



Huron-Perth Catholic District School Board 87 Mill Street Dublin, ON NOK 1E0

Huron-Perth Catholic District School Board

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Look inside for...

- an adult learning series for all employees
- an induction program for new teachers
- succession planning and talent development for emerging, new, and experienced school leaders

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The information compiled in this booklet originates from the goals and requirements of the Ministry's Succession Planning and Talent Development initiative, as well as from the Board's Strategic Direction and the Board's Catholic Education Committee.

LETTER FROM THE DIRECTOR OF EDUCATION

Dear Colleagues in Catholic Education:

The Huron-Perth Catholic District School Board believes that a Catholic school system is one in which the teachings of Jesus Christ are integrated into the entire curriculum, social fabric, school life, and operations within all schools of our board.

To achieve this, we rely heavily on and support the development of competent, qualified staff who continually demonstrate:

- a high degree of commitment to Catholic education;
- the integration of faith and life;
- dedicated service to the Catholic Community and to the community at large.

This booklet, Faith and Learning, outlines the board's staff development and leadership development components. It has been designed to help you reflect on your current practice and to assist you in developing a plan to build your capacity as an employee, a teacher, or a school leader in Catholic education. Reading this booklet will help you:

- clarify your career goals within the service ministry of Catholic education;
- reflect on your Christian vocation and its implications within Catholic education;
- discover how to link your interests, past achievements, and professional aspirations to the positions in which you are interested.

In <u>This Moment of Promise</u>, the Ontario Conference of Catholic Bishops stated: In a time which often seems without goals or enabling aspirations, we are challenged to declare ours and to dedicate our lives to their achievement.

I hope that the programs and opportunities described on the following pages will enable all of us to declare our aspirations, to dedicate ourselves to their achievement, to rejoice in Catholic education, and to celebrate our journey.

Martha Dutrizac

Director of Education

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EXPERIENCE HOPE: A KALEIDOSCOPE OF FAITH-JOURNEY OPPORTUNITIES

"Experience Hope" is a brand new workshop collective that invites all Huron-Perth Staff to enhance their personal faith and learning journey. Staff will be invited to pick from the collection of workshop opportunities to meet their personal needs and honour commitments they have outside of work.

For all employees...

	Opportunity	Additional Information
A .	Religious Summer Institute at King's University College This summer opportunity is in partnership with: Huron-Perth Catholic School Board, Bruce-Grey District Catholic School Board, , London District Catholic School Board, St. Clair Catholic School Board, St. Peter's Institute for Catholic Formation and King's University College at The University of Western Ontario. The Religious summer institute is a gathering of Catholic educators who will enhance their personal faith development by attending various workshops and celebrating the Eucharist as a collaborative Catholic community. The focus for the summer of 2009 is Catholic Educators: Partners in the Journey. The theme is "The Church Looking In: Scripture, Law and Liturgy." It begins the evening of August 24th and continues all day on August 25th, 2009, at King's College. The theme for next year will compliment this year's theme and will focus on "The Church Looking Out."	Date: in 2009— August 24th, 4:30 p.m. to August 25th, 8:00 a.m 3:30 p.m. Location: King's University College, London This event will be held again in August 2010.
В.	System PD Day Faith and Learning: Rejoicing in Hope Father Len Altilia, S.J., is our celebrant and keynote speaker.	Date: Friday, September 25, 2009 Location: St. Michael Catholic Secondary School, Stratford
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	Opportunity	Additional Information
C.	*Tea and Talk: Bringing Gospel Values to Life in Our Daily Living This workshop will be offered for 4 weeks and will center around the book <i>Building Bethlehem Everywhere</i> (the book will be provided to all participants). Each week, participants will gather to discuss the hope of Catholic education and be empowered to bring that message back to their worksite. Please note: this series will be offered in the fall [Huron County] and in the spring [Perth County] to accommodate travel.	Facilitated by Lori Lynn Stapleton, Religion and Family Life Coordinator Huron Dates: October 14, 21, 28 & November 11th 4:15–5:15 p.m. Location: Precious Blood School Perth Dates: March 2, 10, 31 & April 7th 4:15—5:15 p.m. Location: St. Aloysius School
D.	School-based Faith Day This day is an opportunity for each school staff to foster and to enhance the spirit of our Catholic beliefs and traditions and to focus on the faith life of the individual.	Secondary: Date: Friday, December 4, 2009 Elementary: Date: Monday, February 1, 2010
E.	*Celebrate What's Right With the World Take a look through the lens of National Geographic photographer, Dewitt Jones and see the world with new eyes. This beautiful video offers participants a rare glimpse behind the camera and challenges us to embrace hope, even in the ordinary circumstances of each day. A lively discussion is certain to follow as we reflect on Dewitt's commentary.	Facilitated by Lisa Phillips, Chaplaincy Leader at St. Anne's, Clinton Date: Wednesday, November 18, 2009 Location: Dublin Parish Hall Time: 4:15 p.m. – 6:00 p.m.
F.	*Keeping Hope Alive: a "Twilight" Retreat Spend the afternoon building relationships with guest facilitator Jerry Creedon. In this 2 hour mini retreat, Jerry will invite each of us to look through the kaleidoscope of faith and recognize how we are called by name for some special purpose. This gifted Irish storyteller weaves humour and his own faith story into a delightful dialogue that captures the spirit of the old Irish saying, "We meet as strangers. We part as friends." You will leave thinking you've known Jerry your whole life!	Facilitated by Jerry Creedon Date: Wednesday, April 28, 2010 Location: Dublin Parish Hall Time: 4:15 – 6:15 p.m.

^{*}To register for these events, please go to the **Faith & Learning / Voluntary Workshops** folder in FirstClass.

	Opportunity	Additional Information
G.	*True Colours Gabe DelBianco will lead us through this workshop of self-discovery and help us to understand the mosaic of colours found in our kaleidoscope so that we leave with a better understanding of how we complement and differ from one another. By identifying our own colour combinations and recognizing the characteristics associated with each, we can work in harmony with co-workers, parents, and even students as we grow in our appreciation of different personality types. Maximum group of 30.	Facilitated by Gabe DelBianco, Innerfit Date: Wednesday, May 19, 2010 Location: Dublin Parish Hall Time: 4:00 – 6:30 p.m.
н.	*Ministry Document—Shared Solutions: A guide to preventing and resolving conflicts Focus on conflict prevention strategies can be an exercise in building relationships of mutual trust and respect. Strategies within the guide are intended to enhance the abilities of parents, students and educators to work constructively together to address concerns early. A "culture of collaboration" and a positive school climate can help parents and educators to work constructively together to address concerns related to programs and services before they become sources of conflict. Achieving and maintaining a positive school climate requires teamwork on the part of educators, parents, and students.	Facilitated by Maureen Sabin, Special Education Coordinator Date: Wednesday, December 2, 2009 Location: Board Office Time: 4:15 p.m 5:15 p.m.
1.	*Catholic Education Week Eucharistic Celebration and Mother Teresa Awards During this week, the Huron-Perth Catholic District School Board will be celebrating what Catholic education means to our students, to our community and to the province. This year's theme is Catholic Education: Rejoicing in Hope. We reflect upon the scriptural quote from the Philippians in chapter four, verses 4 and 9, "Rejoice in the Lord alwaysand the God of peace will be with you."	Week of May 2 – May 8, 2010 For more information, please click on the following link to access the 2010 Catholic Education Week Materials http://www.ocsta.on.ca/catholicEducationWeek.aspx Please join us to celebrate the Eucharist and honour our Mother Teresa Award recipients on Monday, May 3, 2010, at St. Patrick's Church in Dublin at 5:30 p.m.
J.	Together in Faith: Companions on the Journey Huron-Perth Catholic DSB invites all employee group members to a Retreat opportunity to enhance their personal faith journey. Our annual board theme, "Catholic Education: Rejoicing in Hope" calls us to rejoice in hope in our hearts, homes, schools, communities and in our world. Let us find new ways to be beacons of hope. More details to follow.	Huron-Perth Catholic DSB, in partnership with King's University College and St. Peter's Institute of Faith Formation. Spring, 2010



Religious Life Lecture Series 2009 2010

BEAUTY, CREATIVITY & LOVE 10th Anniversary of John Paul II's Letter to Artists

All lectures take place at 7:30 PM in the Elizabeth A. "Bessie" Labatt Hall, King's University College.

On Easter Sunday 1999, an aging and infirm Pope John Paul II wrote a "Letter to Artists" and "to all who are passionately dedicated to the search for new epiphanies" of beauty so that through their creative work as artists they may offer these as gifts to the world. Unlike most letters written by the men who have served as Pope, this one was not addressed to those in ordained ministry, nor was it exclusively written to Christians.

At the beginning of the letter, John Paul II writes, "Not all are called to be artists in the specific sense of the term. Yet, as Genesis has it, all men and women are entrusted with the task of crafting their own life: in a certain sense, they are to make of it a work of art, a masterpiece." (#2)

Later in the letter, the Holy Father writes that "beauty is a means by which we can encounter Transcendent Mystery. It is an invitation to savour life and to dream of the future." (#16) Join us as we seek to encounter God with a variety of challenging and thought-provoking speakers, employing a variety of media and prayer formats.

September 24, 2009

Mark Burch Writer/Educator

"Simplicity, Stillness, and Earth Trusteeship: The Value of Radical Non-Action in Caring for the Earth"

The health and well-being of Earth's living species, and perhaps the very survival of the human societies that depend on them, are now daily imperiled by threats of our own making. From every quarter we hear increasingly urgent calls to action, yet relatively little is achieved. How can this be? Is it more human action that is needed to avert the consequences of past human actions? Might there be another perspective of issues that can offer more than just a reprise of history? Might the current planetary crisis call both for action and non-action, both for bold initiatives and the power of desisting, both for the prudence of planetary stewardship and also a trusteeship expressed through stillness?

September 26, 2009—9:00 a.m. to 4:30 p.m. (lunch included)

Mark Burch Writer/Educator

Living Simply for the Earth"

This day long interactive workshop examines the link between consumption and happiness and how our personal choices may help to save the Earth.

To register please call 519-432-3781 ex. 567 or email networkministries@csj.london.on.ca

Sponsored by the Spiritual Ministries Network of the Sisters of St. Joseph and Associates and the Office of Campus Ministry, King's University College

October 8, 2009

Reverend Economos Apostolos Hill Dean, Assumption Greek Orthodox Cathedral (Denver, CO)

"Understanding Byzantine Music in the Context of Orthodox Prayer"

Byzantine Music is one of the great treasures of the Orthodox Church and is loved by music aficionados and other around the world today. It enjoys an ever-growing audience as more and more converts from Western faith traditions discover the richness of Orthodox worship and as an ever-expanding catalogue of Byzantine music offerings emerge to meet the demand. In this lecture Reverend Economos Apostolos Hill will endeavor to re-contextualize for the audience the power, grace and beauty of Byzantine hymnology in the setting of corporate prayer.

October 15, 2009

Most Reverend Luc Bouchard Bishop of St. Paul, Alberta

"Reflections on the twelfth Ordinary Synod 2008 - The Word of God in the Life and the Mission of the Church"

In October 2008 nearly 300 participants from various corners of the world gathered in Rome for the XII Ordinary General Assembly highlighting "The Word of God in the Life and Mission of the Church." At the synod's conclusion the Synod Fathers summarized their insights in a final message to the world. It is these insights and their impact that will be explored in this lecture.

Co-sponsored by St. Peter's Institute for Catholic Formation and Salt + Light Television Network in Canada

October 22, 2009

Sister Anne Kathleen McLaughlin, GSIC Storyteller

"Julian of Norwich: Soul Friend for Our Time"

This presentation is a one-woman play that takes us into the 14th century Norwich and provides insights into Julian's life and writings. We meet a woman who speaks directly to us in our own searches, delights, longings, struggles and questions. Thomas Merton called Julian of Norwich "one of the most wonderful of all Christian voices" and described her as one of the greatest mystics of the church. For Julian of Norwich, God is an intimate friend who delights in us and shares our joy in creation.

Sponsored by the London District Catholic School Board

November 12, 2009

Sonia Halpern, M.A. Art historian

"Jewish Models in the Art of Rembrandt"

During the 17th century, Amsterdam had one of the largest Jewish communities of any Western European city, and from 1638-58, Rembrandt frequently looked to this Jewish population for his artistic models. This slide-illustrated talk will explore the major religious and pragmatic reasons why Rembrandt was attracted to Jewish models, specifically for his Biblical scenes, genre scenes, and portraits.

Co-Sponsored by the Centre for Catholic-Jewish Learning

November 26, 2009

Lorraine Roy *Textile artist*

"Nature as Spiritual Guide"

Through the use of slides of previous works of art and actual recent additions, Lorraine Roy will talk about how research in botany, mythology and natural symbolism drove and continues to drive her artistic evolution. How did the intricate, intense and seemingly chaotic world of nature become a guide for her spiritual growth?

Co-Sponsored by the Centre for Creativity

January 14, 2010

Dr. Paul Werstine Shakespearean Scholar

"Shakespeare on Beauty: 'The lovely gaze where eye doth dwell'"

This lecture will be devoted to Shakespeare's exploration of beauty in his plays and poems. It will engage with the language in which Shakespeare evokes beauty, such as Romeo's famous "Beauty too rich for use, for earth too dear." Then it will move to the then prevalent theory of beauty Neoplatonism, itself the source of evocative images like "women's eyes...are the books, the arts, the academes / That show, contain and nourish all the world." It will conclude by examining the social construction of beauty in Early Modern England when "black was not counted fair (i.e. beautiful)," and by dealing with the controversial satire of cosmetics in Shakespeare's plays and those of his contemporaries: "Your mistresses dare never come in rain, / For fear their colours should be washed away."

January 28, 2010

Sally Winn Advocate for Women and Children

"Refuse to Choose: Reclaiming Feminism"

This lecture will cover both the history of pro-life feminism and efforts to improve campus services for pregnant and parenting students. Sally has unique experience as both a student-parent who experienced an unplanned pregnancy and a professional working with women facing unplanned pregnancies. *Co-Sponsored by the King's Live for Life and Western Lifeline*

March 4, 2010

Merek Czarnecki Iconographer, Artist, Restorer

"Iconography: Holy Tradition and Holy History"

One of the most visible results of the Second Vatican Council was the change in the appearance of Catholic churches. Sacred images became marginal and parishes reorganized their interiors. Decades later, this vacuum leaves many searching for deep and authentic images that reinforce both public and private piety. Reflecting the ecumenism of the post-conciliar Church, the rediscovery of Eastern Orthodox iconography has become an important and popular movement. Yet few people understand that iconography is not simply a style of folk or religious art, it is the Christian vision of reality articulated through art...St. John of Damascus wrote "Icons are not an option for understanding the faith, they are a necessity." This lecture is an introduction to the fundamentals of iconography, beginning with justification for making images.

Co-Sponsored by St. Peter's Institute for Catholic Formation

March 25, 2010

John Bentley Mays Author and Award-Winning Journalist

"Art and the Post-modern Turn"

An inquiry into the philosophical background and foundation of John Paul II's "Letter to Artists" and the letter's relevance to the artistic project at the present time. What is possible for art (including architecture, visual arts and design) in the contemporary capitalist and industrialized West? What, if anything, does Christianity have to say to artists embarking on careers in the post-modern age?

In addition to these opportunities, staff are encouraged to participate in programs, seminars, retreats and other faith deepening opportunities that may be offered by their own parish.

...and specifically for teachers, chaplains, principals, vice principals

	Opportunity	Additional Information
A.	*Teachers as Scholars at Kings (TASK) TASK is offered at King's University College at the University of Western Ontario, in partnership with Huron Perth Catholic, St. Clair Catholic and London Catholic School Boards which offers a diverse menu for professional learning and dialogue through fall and spring sessions. It is an opportunity to support a holistic approach to learning for professionals within a Catholic environment.	Dates for 2009-10: Friday, October 30/09, November 6/09; March 5/10, April 16/10 (9:30 a.m. – 2:30 p.m.) Please visit the Voluntary Workshops folder on FirstClass for more details. Registrants are expected to commit to both dates in either the Fall or Spring session.
B.	When Faith Meets Pedagogy XIV Conference The Catholic Curriculum Corporation will be hosting its 14th annual When Faith Meets Pedagogy Conference in October 2009. WFMP has steadily grown in size and stature to be the premier Catholic Conference in the province. This year's conference theme, "Voices that Challenge" include many speakers to guide, motivate and inspire us to live out our Catholic faith including Craig and Marc Kielburger, Nobel Peace Prize Nominees, and Fr. Thomas Rosica, C.S.B., CEO of Salt + Light Television and former CE0 of Toronto's World Youth Day in 2002. In addition, there will have over 60 teacher-led workshops. The biennial WFMP Youth Forum takes place on Thursday, October 22nd. Marc and Craig Kielburger will be keynoting The Youth Forum.	Please contact Lori Lynn Stapleton, Religion and Family Life Coordinator The Catholic Curriculum Corporation represents a consortium of the 17 Catholic district school boards in southern and western Ontario. Through a variety of partnerships, including the Ontario English Catholic Teachers Association, the Catholic Principals' Council of Ontario, and the Catholic Association of Religious and Family Life Educators of Ontario, they provide curriculum materials and professional development to over 25,000 Catholic teachers.
	Cathwiki This wiki is a compilation of resources based on the Catholic Curriculum Maps that will allow to integrate the overarching question from the religion program into other areas of the curriculum. Teachers will have the opportunity to share student work, lesson plans and more as we work collaboratively to approach curriculum through a Catholic lens.	Facilitated by: Dawne Boersen & Loretta Ayotte Date: TBA
D.	Religious Education A.Q. Course, Parts I, II, III The Ontario English Catholic Teachers' Association (OECTA) Religious Education courses will be offered in our Board as Spring intercession courses, following March Break, if numbers warrant.	Facilitated by: Stephanie Scholten, Head of Religious Studies, St. Anne's Catholic Secondary School. For more information, or to register, please contact Stephanie by e-mail. Additional information on the course, can be found on the OECTA website: www.oecta.on.ca.

^{*}To register for these events, please go to the **Faith & Learning / Voluntary Workshops** folder in FirstClass.

INDUCTION PROGRAM FOR NEW TEACHERS (NTIP)

The Teacher Performance Appraisal process is directed toward improved performance and job satisfaction, with the summative report as a formal acknowledgement of the quality of one's work. In accordance with Ministry requirements, every teacher must participate in regular performance appraisals.

There are four components of the New Teacher Induction Program (NTIP):

1. Orientation

- System Based: benefits, orientation package and introduction to PD sessions
- School Based: with school checklist, handbook, introduction to staff

2. Professional Development

 Opportunities available in Literacy, Numeracy, Student Success, Classroom Management, Assessment & Evaluation, etc.

3. Mentorship

 New teachers will select an experienced teacher mentor who will guide and support you during NTIP.

4. Appraisal

- New teachers will be scheduled to have two Teacher Performance Appraisals within the first 12 months of receiving their first permanent teaching contract.
- Performance appraisals will include:
 - a pre-observation meeting between you and your Principal/VP in preparation for the classroom observation;
 - classroom observation by your Principal/VP;
 - a post-observation meeting between you and your Principal/VP to discuss the classroom observation, other information relevant to your professional competencies, and to discuss your participation in the New Teacher Induction Program (NTIP);
 - a summative report prepared by your Principal/VP, including a rating (satisfactory, development needed, unsatisfactory) of your performance.

All information about NTIP including:

- the Induction Elements Manual;
- Manual for Performance Appraisal of New Teachers;
- Resource Handbook for New Teachers. Mentors. Principals:
- Resources to Support New Teacher Professional Development;
- Frequently Asked Questions;

is available at the Ministry of Education's NTIP website:

www.edu.gov.on.ca/eng/teacher/induction.html

For more information, please see the NTIP brochure found in the Human Resources folder in FirstClass.

JOURNEY TO LEADERSHIP: A PROGRAM FOR EMERGING SCHOOL LEADERS

The Huron-Perth Catholic District School Board has establish a Catholic Leadership Development Program for educators that are interested in serving the system in the capacity of Vice Principal or Principal. We are proud of the gifted leaders we have working in teacher positions in our schools and feel confident that we have an opportunity to support a comprehensive and engaging Catholic leadership development program in our system.

It is our intent to work closely with people within the organization that want to learn more about Catholic leadership in elementary or secondary. Through a series of learning modules, emergent leaders will:

- celebrate the gifts they bring as leaders to their profession;
- come to understand the dimensions of Catholic leadership;
- engage in professional learning activities that focus on the dimensions and capabilities of Catholic leadership in Huron-Perth Catholic schools;
- experience leadership opportunities that support growth;
- network with colleagues.

Participants will:

- 1. Explore personal awareness re: strengths, areas for growth as well as personal commitment to HPCDSB's Mission and System Plans for improved student learning.
- Research and identify universal desirable behaviors/competencies demonstrated by effective leaders.
- 3. Examine and reflect on the role of a Catholic leader creating ethical, focused, learner centered, faith-based learning communities.
- 4. Identify key elements and skills for building effective professional learning relationships.
- 5. Participate in a professional learning book club with discussions centred on serving learners through excellence in leadership.
- 6. Identify specific areas required for a professional growth plan that will build professional leadership capacity.

If you have five years of teaching experience and are interested in school administration, then this exciting opportunity might be for you.

We will be hosting a dinner on October 27, from 4:30 to 6:30 p.m. at our Board Office in Dublin, for people who would like to learn more about this initiative.

To register for this program contact Nancy Cronin by October 13. If you have further questions, please contact Superintendents JoAnn MacGregor or Dan Parr.

SUCCESSION PLANNING AND TALENT DEVELOPMENT: MENTORSHIP AND SUPPORT FOR NEW AND EXPERIENCED SCHOOL LEADERS

Provincial Context: The Ontario Leadership Strategy

"Strong leadership is the cornerstone of the success of the educational system in Ontario. Principals, in particular, are second only to teachers in their influence on how well students learn. The need to recruit and retain capable leaders means that succession planning and leadership development must become a priority for Ontario schools and boards.

Our school system is only as good as the leadership."

From the forward of <u>Succession Planning</u> by the Institute for Educational Leadership Dec. 2008.

The vision of the Ontario Leadership Strategy is:

"To support student achievement and well-being by attracting and developing passionate and skilled leaders in our schools and boards through a comprehensive leadership strategy."

Quick Facts: Ontario Leadership Strategy Spring 2009.

Support for New and Experienced Principals and Vice Principals in HPCDSB:

A: Annual Director's Symposium

It is with great enthusiasm and vision for the future that we look forward to the second annual Director's Symposium, as an opportunity to celebrate Catholic education. "Rejoicing in Hope" is the theme of Catholic Education Week this year. It is particularly fitting then, that we will take this time to reflect on our success, to reach higher in our service to others, and to rejoice.

In a world where rejoicing and hope are scarce, we in the Huron-Perth Catholic community are blessed to be able to proclaim the Good News...for all people. Good News that God has come among us, lives among us, loves us faithfully, and calls us to rejoice in hope. This celebration of your leadership in Catholic Education will occur on April 15 and 16, 2010.

B: The CPCO Mentoring Program

The foundation of this program is the Catholic Leadership Framework, developed by the Institute for Educational Leadership. The framework provides all Catholic principals and vice principals with a common language and reflective guide for personal growth. The three components of this differentiated program are:

 Mentoring for Administrators with two years or less in their current position: This will continue from 2008-09.

2. Collaborative Learning Partners:

Survey results from 2008-09 principals and vice principals indicate further interest in this professional relationship piece. The Collaborative Learning Partners will continue, using the **Catholic Leadership Framework** for personal goal setting and partner conversations, as nearly everyone indicated they wanted further opportunity to develop this relationship. Participants are expected to use the Reflective Record, for their own personal goal setting and reflection.

For 2009-2010, Collaborative Learning Partners are asked to schedule **three** meetings before Christmas and **four** meetings between January and June (Budget Code 201).

The no-fault, no-questions option may be used by anyone wishing not to remain in the same partnership -just send an e-mail to JoAnn MacGregor if you wish to exercise this option.

3. Coaching Priorities:

Survey results indicate that those who attended these sessions (topics chosen by the group and facilitated by members of the group) were considered valuable offerings. In 2009-2010, an hour block in 3 or 4 LLC meetings will be used for Coaching Priority sessions. By **September 15**, please send your topic suggestions for 2009-2010 (and/or your willingness to facilitate/co-facilitate a session on a particular topic) via e-mail to me.

A survey, conducted in the late spring of 2010, will inform direction for 2010-2011.

Notes to self:			

BOARD MISSION STATEMENT

We are a Catholic School Board. We serve our students, working with the home, parish and school community to:

- Nurture a Christ-centred environment;
- Provide student-focused learning opportunities;
- Support the growth of the whole person.

For more information, please go to www.huronperthcatholic.ca

or

the Faith & Learning / Voluntary Workshops folder in FirstClass

Huron-Perth Catholic District School Board