During the past school year, Darryl Murphy, Educational Psychologist, was assigned the responsibility of working with the Program Specialist for Student Support Services to ensure a more thorough and efficient

processing of those documents. Mr. Murphy's support was invaluable to the documentation/re-documentation process. A training session for all teachers working with students approved for Criteria support has been identified as a priority for the coming school year to further expedite the completion of appropriate documentation.

### **French Program Specialist**

The 2001-2002 school year was a challenging, albeit interesting one in the area of French Programs. The re-instatement of the French 3200 public exam, based on new outcomes and resources, together with a number of new Intermediate/Senior High teachers, resulted in a focus at the high school level. We were fortunate to obtain funding support from the Language Programs Section of the Department in organizing a 3-day Intermediate/Senior High French Teacher Institute in October. This session, which was organized in collaboration with the Clarendville District, enabled us to share and reflect on classroom practices and public exam preparation.

A number of district and provincial initiatives and activities appear to have raised the profile of French Second Language in the district over the past year. These included: school exchanges with Quebec (4), school visits to Quebec and St. Pierre, an increased participation in the district French Public Speaking Concours (and the very credible district representation at the CPF Provincial Concours), participation in the *French for the Future* Provincial and National Conference (Gander Collegiate and Lewisporte Collegiate), and a French Summer Camp for Intermediate students in St. Pierre. As well, the events of September 11<sup>th</sup> gave our students and teachers in Gander and surrounding area, an opportunity to interact authentically in French with passengers billeted in their schools.

All teachers are to be commended for their tremendous work in enhancing the French Programs in their schools and district.

Retention at the high school levels remains a challenge. The results of the *APEF Core French Study* administered to Level I students not studying French, this year should be helpful here.

At the elementary level, Intensive Core French, now a provincial option will be offered in a total of 7 schools in the district in 2002-2003. A viable program follow-up for intensive French students continues to be a challenge. It is interesting to note that the intensive French approach, has attracted some international interest. In September the Minister of Education for Wales (and two of her staff) visited the district and met with a representation of students and staff at Newville Elementary.

A new Core French Program beginning in grade 4 in September and the significant increase in the number of elementary multi-age classes will result in some focus at the elementary grades in 2002-2003.

A Provincial Primary French Immersion Literacy Assessment Kit will be implemented in the fall. K-3 French Immersion teachers benefited from a 2-day Provincial Institute held in St. John's in October.

Several District Initiatives received funding support from the Language Programs Section of the Department of Education during the school year: *French Resource Web-site Update* (Michel Bailet, St. Paul's); *Video documentation of Core French Classroom Practices*; *French Days – Grade 9* (both to be completed in Fall 2002); *Primary French Immersion Teacher Aid* (Gander Academy); *Intermediate/Senior High Core French Institute* (Splash and Putt, Glovertown); and *Core French Summer Camp – St. Pierre*

Art was added to French as a program responsibility during the past year (it was a committee responsibility in the two previous years). An updated Art 2200/3200 Program will be introduced in September 2002. A new Primary Art Program is being worked on. This is an important curriculum area that deserves renewed attention.

### **School Growth and Development Specialist**

The school year started with uncertainty due to the local and global effects of the events of September 11. Also, the NAPE strike created disruption throughout the District; though the strike ended in early November, its effects were felt through the entire school year. District staff assisted locally during the September 11 crisis; beyond that, much of my time through until December was devoted to issues arising from the NAPE strike. During the strike, I collected and tracked attendance data and attempted to arrange alternate supports for students in areas most affected. After the strike, post-strike supports had to be organized and monitored.

New Teacher Orientation was held on October 22 and 23 with 56 beginning teachers and teachers new to our district participating. We also hosted one MUN intern at Lewisporte Academy during the fall. Two were hosted in the winter, one each at Gander Academy and Coaker Academy.

Public Exam Prep Courses were arranged at Gander Collegiate to assist students in preparing to write the November Publics.

Public exam results raised concerns in a number of areas and I worked with principals to identify issues and ways to resolve these problems. A Committee met in January and produced a report with a number of recommendations designed to resolve problems with public exam performance. A report was given to the Board on February 7 on Public Exam results and plans to address problems.

CRT results were analyzed and presented to principals in December and January for further follow-up in schools. I worked with Marilyn Walbourne on the analysis and did several school staff and school council presentations on this topic. Areas of strength and weakness in both math and language arts were analyzed and identified for each school. A brochure was developed to assist parents in understanding CRT results.

I represented the District on the planning committee for the semi-annual Youth Info Fair in partnership with HRDC and other local groups. This was rescheduled to February from November due to strike issues. Gordon Moller and I prepared and hosted the IT pavilion at the fair.

I was elected to the Kittiwake Economic Development Corporation Board as the Education Rep in December.

I participated on a committee to organize the Principals' retreat in late-January. Marilyn Walbourne and I organized and facilitated activities designed to further refine the Strategic Plan.

The Gander Middle School ICT Redevelopment was rekindled in January. I chaired a Steering Committee that drafted a Request for Proposals in March, received proposals up to mid-May and selected the most suitable proposal in June. Application will be made to ACOA and ITRD for funding to proceed with the final feasibility work and business plan.

I also participated in school events, including several Heritage Fairs, Science and Technology Days, International Days and Leaders as Readers.

Towards the end of the year much of my time was devoted to the staffing process; this included participation at the Teacher Recruitment Fair in May. I also worked with Marilyn Walbourne and the administration and staff of Lakewood Academy to plan the school program, staff assignments and timetable for 2002-2003.

### **High School Program Specialist**

The 2001-2002 school year was definitely the most challenging period of time in my 15 years as a Program Coordinator/Specialist at the district office. While the Department embarked on its most ambitious plan to implement major changes at the high school level in the areas of math, English, social studies, science, and technology, we were hit by a major disruption of service in the form of a NAPE strike. Coupled with dealing with the after-effects of 9-11 in Central NF and the reintroduction of public exams, we were definitely starting the year off with a bang.

The successful implementation of new curriculum can only be attributed to the dedication and hard work of all the teachers who served on district implementation teams. Certain other key people like Dennis Ivany, a math itinerant teacher shared between districts 5 and 6, and George Wright, a distance education instructor who coordinated a new model of DE during its pilot year, played an important role in the success of some major district initiatives.

Besides dealing with new curriculum at every turn in the road, we still managed to enrich student life in a number of significant ways. Students had a chance to participate in district initiatives such as the District 6 Virtual Science & Technology Fair, the District Math League Competitions, the Tutoring for Tuition Program, the Tutoring/Work Experience

Program, the CDLI Model for web based delivery of DE, the Drama Festival, Heritage Fairs, Literature Fairs, and to be part of numerous Grassroots Projects under the guidance of innovative teachers. For many students, these are the things which they will remember most about school and which will have a significant effect on their future careers.

As the Caching Project with Telesat began to wind down we were fortunate enough to have two schools invited to participate in a new project with Telesat and Industry Canada. This project would be a two way satellite multi-media project which would involve four NF schools, two of which were in our district, Glovertown Academy and St. Paul's. Glovertown Academy also became the 2<sup>nd</sup> school in the district to become part of the Network of Innovative Schools Project.

Distance Education was entering a period of transition. During the school year our district was involved in piloting two web based courses for the Centre of Distance Learning and Innovation, Chemistry 2202 and Writing 2203. This pilot involved 8 schools and 34 students who experimented with some new and interesting technologies for e-learning.

The Tutoring for Tuition Program continued into its fifth year of operation. Over 100 students in the district earned vouchers that could be used at post secondary institutions by acting as tutors to other students in need of a helping hand. Later in the year the program was extended by giving post secondary students an opportunity to tutor students preparing for public exams.

Active involvement of students in science fairs at the school, district and national levels continued into its 17<sup>th</sup> year of operation. This past year the District Fair took the form of an online Virtual Science & Technology Fair. The high school mathematics curriculum remained in the spotlight for another year as teachers adjusted to a new curriculum with a totally new philosophy. The length of new courses was a major complaint that many teachers voiced, too much to cover in the prescribed time. It definitely needed modifications.

So, although we had some traumatic events during the year and many hurdles to overcome, we were still able to service the needs of our students and teachers in many diverse ways. As a program specialist I get a lot of satisfaction in knowing that at the end of the day, I have done everything in my power to ensure that my teachers have been energized and are well prepared to deliver a good program to their students.

*A teacher is someone who takes your hand, opens your mind, and touches your heart.*  
*Anonymous*

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## **PERSONNEL**

### **Recruitment of Staff**

Teacher recruitment is one of the major personnel concerns for our district. There is still an ample supply of trained teachers in some instructional areas and a very limited supply in others (i.e. the specialist areas). In an effort to offset a possible shortage of teachers in our most rural areas (more specifically, Fogo Island) the recruitment process started quite early in the spring. These rural areas are also experiencing a high teacher turnover, which makes for a more intensive recruitment effort and therefore becomes very challenging. It is imperative that we continue to work zealously to address both the short and long-term problems which schools must face in dealing with issues related to unavailability of trained teachers.

### **Changes in Administrative Staff**

There were a number of changes in principal positions during the 2001-2002 school year:

#### **New Principals**

Eli Cross – Memorial Academy  
Marion Hollohan – Hillview Academy  
Pam Coish – Lewisporte Middle School  
Kathy Andrews – Riverwood Academy  
Rene Cashin – Carmanville School Complex

### **Staffing Allocations**

#### **Teaching Staff**

The baseline allocation for each school was established through the application of the **Board's Teacher Allocation Guidelines (2001-2002)**. Staffing allocations by individual school is provided in Appendix N.

Additional staff is provided in the area of Student Support Services. It should be noted that although the district was allocated 5 Speech Language Pathologists only 3 provided service to the district due to difficulty in recruitment. The allocation of categorical teachers and student assistants is based upon appropriate documentation from the school. Specific allocations to schools are done on a school-by-school basis.

## Student Support Services Teaching Staff

Job Description	No. of Units
Guidance Counsellors	16.25
Special Education Teachers	62.75
Criteria C Teachers	17.50
Criteria D/E/F/G Teachers	7.75
Educational Psychologists	5
Speech Language Pathologists	3
Itinerant Teacher for Hearing Impaired	1
Itinerant Teacher for Visually Impaired	1

### Other Info

Substitutes 2001-2002	181 teachers
# of Time Claims Paid	5196
# of Hours Paid	32,333
Retired teachers	31
Ads placed	185

### New Teacher Orientation

The new teacher orientation sessions took place on October 22 and 23 at the Albatross Motel. This was delayed from the normal timeframe due to the NAPE strike. The sessions included 56 beginning teachers and new to the District over the two days. Feedback was very positive and it is evident that this program is a valuable and necessary part of the introduction of teachers to the profession and to our District.

### MUN Interns

This school year saw a reduction in the number of interns to the district compared to recent years. We hosted one intern at Lewisporte Academy in the fall term and two during the winter term, one each at Gander Academy and Coaker Academy. This program is an excellent partnership between the university and the district. It provides valuable training for beginning teachers, benefits for cooperating teachers and schools, and the District the opportunity to see the kinds of skills and training students are currently receiving through their university courses. Supporting each intern involves considerable time and effort on the part of the cooperating teachers, principals and district staff, however, it is time well spent.

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## FINANCE & OPERATIONS

The following sections highlight our more significant business activities during 2001-02. Further information can be obtained by reviewing the Board's Audited Financial Statements or the Financial Statement summary contained in Appendix O.

### **Finances**

As you can see from our financial summary, our audited financial statements show an accumulated deficit of \$10,189,912. The deficit is a "paper" deficit that exists because of an accounting policy change implemented by the Government in 1993-94, which required us to report our severance liability. Effective June 30, 1998, we are also required to report an amount associated with severance pay for teachers. The amount at June 30, 2002 for teacher's severance accrual is \$8,870,720 and the amount of severance and accrued wages reported for our non – teaching staff is \$1,620,744. These entries are made in accordance with generally accepted accounting principles and when factored out of our financial statements, our accumulated surplus before accruals is \$301,552. The reported accumulated surplus is a result of a prior period adjustment of \$249,080 to our opening fund balance. The adjustment is a result of an accounting entry to balance the Investment in Capital Asset account.

### **Capital Debt**

The total amount of capital loans outstanding as of June 30<sup>th</sup>, 2002 is \$2,079,894. Included in this amount is \$1,749,178 for school bus replacement, \$1,948 on a lease buy out for a maintenance service vehicle and the balance remaining on our demand loan with respect to Jane Collins Academy is \$328,768. The Department of Education has agreed to fund the interest payments and legal fees associated with this loan. (The dispute with the insurance company with respect to the payout for fire insurance is still outstanding.) The Department funds 100% of the principle and interest payments for loans associated with the replacement of school buses.

### **Capital Construction**

The following is a status report of the significant projects that were funded through the Education Investment Corporation:

- St. Gabriel's All Grade – Window and Siding Replacement
- New world Island School – as of June 30, the building envelope is nearly complete. This would include the roof, walls, windows and siding.
- Roofing Projects- a number of schools received various roofing repairs/replacement



## GOVERNANCE

### The Board

During 2001 the four-year term of the school board expired and an election for a new board was conducted. The election resulted in the return of six incumbent trustees and five newly elected trustees. Four trustee positions went uncontested during the election and were later filled through appointments by the Minister of Education in compliance with the Schools Act 1997. See Appendix A for the detailed listing of trustees.

The School Board Executive, elected at the annual general meeting, is composed of the following individuals: Bill Sceviour (chair), Peter Gibbons (vice-chair), George Tiller (secretary), and Scott Pritchett (treasurer). The Board established its three (3) standing committees (see Appendix A)

### *Meetings*

The Board and its standing committees were very active during the year, meeting on 41 different occasions. The following lists the frequency of meetings by the Board and each committee:

✎ School Board	13 meetings
✎ Executive Committee	2 meetings
✎ Policy & Planning Committee	7 meetings
✎ Personnel Committee	9 meetings
✎ Finance & Property Committee	8 meetings
✎ Teacher Liaison	2 meetings

The board encourages its volunteer members to participate in events that support the work of the board. Attending conferences that deal with current issues and thinking in education is an important responsibility of a school board trustee as he/she contributes to the debate of issues that schools boards must address. The Canadian School Boards Association held its Atlantic Conference in PEI from January 24-26. The Newfoundland and Labrador School Boards Association hosted the CSBA National Congress in St John's from July 3-6. Immediately preceding the National Congress on July 1 and 2, NLSBA conducted its Annual General Meeting. The following is a listing of conferences attended by board members in 2001-02.

<b>Atlantic CSBA</b>	<b>Provincial NLSBA</b>	<b>National CSBA</b>
Gerald Hounsell	Sandra Cooze	Sandra Cooze
Peter Gibbons	Newman Harris	Newman Harris
Scott Pritchett	George Tiller	George Tiller
	Bill Sceviour	Bill Sceviour
	Max Bussey	Max Bussey

## *Policy Approvals*

The Board revised and/or approved policy dealing with a number issues during 2001-02. These included policies governing:

- ✍ Teacher Leaves
- ✍ Teacher Transfer Requests
- ✍ Staff Dress
- ✍ Employee Conflict of Interest
- ✍ Staff Development
- ✍ Roles and Responsibilities
- ✍ The Closing of School
- ✍ Time for Learning
- ✍ School Budget Process
- ✍ Guiding Principles For Personnel Assessment

## **Strategic Planning**

The implementation process for the district strategic plan entitled “Future Directions”, approved by the board on July 3, 2001, was scheduled to commence during the new school year. Unavoidably, this was not possible due to the circumstances of the NAPE strike that occurred during the past fall.

The plan was launched at a retreat attended by all principals, program specialists, district supervisors and senior management held on January 31 & February 1. The focus of this event was to discuss the content of the document and to initiate a process for developing action plans both district-based and school-based. This plan will set direction regarding professional development goals for all our employees for the next few years.

A report of that session was compiled for distribution to the participants and a subsequent session was convened. Following the two sessions each school is expected to revisit and build its own school growth plan using the district plan as a backdrop, with the view to develop action plans that incorporate those elements of the district plan that must be achieved at the school level.

Printed copies of the district Strategic Plan are now available for distribution. Each school council was provided a copy through the principal.

## **School Councils**

Several meetings were held with individual school councils during the second half of the school year at their request. In keeping with our focus on student assessments, the councils at Riverwood Academy, Inter-Island Academy and Sandstone Academy requested presentations on their external student assessment results. In the case of CRT results, councils were given copies of the actual assessment instrument and worked through each item so that they would have an understanding of the items as they relate to the curriculum.

Overall results for all relative assessments were presented and plans for addressing areas of concern were discussed from the school, district and provincial perspectives.

The school council at Inter-Island Academy also wanted to discuss issues relating to the new school being built and plans for a smooth transition into the new facility from a programming, student and parental viewpoint.

The work on student assessment results with councils was very well received and should continue on a wider scale in the coming year.



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**BOARD MEMBERS AND BOARD COMMITTEES**
**2001-2002**

Mr. Joseph Gillingham Clarkes Head, NL A0G 2G0	Zone 1	Communities of Port Albert to George's Point and to Harris Point
Ms. Audrey Whiteway Aspen Cove, NL A0G 1A0	Zone 2	Communities from Main Point to Musgrave Harbour
Mr. Edward Diamond Change Island, NL A0G 1R0	Zone 3	Communities on Fogo Island and Change Islands
Mr. Peter Gibbons, Vice Chairperson P. O. Box 73 Lumsden, NL A0G 3L0	Zone 4	Communities from Deadmans Bay to Greenspond
Dr. Sandra Cooze P. O. Box 107 Wesleyville, NL A0G 4R0	Zone 4	Communities from Deadmans Bay to Greenspond
Mr. Gerald Hounsell P. O. Box 201 Glovertown, NL A0G 2L0	Zone 5	Communities from Glovertown to Charlottetown, the Eastport Peninsula and St. Brendan's
Ms. Beverley Warfield P. O. Box 34 Glovertown South, NL A0G 2M0	Zone 5	Communities from Glovertown to Charlottetown, the Eastport Peninsula and St. Brendan's
Mr. Scott Pritchett, Treasurer P. O. Box 28 Gambo, NL A0G 1T0	Zone 6	Communities from Indian Bay to Gambo
Ms. Kathleen Ward P. O. Box 466 Gambo, NL A0G 1T0	Zone 6	Communities from Indian Bay to Gambo
Mr. Newman Harris Summerford, NL A0G 4E0	Zone 7	Communities on Twillingate Island, New World Island and Boyd's Cove
Ms. Wanda Loder P. O. Box 283 Pike's Arm, NL A0G 2R0	Zone 7	Communities on Twillingate Island, New World Island and Boyd's Cove

Mr. George Tiller, Secretary 5 Centennial Drive Lewisporte, NL A0G 3A0	Zone 8	Communities from Birchy Bay to Little Burnt Bay to Laurencton and Norris Arm
Mr. William Sceviour, Chairperson P. O. Box 134, R. R. #1 Lewisporte, NL A0G 3A0	Zone 8	Communities from Birchy Bay to Little Burnt Bay to Laurencton and Norris Arm
Mr. Maxwell Bussey 16A Memorial Drive Gander, NL A1V 1A4	Zone 9	Communities from Benton to Glenwood
Ms. Mabel Miller 47 Rickenbacker Road Gander, NL A1V 2B7	Zone 9	Communities from Benton to Glenwood

### **BOARD COMMITTEES**

#### **Finance & Property**

Scott Pritchett (Chair)  
Newman Harris  
Gerald Hounsell  
Edward Diamond  
Audrey Whiteway

#### **Personnel**

George Tiller(Chair)  
Sandra Cooze  
Wanda Loder  
Max Bussey  
Joe Gillingham

#### **Policy & Planning**

Peter Gibbons (Chair)  
Mabel Miller  
Beverley Warfield  
Kathleen Ward

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**SCHOOLS AND PRINCIPALS****2001-2002**

A. R. Scammell Academy	Mr. John Peckford
Carmanville School Complex	Mr. Rene Cashin
Centreville Academy	Mr. Greg Drover
Charlottetown Elementary	Ms. Denise Snow-Walsh
Coaker Academy	Mr. Lloyd Burt
Fogo Island Central Academy	Mr. Aubrey Bolt
Gander Academy	Mr. Wayne Witherall
Gander Collegiate	Mr. James Pittman
Gill Memorial Academy	Mr. Rocky Guy
Glovertown Academy	Ms. Elizabeth Green
Greenwood Academy	Mr. John Head
Heritage Academy	Ms. Carol Ann Rideout
Hillview Academy	Ms. Marion Hollohan
Holy Cross School Complex	Mr. Robert Hiscock
Inter-Island Academy	Mr. Derrick Dalley
J. M. Olds Collegiate	Mr. David Hamlyn
Jane Collins Academy	Ms. Janet Headge
Lakewood Academy	Mr. Jamey Jennings
Lester Pearson Memorial High	Mr. Donald Sturge
Lewisporte Collegiate	Mr. Wade Verge
Lewisporte Middle School	Ms. Pam Coish
Lewisporte Academy	Ms. Patricia Ryan
Lumsden School Complex	Mr. Andy Gibbons
Memorial Academy	Mr. Eli Cross
Newville Elementary	Mr. Roland Hamlyn
Riverwood Academy	Ms. Kathy Andrews
Sandstone Academy	Ms. Stephanie Taylor
Smallwood Academy	Mr. Dennis Lush
Summerford Primary	Mr. Maxwell Rice
St. Gabriel's All Grade	Mr. Gerald Hynes
St. Paul's Intermediate	Dr. Terry Andrews
Twillingate Elementary	Mr. David Dove
William Mercer Academy	Ms. Kelly Knott

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**DISTRICT OFFICE STAFF**
**2001 - 2002**

Director	Mr. Randell Mercer
Assistant Director, Personnel	Mr. Charlie McCormack
Assistant Director, Programs	Ms. Janice Tucker
Assistant Director, Finance	Mr. Shawn Brace
Associate Assistant Director, Personnel	Claudine Wells
Controller	Mr. Gerald Burton
Program Specialist School Growth & Development	Mr. William Butt
Program Specialist Senior High	Mr. Robert Hipditch
Program Specialist Primary	Ms. Marilyn Walbourne
Program Specialist Elementary	Ms. Eileen Chatman
Program Specialist Student Support Services	Mr. Sheldon McBreairty
Program Specialist French	Ms. Elizabeth Tobin
Program Specialist Intermediate	Ms Anne Manning
Reading Specialist	Ms. Deryldene Tucker
Maintenance Supervisor	Mr. Wayne Gilbert
Bussing Supervisor	Ms. Beckie Tingley
IMC/CITE Clerk	Ms. Viola Slaney
Information/Systems Specialist	Mr. Gordon Moller
Accounts Clerk	Ms. Sylvia Arnold
Accounts Payable Clerk	Ms. Geraldine Blackmore
Accounts Clerk 1	Ms. Donna Pollett
Budgets Clerk	Ms. Juanita Boland (on leave)
	Ms. Pam Skiffington
(replacement)	
Payroll Clerk	Ms. Ann Raymond
Labour Relations Officer	Ms. Carol Ann Hart
Purchasing Agent	Mr. Eugene Pike
Receptionist	Ms. Jenny Blackwood
Administrative Assistant, Personnel	Ms. Florence Pike
Administrative Assistant, Programs	Ms. Lisa Foote (on leave)
	Ms. Sandra Taylor(replacement)
Administrative Assistant, Finance	Ms. Connie Sheppard
Executive Secretary	Ms. Florence Granville

**DISTRICT STUDENT SUPPORT SERVICES TEAM**

**2001 - 2002**

Areas of Focus

Educational Psychologist  
Educational Psychologist  
Educational Psychologist  
Education Psychologist  
Education Psychologist  
Speech Language Pathologist  
Speech Language Pathologist  
Speech Language Pathologist  
Itinerant for Visually Impaired  
Itinerant for Hearing Impaired

Individual

Darryl Murphy  
Denise Penny  
Glenys Tilley  
Chris Hodder  
Kieron Downton  
Michelle Glynn  
Giselle Fraser  
Felicia Kelly  
Chris Hutchings  
Glenda Truitt



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**DISTRICT SUPPORT STAFF  
2001 - 2002**

<b>Classification</b>	<b># Full Time Employees</b>	<b>#Part Time Employees</b>
Payroll Clerk II	1	
Accounting Clerk I	2	
Accounting Clerk II	1	
Clerk/Typist II	1	
Clerk/Typist III	27	9
Library Technician I	1	
Computer Support Tech.	2	
Trades Helper	1	
Equipment Operator I	1	
Equipment Operator II	99	
Utility Worker II	34	5
Maintenance Repairer II	4	
Maintenance Repairer I	7	
Automotive Technician	6	
Heavy Equipment Technician	3	
Carpenter II	1	
Electrician I	1	
Storekeeper I	1	

**DEPARTMENT OF EDUCATION  
NEW CURRICULUM  
2001-2002**

Physical Education K-6  
Math Grade 2  
Technology 7  
Integrated Systems 1205  
English 1200  
English 1201  
English 1202  
Writing 2203  
World Geography 3200 / 3202  
Math 7  
Math 2204/05  
Math 3205  
Math 3206  
Core French – Grade 4 (September 2002)\*  
French 3200 Public Exam  
Intensive French – Grade 6\*  
French Immersion – Math - Grade 2  
French Immersion – Math - Grade 7  
French Immersion Literacy Assessment Kit - K-3\* (September 2002)

*\*District Representation on Program Development working groups.*

**DISTRICT INITIATIVES  
2001-2002**

Middle School Initiatives

- Anne Manning
- Eileen Chatman

Diverse Learners

Primary Math Connections

- Arlene Goodyear
- Kay Mews
- Eileen Chatman
- Diane Anstey
- Marilyn Walbourne

Tutoring For Tuition Program

Tutoring Work Experience Program

District 6 Virtual Science & Technology Fair

Senior High Math League Competition

CDLI Pilot Project

Network of Innovative Schools

Computers For Schools

Sports Funding

Grassroots Program

Youth Info Fair

- Bill Butt
- Gordon Moller

Technology Integration Pilot (Grade 1)

- Bill Butt
- Betty Tibbo

Intensive Core French Expansion – Grade 6 (7 schools total for 2002-2003 school year)

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**PROFESSIONAL DEVELOPMENT SESSIONS**
**2001-2002**
**Workshop Topic**
**Facilitator/Presenter**
**Primary/Elementary**
**Eileen Chatman/Marilyn Walbourne**

Mathematics – Grade 2  
 Physical Education K-6  
 Rubrics Workshop K-6  
 Small Schools Shutdown K-6  
 Kindergarten Day  
 Literacy Support Retreat/Monthly Meetings  
 Primary Math Day/Peggy Morrow  
 Children’s Research Skills/Eileen  
 Language Arts CRT Principal’s Meeting K-6  
 In-school K-6 Math Sessions (16 schools)  
 Gander Academy Math Session/Marilyn  
 Hillview-Looking at Outcomes/Eileen  
 Twillingate- Cross-Curricular Connections/Eileen  
 Parent Sessions at Various Schools  
 Multi-Age Parent Sessions  
 Code of Conduct Session

**Reading**
**Deryldene Tucker**

First-steps Oral Language Reading Continuum Workshop 2 days Training

**Intermediate**
**Anne Manning**

Home Economics	Anne Manning
Innovative Practices for Middle School Learning and Teaching	Anne Manning
Regional Diverse Learners Workshop – (2 Days)	Anne Manning
Greenwood - Middle School In-service	Anne & Eileen
Gill Memorial - Middle School In-service	Anne & Eileen
Gambo – Middle School In-service	Anne & Eileen
Glovertown – Middle School In-service	Anne & Eileen
Riverwood – Middle School In-service	Anne & Eileen
Lewisporte - Middle School In-service	Anne & Eileen
Technology Integration Junior High	Bob Hipditch
Using Vernier Interfacing in Junior High Science	Bob Hipditch
Math 7	Bob Hipditch
Technology 7	Bob Hipditch

**Senior High**

Graphing Calculator In-service  
 Workplace Safety 3200  
 Math 3206 – Practical  
 Math 2204/2205 In-service  
 Math 3205 In-service  
 English 1201 – Academic  
 English 1202 – Basic  
 World Geography 3200/3202  
 English 1200  
 English 1201 (2 days)  
 English 1202 (2 days)  
 Writing 2203  
 World Geography 3200 / 3202 (3 days)  
 World History 3200 (2 days)  
 English 2201  
 English 2202  
 Jane Collins Academy – High School English

**Bob Hipditch**

Bob Hipditch  
 Bob Hipditch  
 Bob Hipditch  
 Bob Hipditch  
 Bob Hipditch  
 Anne Manning  
 Anne Manning  
 Anne Manning  
 Anne Manning  
 Anne Manning  
 Anne Manning  
 Anne Manning  
 Anne Manning  
 Anne Manning  
 Anne Manning  
 Anne Manning

**French/Art**

Intermediate/Senior High Core French (3-day Institute – Glovertown)  
 Intensive French – Grade 6  
 French Immersion K-3 (2-day Provincial Institute)  
 Novel Studies in French Immersion – Grades 3-6  
 Process Writing in French Immersion -Grades 2 & 3  
 Expanded Core French (2-day Provincial Institute)  
 French 3200 (public exams) – Teleconference and supper meeting  
 Intermediate/Senior High Art  
 District Implemented Team - Provincial In-service (Elementary Science/Religion/Core French)  
 District Implementation Team – Provincial In-service – Art 2200/3200

**Elizabeth Tobin****Student Support Services**

ISSP: Train the Trainer/Pathways

**Sheldon McBreairty****School Growth and Development**

New Teacher Orientation  
 Student Assessment Information Sessions (CRT):  
 Principals  
 School Staffs – Smallwood Academy, Gander Academy  
 School Councils- Riverwood Academy, Sandstone Academy, Inter-Island Academy.

**Bill Butt**

<b>Professional Shutdown 2001-2002</b>			
<b>School</b>	<b>Date</b>	<b>Topic</b>	<b>Duration</b>
Centreville Academy		CRT - Grade 3	½ day
Charlottetown Elementary	January 31 February 1	Math Curriculum/Middle School Initiative/Science/Social Studies/Language Arts (Glovertown)	2 days
Coaker Academy	November 30	Psycho-Social Needs of Students	1 day
Gander Academy	March 26	Primary Mathematics (K-3)	1 day
Gander Collegiate	December 7	Web Resource Development	1 day
Gill Memorial Academy	February 22 May 3	Eileen Chatman, Anne Manning, Marilyn Walbourne First Aid Training	1 day 1 day
Glovertown Academy	January 31 February 1	Math Curriculum/Middle School Initiative/Science/Social Studies/Language Arts	2 days
Greenwood Academy	February 8  March 11	K-4 - Reading and the Writing Process 6-9 - Teaching and Learning With Young Adolescents: Celebrating Diversity Transition from feeder school to high school for grades 7, 8 9	1 day  1 day
Heritage Academy	April 22	ISSP problem solving session	½ day
Hillview Academy	March 11  June 19	Transition from feeder school to high school for grades 7, 8 9 School Improvement (policies, etc)	1 day  1 day
Holy Cross School Complex	May 17	Rubrics (7-12)	1 day
J.M. Olds Collegiate	February 15 May 17	Web Page Design/Drug Awareness Web Page/Bulling	1 day 1 day
Jane Collins Academy	March	Graphing Calculator, New English Curriculum Vernier Software Interface Programs	1 day
Lakewood Academy	February 22	School Growth & Development	1 day
Lewisporte Collegiate	March 11  April 29	Transition from feeder schools to high school for grades 7, 8 9 (all teachers) Student work ethic and e-class grades	1 day  1 day
Lewisporte Middle	November 30	Pathways	1 day

	March 11	Transition from feeder schools to high school for grades 7, 8 9	1 day
Lewisporte Academy	May 3 May 2 & 3	Technology Grade 4 First Steps K - 3 (on specific letter just mentioned with about was requested)	1 day 2 days
Lumsden School Complex			
Memorial Academy	February 1 April 22	ISSP regulations and procedures Practical applications of writing and/or reading rubrics (K-6)	½ day ½ day
Riverwood Academy	April 18 & 19	K-6 Rubric Writing, 7-9 Middle School Theory, 10-12 Math K-12 Teaching Strategies	2 days
Smallwood Academy	March 14 & 15	CRT-K-6; Intermediate School Initiatives - 7-12 and ISSP training K-12	2 days
Sandstone Academy			
Summerford Primary	February 18	Primary Analytic Writing Rubric	1 day
St. Paul's Intermediate	May 23	To review strengths and confirm priorities	1 day
William Mercer Academy	March 28	School Improvement Goals	1 day

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**COMMITTEES  
2001-2002**

**Occupational Health & Safety Committee**

- Shawn Brace
- Wayne Gilbert
- Betty Goodyear
- Carol Ann Hart
- Junior Hodder
- Verdon Lush
- Charlie McCormack
- Marshall Oake
- Les Pike
- Cliff Sheppard
- Beckie Tingley
- Gerald Wheeler
- 

**Satellite Caching Project**

- Frank Shapleigh
- Rene Cashin
- Glen Windsor
- Derek Blackwood
- Darrell Butt
- John Head
- Terry Spurrell
- Aiden Drover
- Art Mercer
- Tim Goodyear

**Two Way Satellite Multimedia Project**

Glovertown Academy (Glen Winsor/Derek Blackwood)  
St. Paul's Intermediate (Aiden Drover)  
Project Manager (Frank Shapleigh – STEM Net)

**District 6 Virtual Science & Technology Fair**

50 projects online

- Lewisporte Middle School
- J.M. Olds Collegiate
- St. Paul's Intermediate



- St. Gabriel's All-Grade
- Lester Pearson

**Math 2204/2205 Implementation Group**

- Tim Fleming
- Dennis Ivany

**Math 3206 Implementation Group**

- Dennis Ivany
- Brent Hughes

**Math 3205 Implementation Group**

- Dennis Ivany
- Pat Maxwell / Dept

**Tutoring for Tuition In-service Group**

- Ed Oldford
- Bob Walters
- Harry O'Reilly
- Jim Hayter

**Distance Education Support**

- George Wright (also as WebIF)
- Andre Hudson
- Jim Hayter
- Edwina Cashin

**Math League Competition**

- George Wright

**First Aid Training**

- Dennis Lush
- Gerald Wheeler

**Public Exams Planning Committee**

Lloyd Burt	Principal, Coaker Academy
Wade Verge	Principal, Lewisporte Collegiate

Dave Hamlyn	Principal, J.M. Olds Collegiate
Rene Cashin	Principal, Carmanville School Complex
Robert Hiscock	Principal, Holy Cross School Complex
Janet Headge	Principal, Jane Collins Academy
Bob Hipditch	Program Specialist, Senior High
Anne Manning	Program Specialist, Intermediate
Dennis Ivany	Itinerant Mathematics Teacher, Districts 5 & 6
Bill Butt	Program Specialist, School Growth/Development (Chairperson)

### **Presentation to School Board – February 7, 2002**

Bill Butt

### **Drama Committee**

Andre Richard  
Dave Dove  
Michele Dove  
Bob Kelly  
Andrea Paul – Doucette  
Anne Manning

### **Middle School Committee**

Kathy Andrews  
Marin Hollohan  
Brenda Blagdon  
Cheryl Gordon  
Joy Sceviour  
Susan McCormack  
Sam Mehaney  
Bronson Collins  
Kathy Morris  
Denise King  
Anne Manning  
Eileen Chatman

### **English 1200 Implementation Group**

Lucy Warren  
Joanne Best  
Anne Manning

**English 1201 Implementation Group**

Kim Sturge  
Anne Manning

**English 1202 Implementation Group**

Kim Sturge  
Anne Manning

**Writing 2203 Implementation Group**

Lucy Warren  
Joanne Best  
Anne Manning

**World Geography 3200 / 3202 Implementation Group**

Ron Dawe  
Anne Manning

**English 2201 Implementation Group**

Lucy Warren  
Roy Morgan  
Anne Manning

**English 2202 Implementation Group**

Lucy Warren  
Roy Morgan  
Anne Manning

**Music Committee**

Doug Nevin  
Cindy Wheeler  
Karen Murray  
Marlene Stanley

**New Teacher Orientation**

Bill Butt  
Cindy May-Follett  
Don Sturge

Tammy Mills

**Art Committee**

Elizabeth Tobin  
Kathy Sweetapple  
Marguerite Curtis  
Cindy Wheeler

**Librarians Committee**

Joanne Burt  
Charmaine Collins  
Julie Webb

**Grade Two Math Implementation Team**

Nicole Ozon  
Annette O'Reilly  
Naomi Murphy

**Youth Info Fair Planning Committee**

Brian Mosher  
Diana Sacrey  
Bill Butt  
Gordon Moller

**Provincial Drama Festival Planning Committee**

Anne Manning  
Dave Dove  
Andrea Paul-Doucette  
Michele Dove  
Andre Richard  
Bob Kelly

**Crisis Response Protocol Development Team**

Darryl Murphy – Chair  
Maureen Ellsworth  
Diana Sacrey  
Brent Marsh

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**PILOTS – COURSES/PROGRAMS  
2001-2002**

<b>Pilot</b>	<b>Teacher</b>	<b>School</b>
English 2211 (2 <sup>nd</sup> year)	Eithne Smith	Lakewood Academy
English 3211 (3rd year)	Jamey Jennings	Lakewood Academy
English 2212 (2 <sup>nd</sup> year)	Jamey Jennings	Lakewood Academy
English 3212 (3rd year)	Bill Bradbury	Lakewood Academy
Math 3214, 3215, 3217	Tim Fleming/Gerard Green	Fogo Island Central Acad.
APEF Assessment Kit	Kay Mews	Summerford Primary

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**MIDDLE SCHOOL INITIATIVES  
2001-2002**

<b>School</b>	<b>Project</b>	<b>Budget</b>
Hillview Academy	Interdisciplinary Unit	\$1,260.00
Riverwood Academy	Modules for Students	\$3,600.00
Fogo Island	Multiple Intelligence	\$3,000.00
St. Paul's	Grade 7 – Language Arts	\$510.00
St. Paul's	Resettlement / NF Culture	\$1,620.00
St. Paul's	Poetry Unit	\$500.00
St. Paul's	Novel Unit	\$500.00
Lewisporte Middle	Study Skills	\$120.00
St. Paul's	Politics in Action	\$2,500.00
Lumsden School	Virtual Museum	\$1,800.00
JM Olds	Exploratories	\$535.00
Smallwood	Multi Level Music	\$1,000.00
Coaker	Alternate practices	\$1,700.00
Smallwood	Art Connections	\$413.00

**RETIREES  
2001-2002**

Mr. Bruce Adams	Mr. Laurie Lambert
Mr. Wayne Blackwood	Mr. Dale Learning
Mr. George Boone	Ms. Phyllis Lewis
Mr. Raymond Broders	Mr. David Mercer
Ms. Bretta Brown	Mr. Eric Milley
Mr. Willis Brown	Ms. Annie Morgan
Mr. Norman Burry	Mr. N. Paul Peckford
Ms. Jane Bussey	Mr. Leo Penton
Mr. Ross Collins	Ms. Marina Preston
Mr. Fred Cooze	Mr. Weldon Preston
Mr. Robert Dean	Mr. Mavin Pritchett
Mr. Edward Downey	Ms. Maxine Raike
Mr. Clem Dwyer	Ms. Phyllis Randell
Mr. Maxwell Elliott	Ms. Audrey Reid
Ms. Pearl Eveleigh	Ms. Mabel Rideout
Mr. Emmanuel Ford	Ms. Verna Rideout
Mr. Neil French	Mr. Frank Shapleigh
Mr. David Goodyear	Ms. Stella Shea
Mr. Lorne Goulding	Mr. Gary Snow
Mr. Lambert Greene	Mr. Edward Stockley
Ms. Margaret Greene	Mr. Murray Strickland
Mr. Roland Hamlyn	Mr. Mike Sullivan
Mr. Austin Hart	Ms. Daphne Twyne
Ms. Daphne Howell	Mr. Boyce Vivian
Ms. Ernestine Howse	Ms. Clare Walbourne
Mr. Larry Jones	Mr. Eric Winsor
Ms. May Keats	Mr. Sherman Wiseman





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**Staffing Allocation by School 2001-2002**

<u>School</u>	<u>School Type</u>	<u>Teacher Allocation</u>
Charlottetown Elementary	K-5	2.00
Sandstone Academy	K-6	3.00
Heritage Academy	K-6	3.00
A.R.Scammell Academy	K-12	6.75
St. Gabriels All Grade	K-12	6.75
Lumsden School Complex	K-12	15.50
Holy Cross School Complex	K-12	16.00
Lakewood Academy	K-12	17.00
Gill Memorial Academy	K-12	16.00
Newville Elementary	K-7	8.50
Hillview Academy	K-9	9.75
Centreville Academy	K-8	10.50
Inter Island Academy	5-8	10.50
Summerford Primary	K-4	11.00
Jane Collins Academy	9-12	12.75
Twillingate Elementary	K-6	16.00
William Mercer Academy	K-8	13.50
Memorial Academy	K-6	14.00
JM Olds Collegiate	7-12	15.00
Coaker Academy	9-12	15.00
Lewisporte Academy	K-4	15.75
Lester Pearson Memorial High	7-12	16.50
Riverwood Academy	K-12	22.00
Greenwood Academy	K-9	19.00
Carmanville School Complex	K-12	21.50
Lewisporte Middle School	5-9	20.50
Smallwood Academy	K-12	24.50
St. Paul's Intermediate	7-9	22.00
Lewisporte Collegiate	10-12	21.75
Gander Collegiate	10-12	22.50
Glovertown Academy	K-12	31.00
Fogo Island Central Academy	K-12	33.00
Gander Academy	K-6	48.00
Guidance		16.25
Distance Ed		3.50
Alternate School		3.00
<b>Total</b>		<b>563.25</b>

**FINANCIAL STATEMENTS (SUMMARY)**

	<b>2001/02</b>	<b>2000/01</b>
<b><u>Current Revenues</u></b>		
Provincial Government Grants	51,317,324	50,555,866
Donations		
Ancillary Services	52,351	44,450
Miscellaneous	440,461	596,227
Transfer from Reserve Account	<u>-</u>	<u>-</u>
	<b>51,810,136</b>	<b>51,196,543</b>
<b><u>Current Expenditures</u></b>		
Administration	1,305,589	1,259,329
Instruction	41,849,369	40,342,464
Operations and Maintenance	5,033,682	5,110,208
Pupil Transportation	3,751,078	4,015,256
Ancillary Services	-	-
Interest Expense	13,160	22,141
Miscellaneous	<u>749</u>	<u>773</u>
	<b>51,953,627</b>	<b>50,750,171</b>
Excess of Revenue over Expenditures Before Teacher		
Severance	(143,491)	446,372
Teacher Severance	(222,607)	118,225
Transfer to Capital	<u>(163,855)</u>	<u>(176,022)</u>
Net Decrease in Board Equity	(529,953)	388,575
<b><u>Administration Expenditure</u></b>		
Salaries & Benefits	945,393	902,634
Supplies	70,921	67,712
Utilities	60,058	53,629
Rentals & Repairs	15,221	12,281
Travel	46,454	41,440
Board Expenses	26,215	35,430
Election Expenses		

Professional/Advertising/Dues	90,567	106,335
Payroll Tax	8,706	9,432
Miscellaneous	<u>42,054</u>	<u>30,436</u>
<b>Total Administration Expenditures</b>	<b>1,305,589</b>	<b>1,259,329</b>

**Instruction Expenditures**

Instructional Salaries & Benefits	39,069,231	37,462,707
Secretarial Salaries & Benefits	721,598	804,466
Payroll Tax	683,679	654,403
Instructional Materials	770,023	715,287
Furniture & Equipment	232,756	226,591
Instructional Staff Travel	205,029	200,521
Other	<u>167,053</u>	<u>278,489</u>
<b>Total Instruction Expenditures</b>	<b>41,849,369</b>	<b>40,342,464</b>

**Operations and Maintenance Expenditures**

Salaries and Benefits	2,243,031	2,146,651
Payroll Tax	32,129	42,620
Utilities	1,742,160	1,747,876
Vehicle Operating & Travel	40,207	50,924
Janitorial Supplies/Equipment	127,569	101,897
Repairs & Maintenance	699,182	816,971
Snow Clearing	132,513	175,905
Other	<u>16,891</u>	<u>18,364</u>
<b>Total Operation &amp; Maintenance Expenditures</b>	<b>5,033,682</b>	<b>5,101,208</b>

**Pupil Transportation Expenditures**

Salaries and Benefits	2,369,483	2,567,391
Payroll Tax	36,005	39,664
Debt Repayment	235,111	162,265
Repairs & Maintenance	299,608	356,598
Contracts	207,011	186,615
Fuel/Other	<u>603,860</u>	<u>702,723</u>
<b>Total Pupil Transportation Expenditure</b>	<b>3,751,078</b>	<b>4,015,256</b>

**Miscellaneous**

Miscellaneous	<b>749</b>	<b>773</b>
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**Capital Receipts**

Bank Loans	933,342	
EIC Grants	47,749	2,406
Donations	-	-
Sale of Capital Assets	5,588	4,347
Other	53,987	
Transfer from Reserve Account		39,591
Transfer from Current Account	<u>163,855</u>	<u>140,404</u>
<b>Total Capital Receipts</b>	<b><u>1,204,521</u></b>	<b><u>186,748</u></b>

**Capital Disbursements**

Property and Equipment	1,198,679	186,748
Debt Repayment	<u>5,842</u>	<u>-</u>
<b>Total</b>	<b><u>1,204,521</u></b>	<b><u>186,748</u></b>

**Assets****Current Assets**

Cash	29,862	4,573
Accounts Receivable	894,429	1,067,000
Inventory, at cost	12,626	24,989
Prepaid Expenses	<u>104,985</u>	<u>991,295</u>
Total Current Assets	<b><u>1,041,902</u></b>	<b><u>2,087,857</u></b>
Property and Equipment	<b><u>82,477,784</u></b>	<b><u>73,465,065</u></b>
	<b><u>83,519,686</u></b>	<b><u>75,552,922</u></b>

**Liabilities and Board Equity****Current Liabilities**

Bank indebtedness		587,853
Accounts Payable and Accrued	10,903,046	10,626,165
Current Maturities	<u>177,508</u>	<u>100,187</u>
Total Current Liabilities	<b><u>11,080,554</u></b>	<b><u>11,314,205</u></b>
Long Term Debt	<b><u>1,902,386</u></b>	<b><u>1,218,054</u></b>

**Board Equity**

Investment in Capital Assets	80,726,658	72,724,672
Reserve Account - Capital		160,409
Reserve Account - Current	-	-
Board Deficiency	<u>(10,189,912)</u>	<u>(9,864,418)</u>
Total Board Equity	<u><b>70,536,746</b></u>	<u><b>63,020,663</b></u>
	<u><b>83,519,686</b></u>	<u><b>75,552,922</b></u>