



Our Journey to Achieve, Belong, Create

Administrative Council and
Leads | February 3, 2026



District School Board
Ontario North East

Our Vision

**Preparing our
learners for their
future success.**

Our Mission

**Providing
meaningful growth
opportunities.**

Our Strategic Priorities



Achieve

Belong

Create



Achieve

Uphold high expectations in diverse learning and working environments.

Learning Environments

Pathways

Learning Opportunities

Achieve Goal

83% of Grade 9 students and 78% of Grade 10 students who are working towards an OSSD will earn all their credits.

Achieve Goal Progress

Grade	Goal 2025-26	On-track Mid-Term	Same time last school year
9	83%	86.2%	79.6%
10	78%	73.4%	61.9%

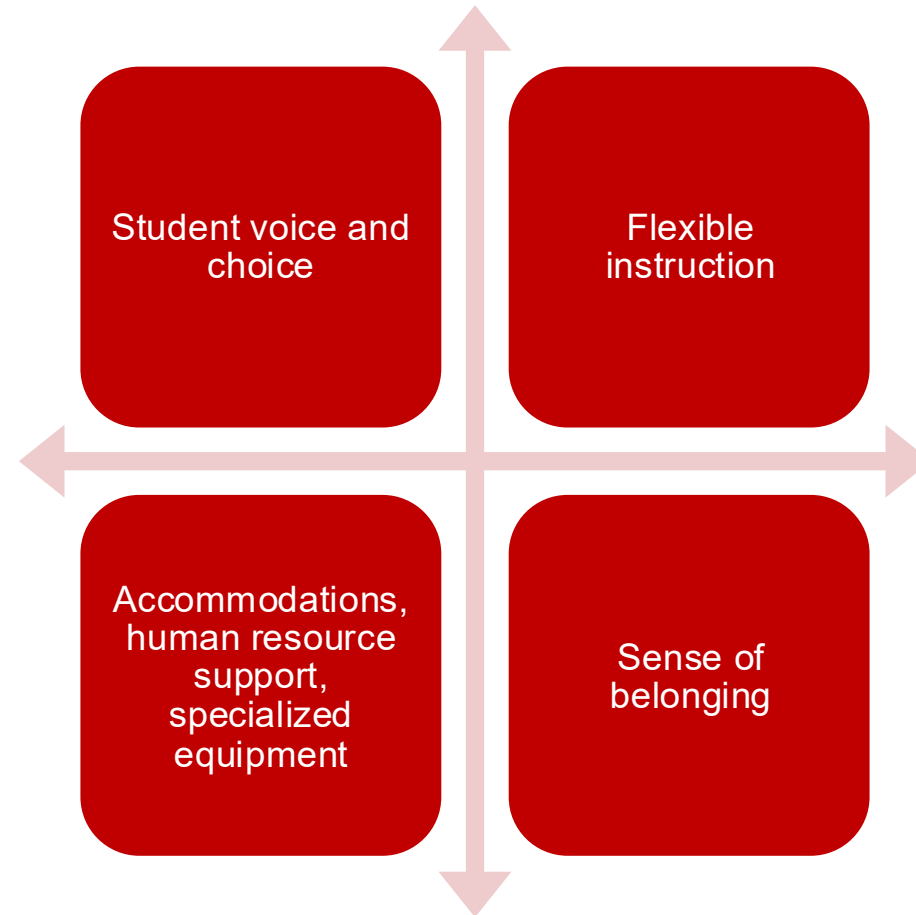
Subgroup Data

Grade 9	Students that Identify as Indigeous	Students with IEPs
9	83.3%	81.5%
10	60.9%	68.7%

Learning Environments

- IEPs identify strengths, interests and needs
 - Accommodations and modifications remove barriers
 - Clear goals, routines, and supports reduce anxiety and increase participation
 - Strategies identified in IEPs often improve engagement for all students, not just those with special education needs
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Learning Environments



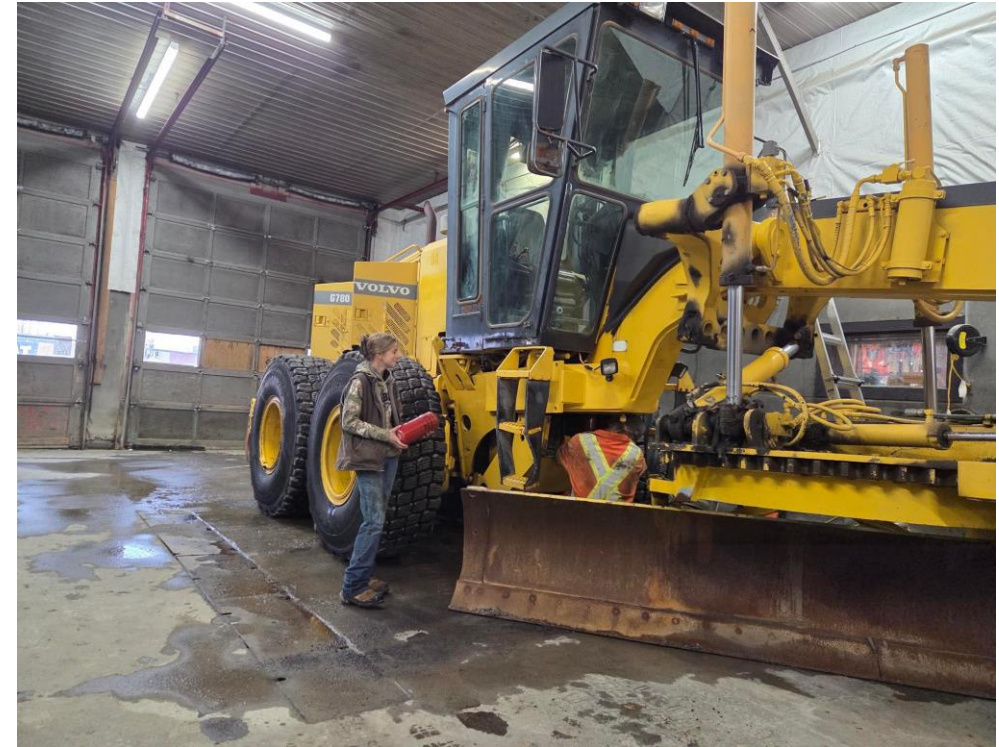
Pathways

- There is a brand-new hospital being built in Moosonee
- A group of THVS students are visiting the hospital in February 2026 to better understand the various employment opportunities that exist within a hospital.



Learning Opportunities

- 52 new community partnerships in cooperative education
 - North 18
 - Central 11
 - South 23
- Growth strategies



Belong

Build inclusive communities where all feel supported and valued.

Well-Being

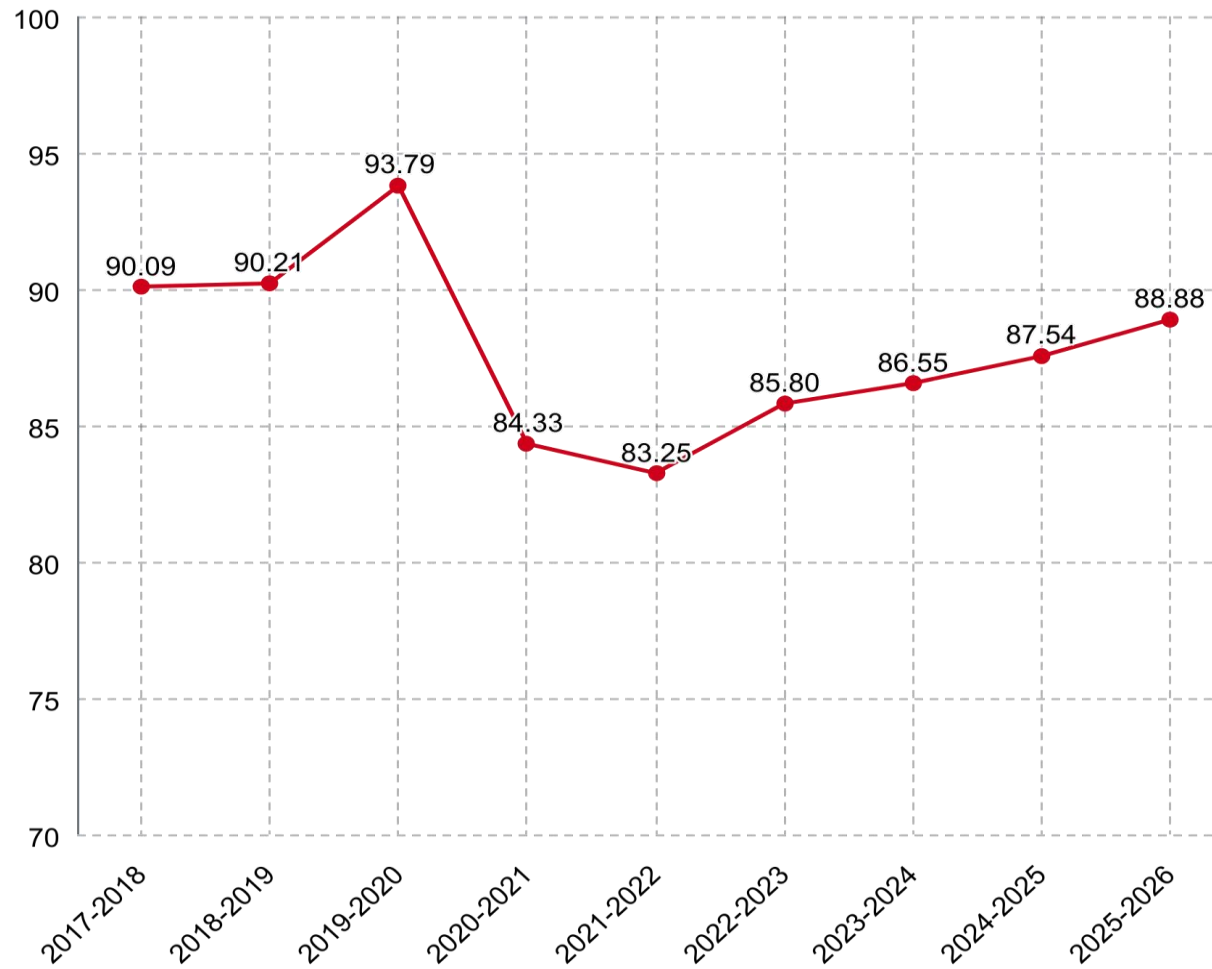
Inclusive Community

Recognition and Voice

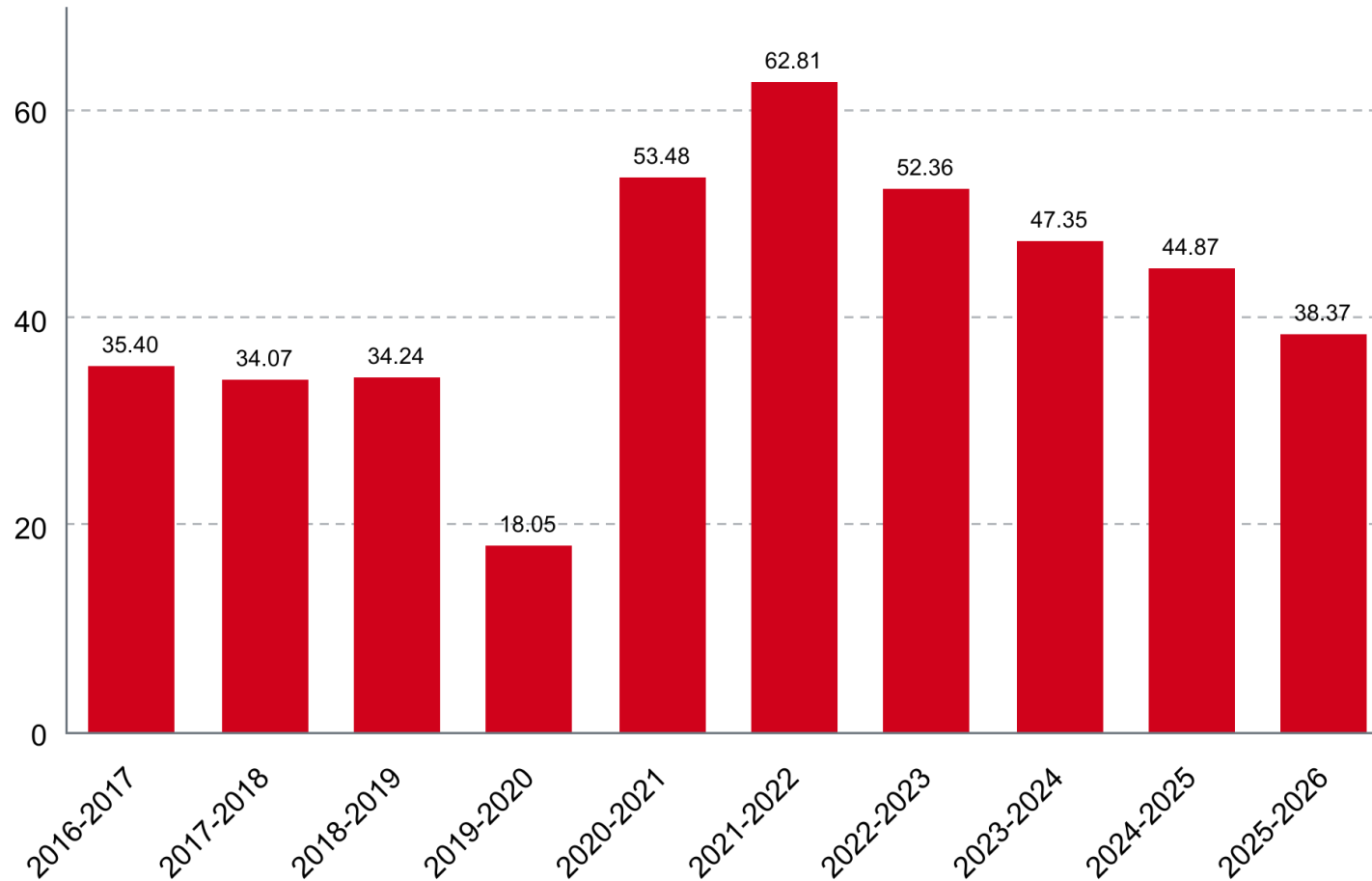
Belong Goal

The persistently absent rate will be 42% or lower, and the attendance rate will be 88% or higher for students in K-12.

Attendance Rate, K to 12



Persistent Absenteeism Rate, K to 12



Attendance Strategy: Empathy Interviews



Well-Being

- Student Nutrition Programs in DSB1
- Representatives from Canadian Red Cross attended our December Leadership Meeting to share their process and answer questions about their program.
- Financial support has been provided by the following groups in our communities:
 - Club Richelieu
 - Alamos Gold
 - Agnico Eagle
 - Caisse Populaire



Inclusive Community

- All K-6, K-8, and 7-8 Schools have character education programs.
 - Variety of models from virtues to the 7 Grandfather Teachings.
 - Different traits explicitly taught for each month.
 - Students celebrated monthly for exhibiting positive character traits.
 - Focus on belonging and how to deal with differences.
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Recognition and Voice

- The ABC Ambassador staff recognition program celebrates staff who bring our priorities to life through their actions, relationships, and impact on others.

**More than 120 staff
have been
nominated as an
ABC Ambassador!**

Certificate of Recognition

ABC Ambassador

This certificate is awarded to:

Staff Name

(Staff member) has high standards for herself and for all of us. She runs the office like a well oiled-machine and takes care of everyone in the building.

Lesleigh Dye, Director of Education



District School Board
Ontario North East

Certificate of Recognition

ABC Ambassador

This certificate is awarded to:

Staff Name

(Staff member) embodies DSB1's priorities of Achieve, Belong, and Create through her dedication, compassion, and positive spirit in the High Support Program. Her patience and encouragement help students achieve goals, build confidence, and feel included in the school community. Always kind, creative, and team-oriented, she fosters a welcoming environment where both students and staff can thrive.

Lesleigh Dye, Director of Education



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Ontario North East

Certificate of Recognition

ABC Ambassador

This certificate is awarded to:

Staff Name

(Staff member) creates highly engaging activities in music and French, inspiring students to improvise, compose, and explore art with genuine enthusiasm. His ability to ignite passion, build confidence, and nurture creativity makes him an outstanding ambassador for our board.

Lesleigh Dye, Director of Education



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Create

Foster collaboration, innovation and skill development in all learners.

Innovative Practices

Critical Thinking

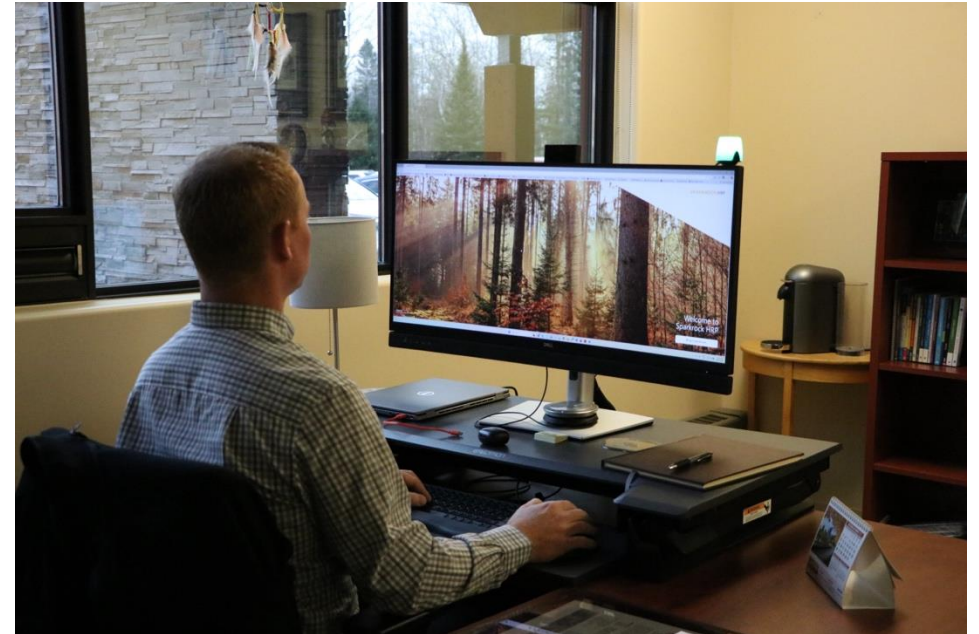
Future-Ready Skills

Create Goal

80% of new DSB1 staff will report their onboarding was beneficial.

Create Goal Progress

- Onboarding New Employees
 - Move to continuous onboarding through multiple online modules.
 - Additional on-the-job training for specific employee groups.
 - Training would be completed and verified prior to starting with DSB1.



Onboarding Satisfaction Survey

The screenshot shows a web-based survey interface for ThoughtExchange. At the top, a dark blue header contains the ThoughtExchange logo and navigation links for Help, Settings, and Log out. Below the header, a red banner displays the message: "This is a preview. Your input will not be recorded. [Start again.](#)". A progress bar indicates "Questions completed: 5/11".

On the left, a sidebar shows the survey flow: Welcome, Answer questions (active), and Complete. The main content area is titled "Topic: New Hires Meeting". Below this, a note states: "* Indicates required question".

Question 1-5:
Rate your level of satisfaction with the following aspects of the New Hires Meeting in supporting your integration into DSB1 and understanding of your role: *

	Satisfied	Unsatisfied
Feeling welcomed and supported during the New Hires Meeting held on August 25, 2025.	☒	☐
Understanding of the DSB1 2025-2029 Strategic Plan following the New Hires Meeting and/or the first Professional Activity Day of the school year.	☐	☒
Review of Board procedures and the Harmful and Discriminatory Language Protocol.	☒	☐
The Health & Wellness Employee Support Program presentation.	☐	☒
The SmartFind Absence Reporting presentation.	☐	☒

A "Next" button is located at the bottom of the question list.

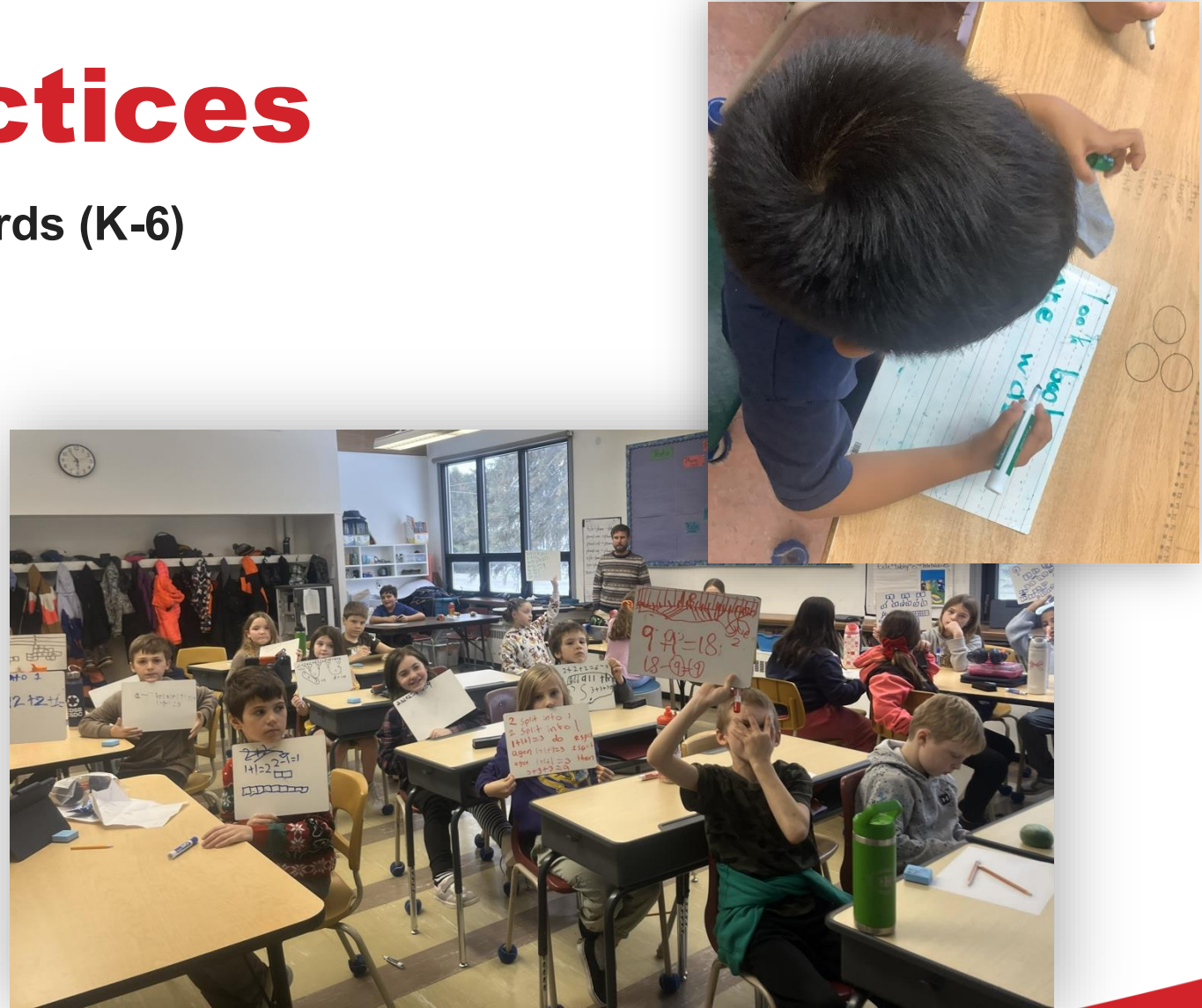
- A survey has been created in ThoughtExchange and will be distributed to all 2025-2026 new hires.
- The intent is to gain an understanding of the level of satisfaction around feeling welcomed, supported, and clarity of roles and expectations.

Innovative Practices

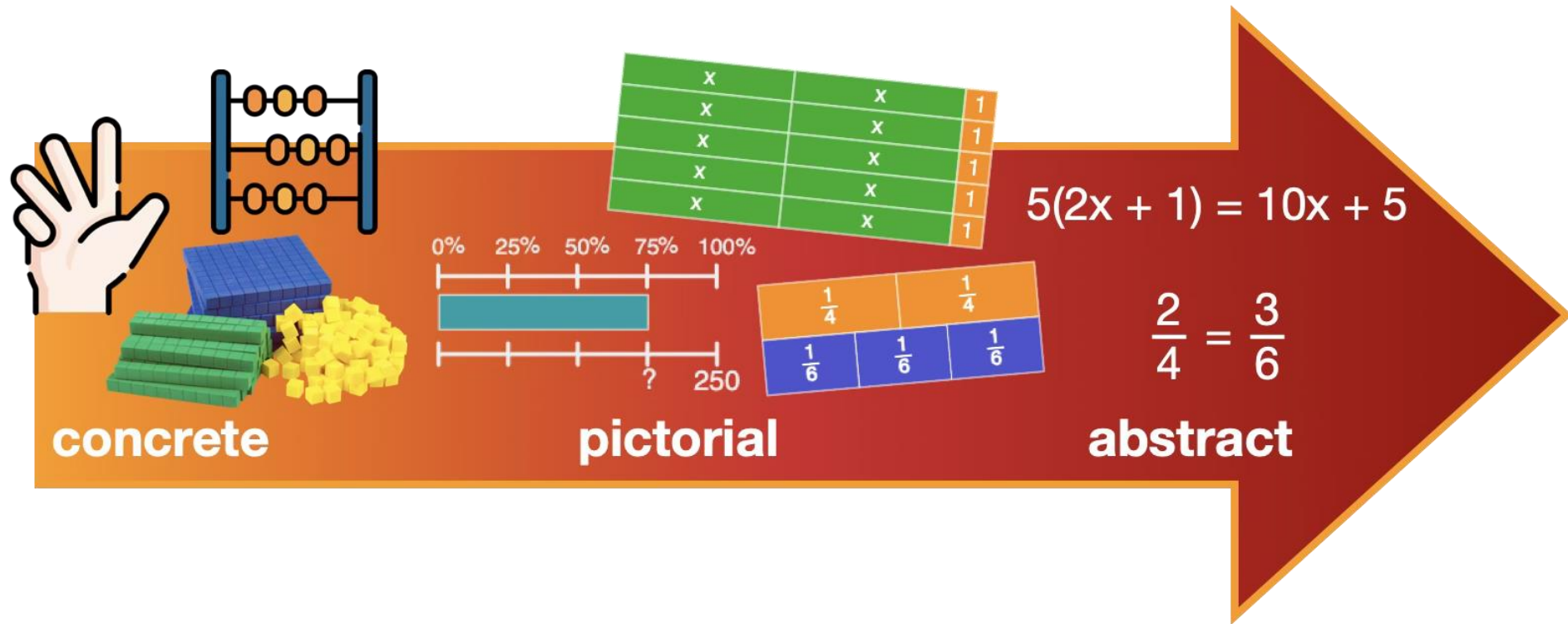
Use of class sets of mini-whiteboards (K-6)

Why mini-whiteboards:

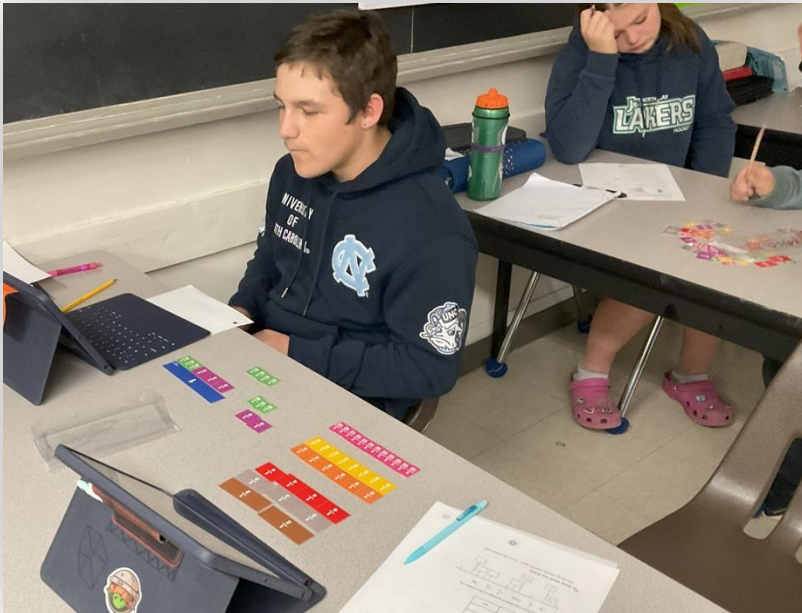
- Visible Thinking for All
- Low-Stakes Risk-Taking
- Real-Time Formative Assessment
- Efficient, Engaging Routines



Innovative Practices



Innovative Practices



Students represent their thinking using manipulatives, pictorial models, and/or with numbers & symbols



Critical Thinking

- Formed an AI Committee to draft guidelines.
 - Members include: Federation presidents, teachers, support staff, school leaders, and senior admin.
 - Engaged in learning about AI trends in multiple industries and across sectors.
 - Feedback from Student Senate.
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Critical Thinking

- Guiding principles for AI use:
 - Generative AI as a Learning Support
 - Transparency and Academic Honesty
 - Beware of Incorrect Information
 - Your Privacy and the Privacy of Others
 - Avoid Prohibited Use
 - Environmentally Sustainable Use of Generative AI
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Future-Ready Skills

- Simulator technology includes:
 - complex setups that recreate the look and feel of equipment;
 - virtual reality headsets.
- Multiple trade sectors use simulator technology for training.



Future-Ready Skills





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**Thank you
Meegwetch
Merci**