



Our Journey to:

Achieve Belong Create

Administrative Council
November 4, 2025



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

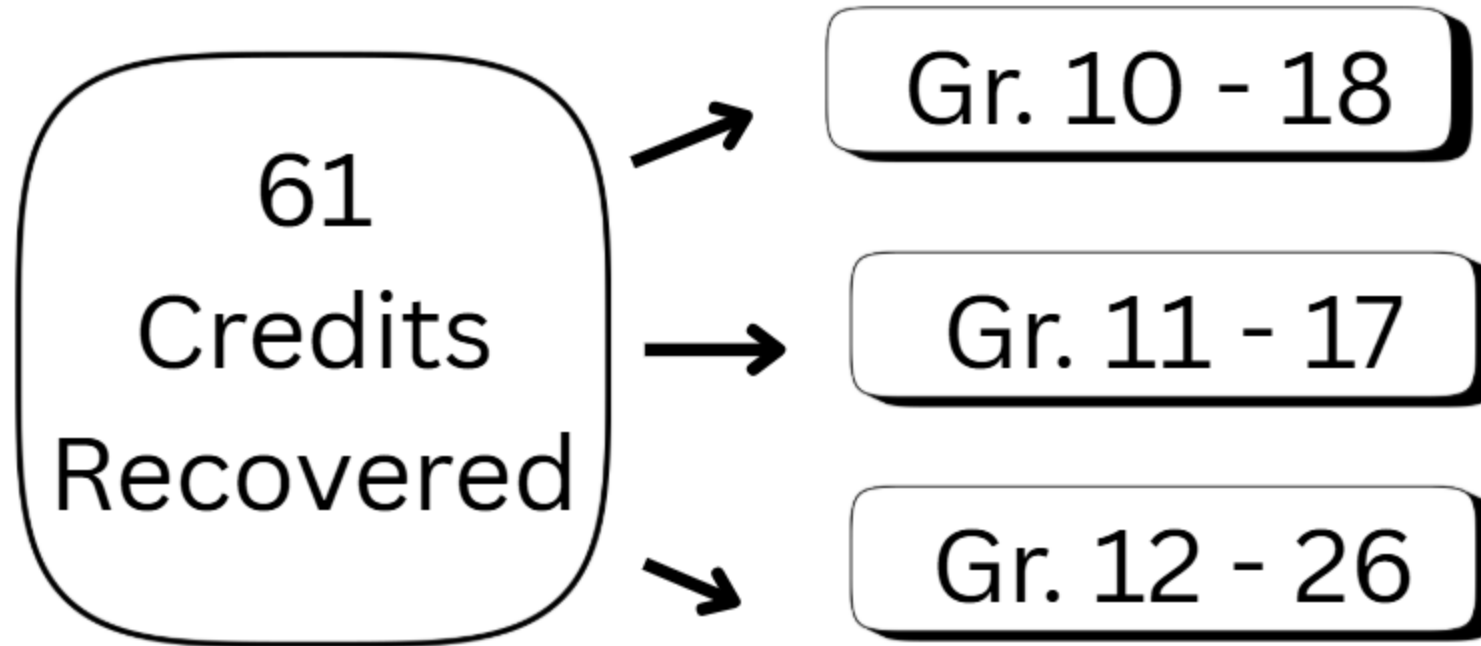
Create



Achieve 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



Challenges

- Few credits to recover
 - Attendance
 - Disproportionality
- 

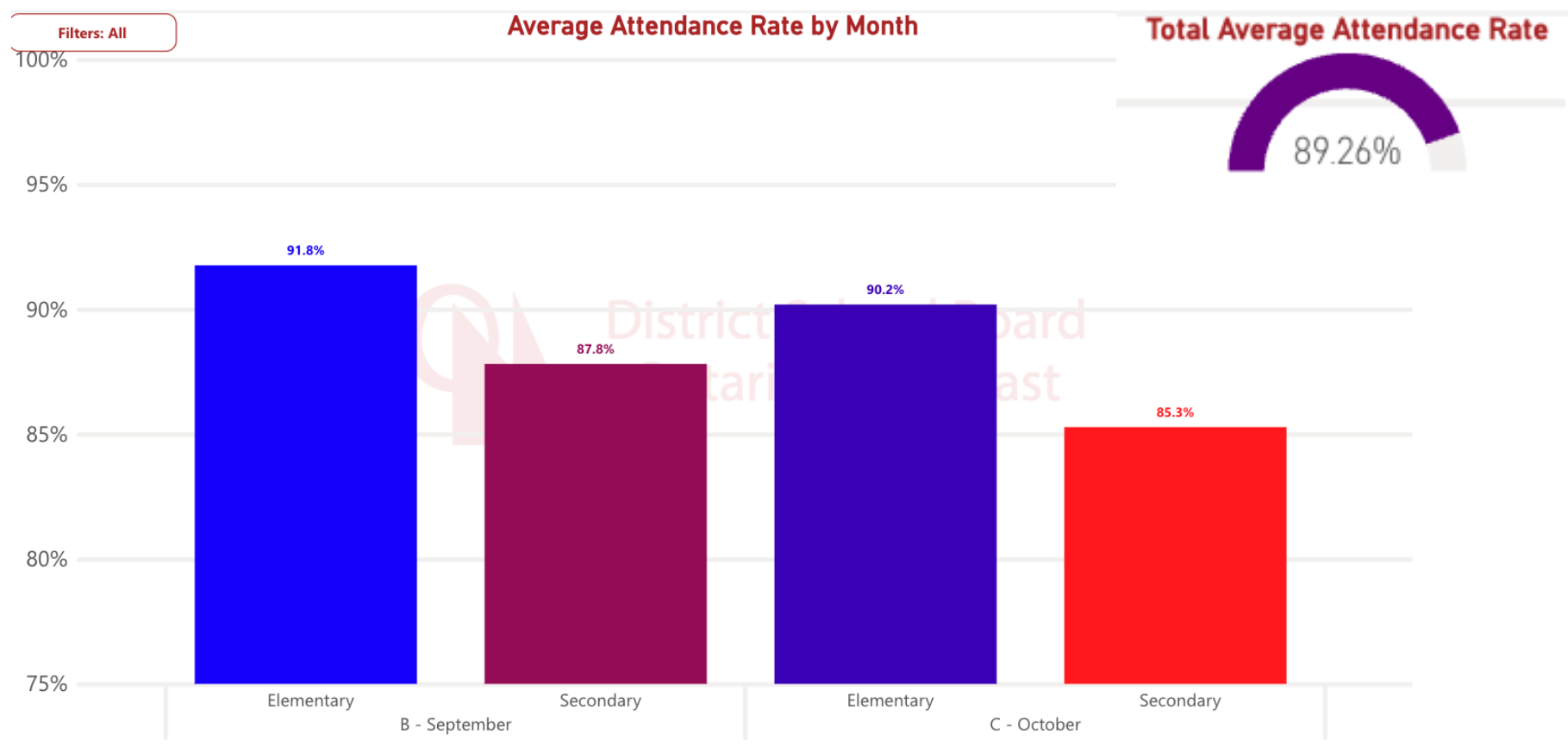
Next Steps

- Student Success Teams
 - Supporting students with learning disabilities
 - Indigenous Student Success Pilot
- 

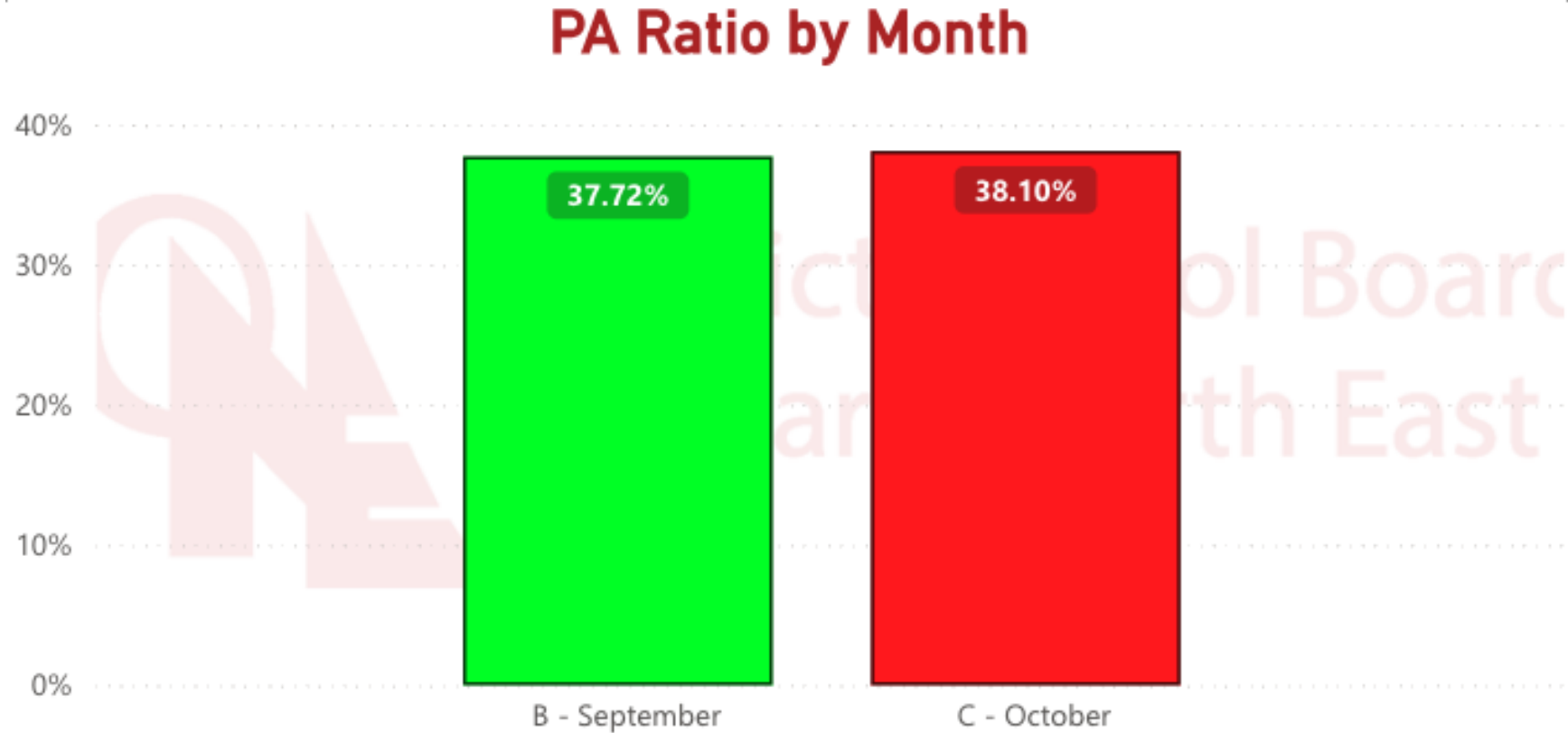
Belong Goal

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

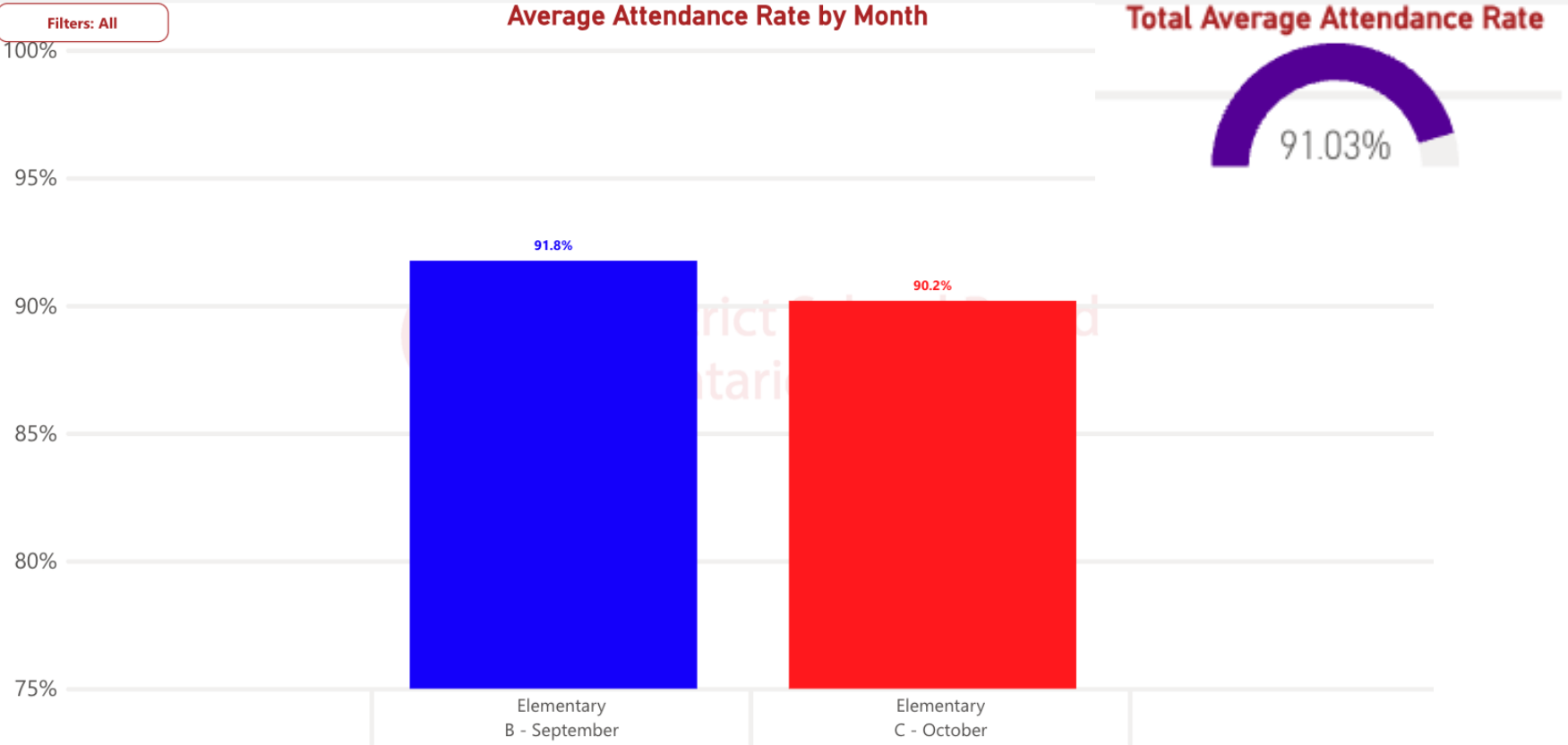
Attendance Rate: K-12



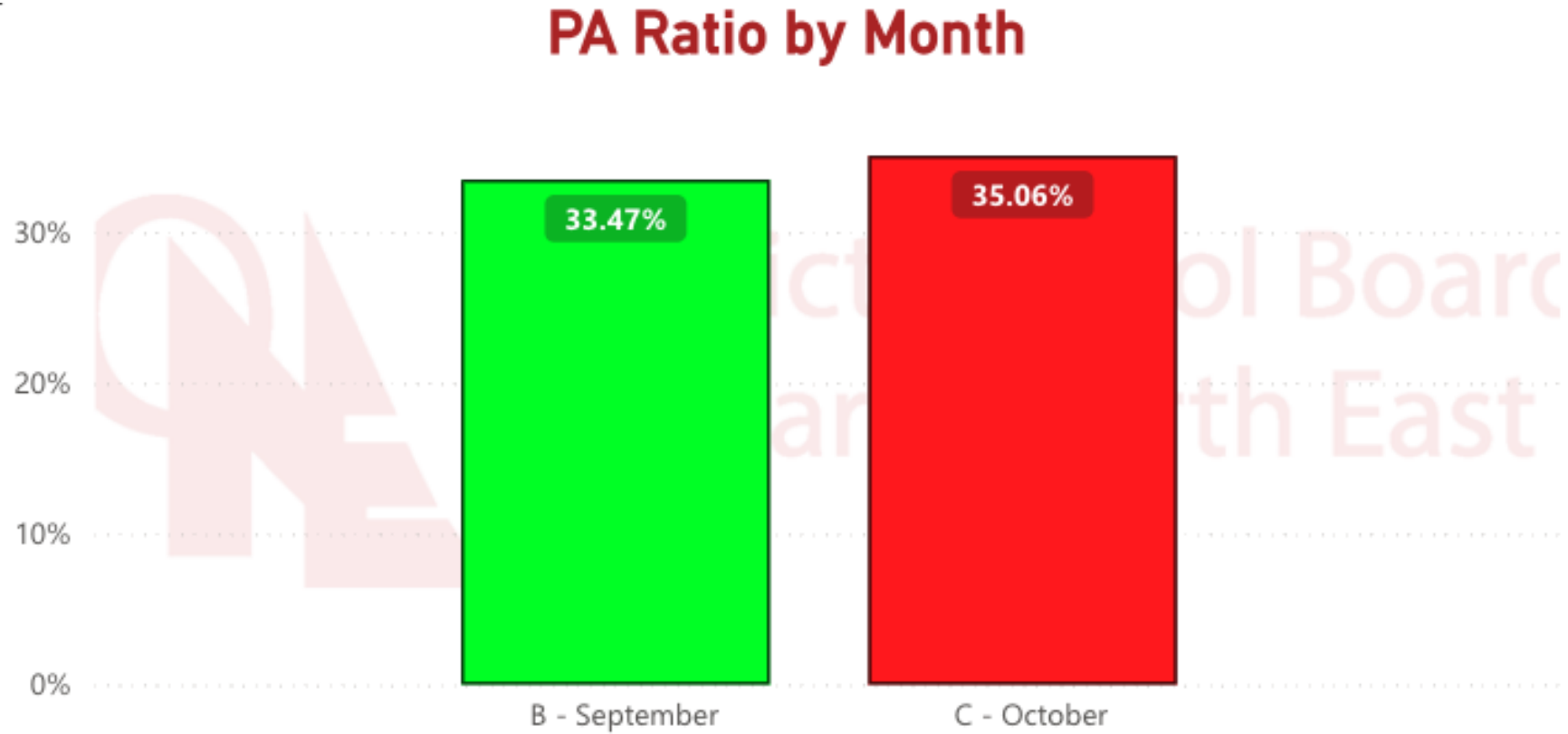
Persistently Absent Rate: K-12



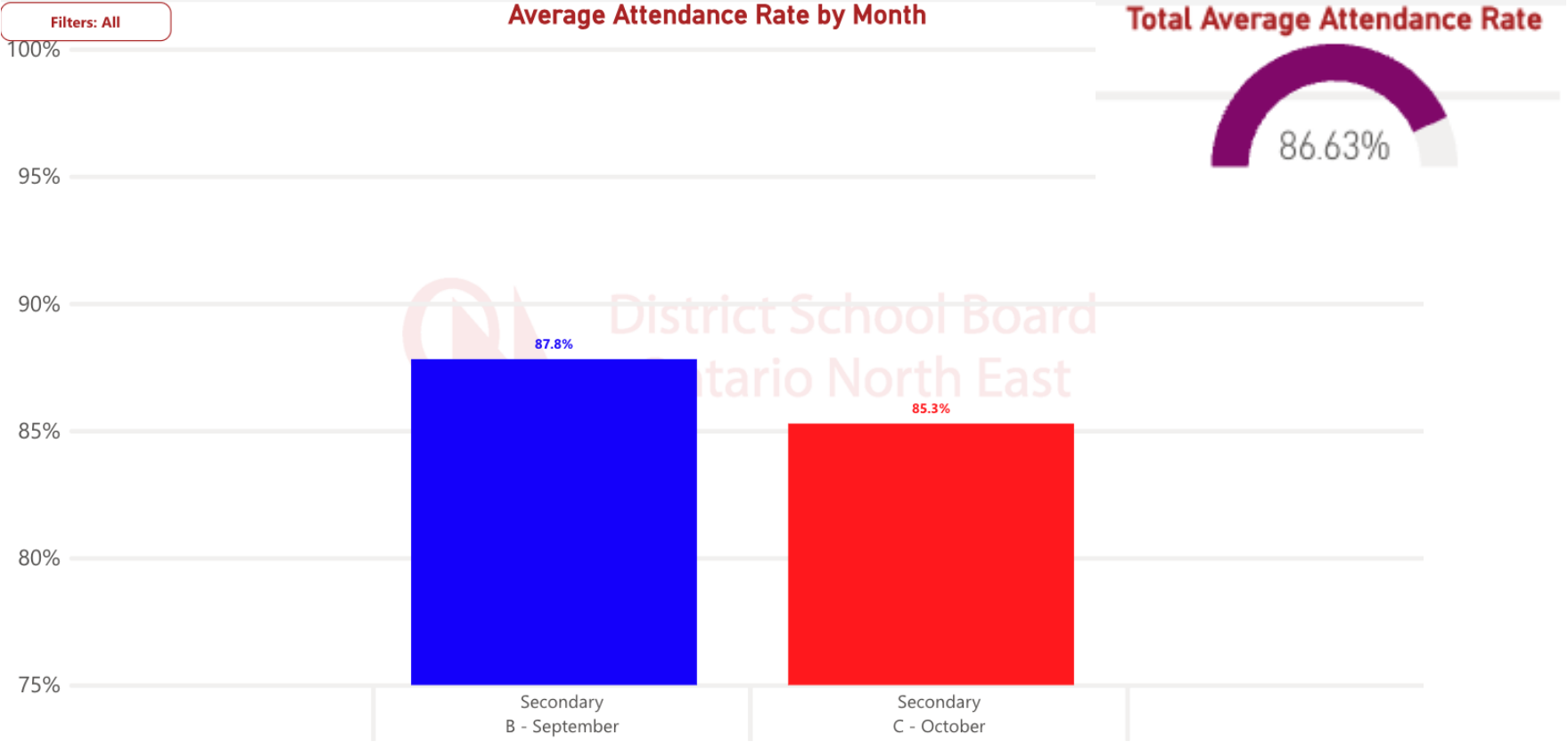
Attendance Rate: K-8



Persistently Absent Rate: K-8

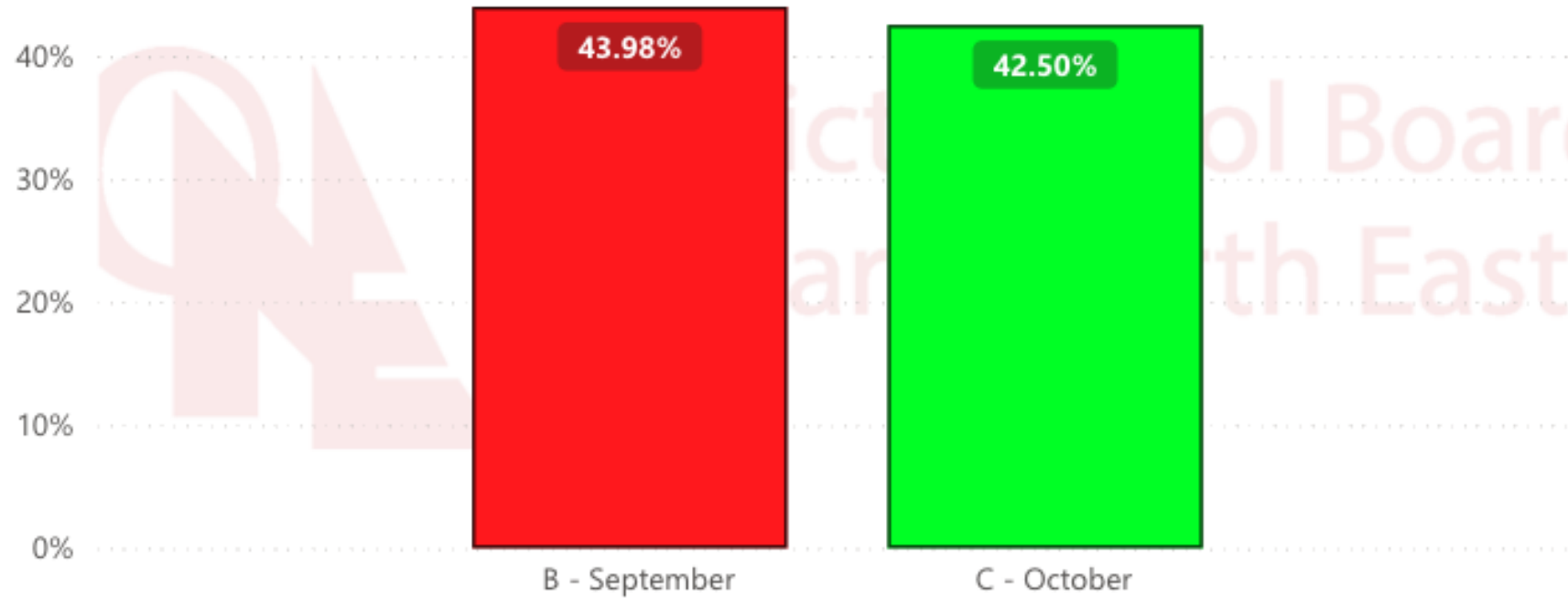


Attendance Rate: 9-12

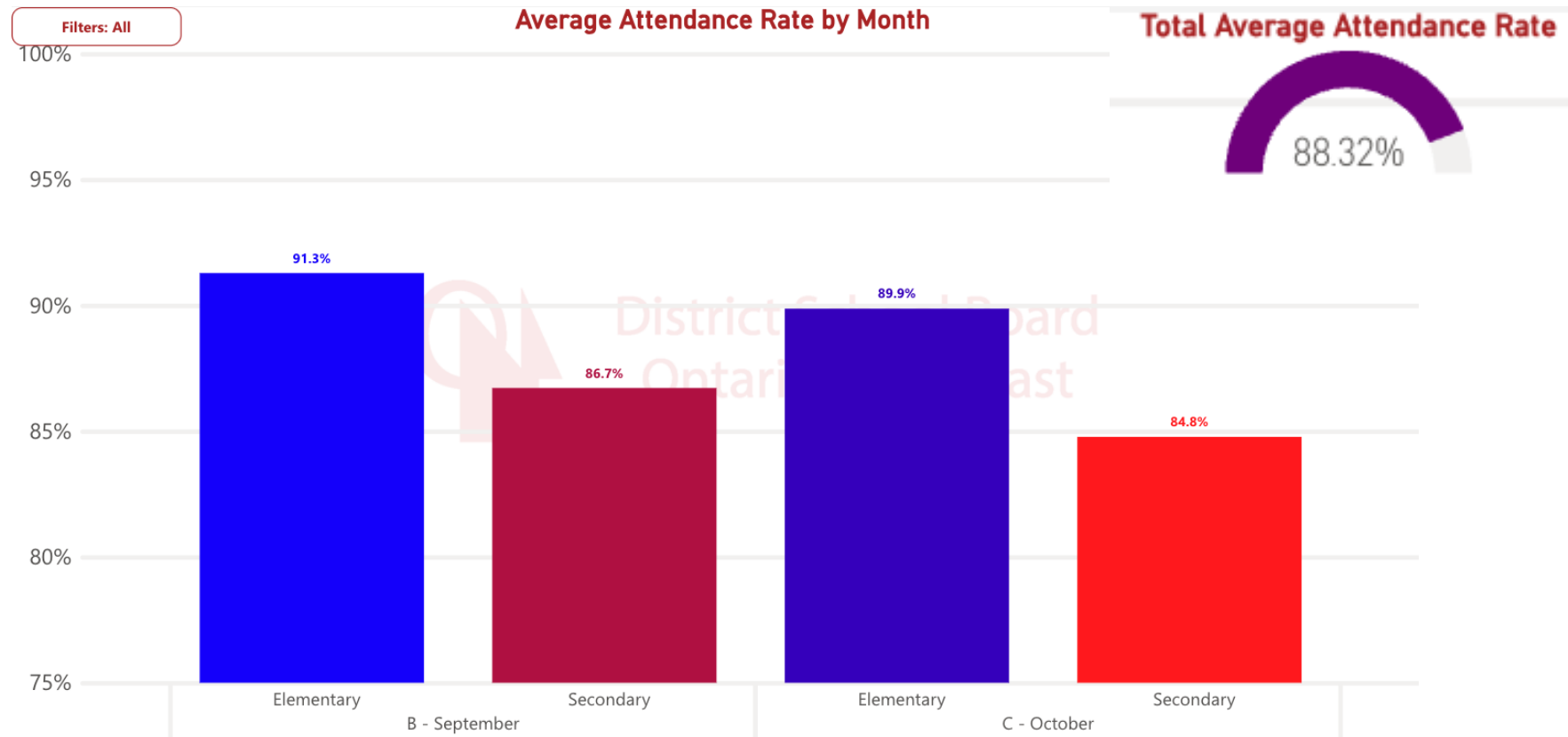


Persistently Absent Rate: 9-12

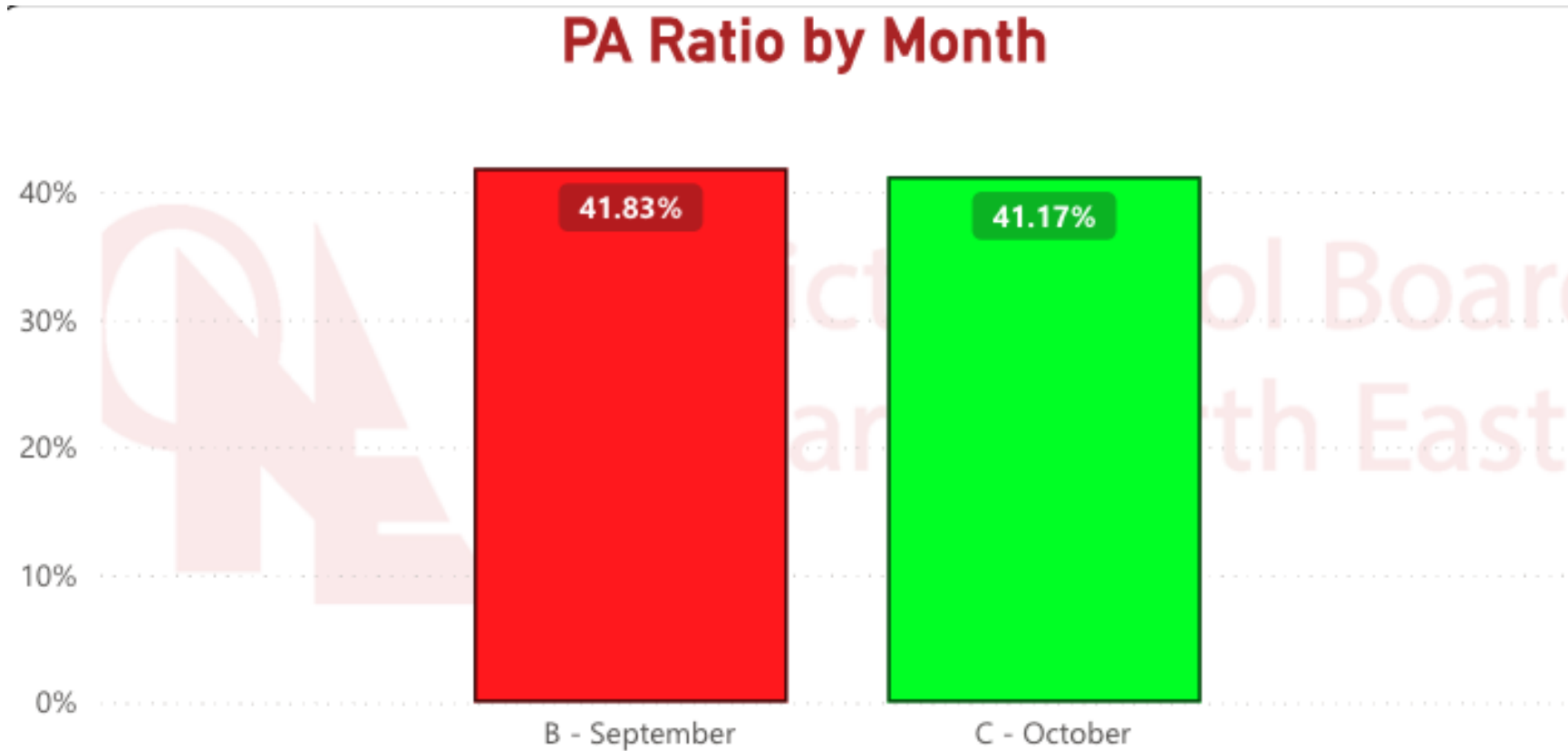
PA Ratio by Month



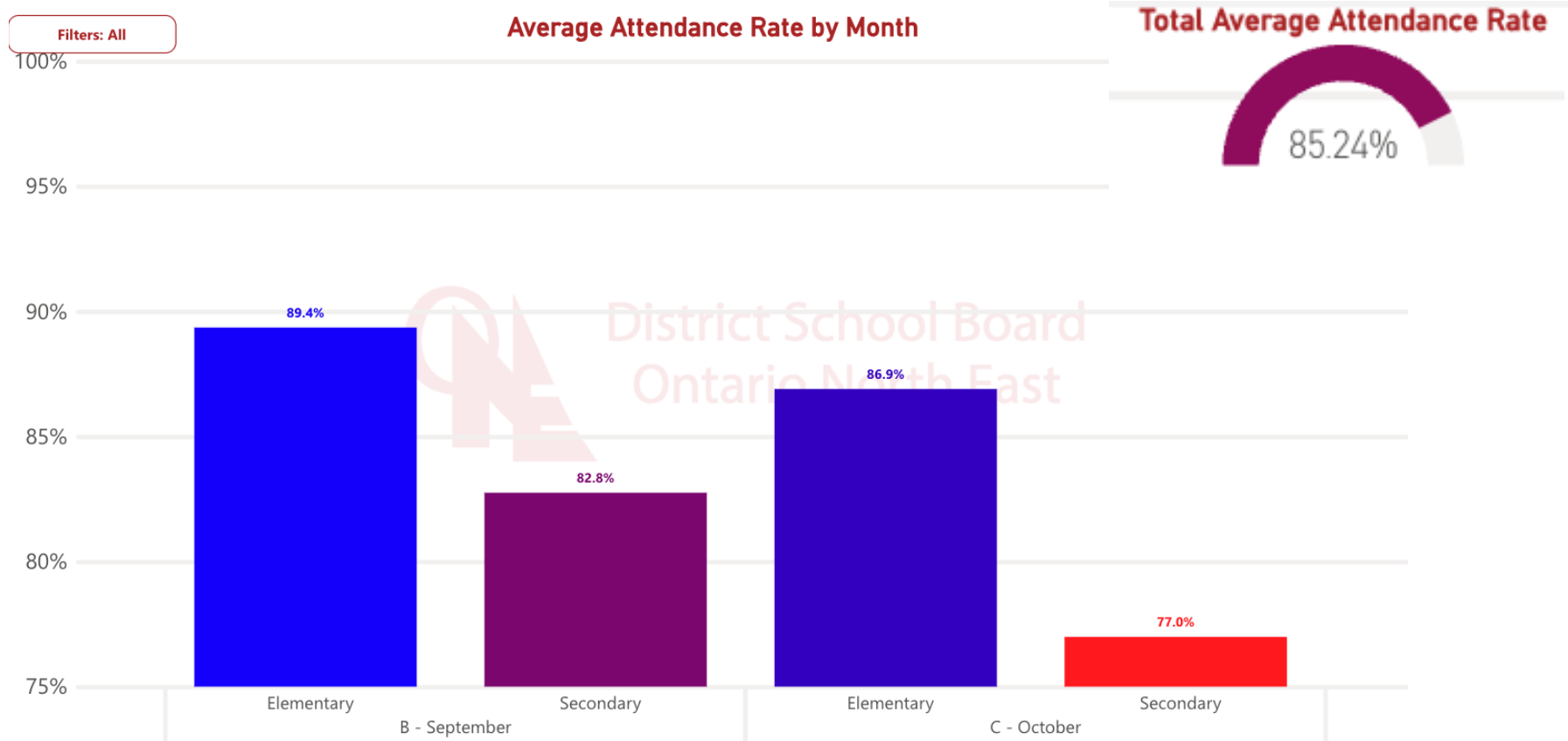
Attendance Rate: Students with Special Education Needs (K-12)



Persistently Absent Rate: Students with Special Education Needs (K-12)

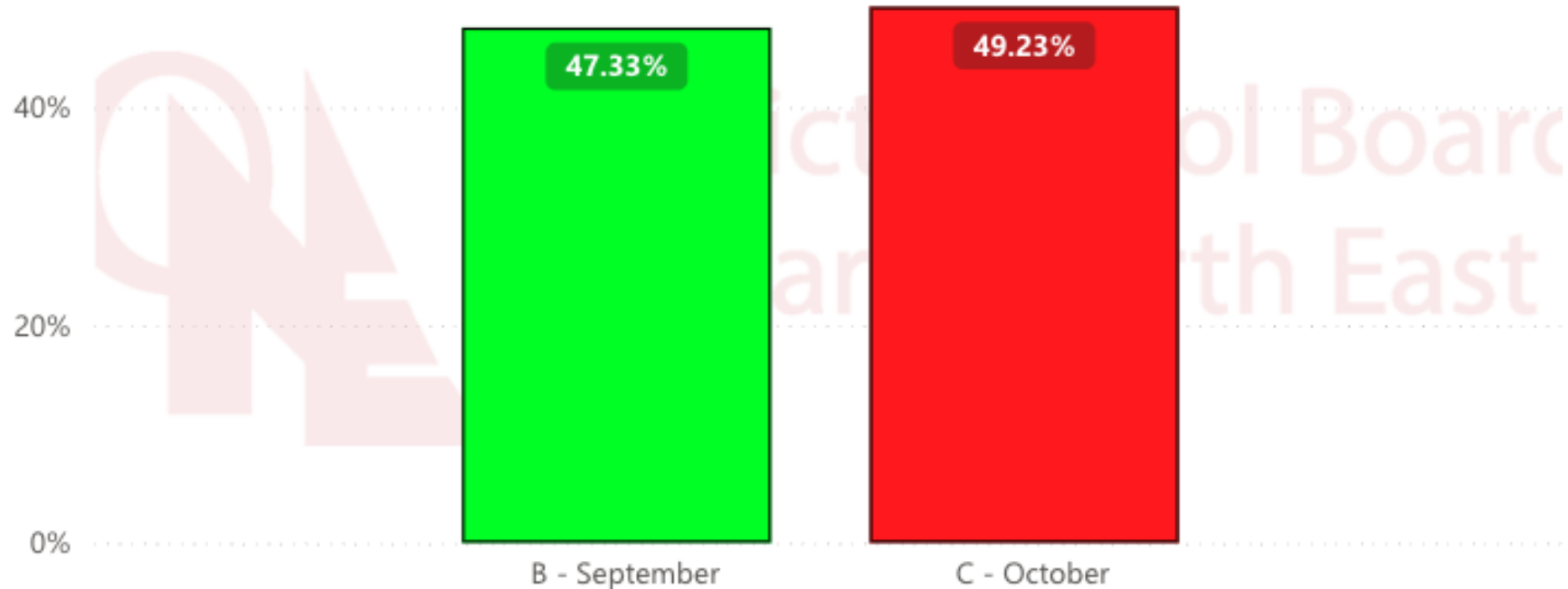


Attendance Rate: Students who Identify as Indigenous (K-12)



Persistently Absent Rate: Students who Identify as Indigenous (K-12)

PA Ratio by Month



Challenges

- Secondary attendance rate is below our goal
 - Secondary persistent absenteeism rate is close to our goal
 - Indigenous AR and PA are below our goals
- 

Next Steps

- Invited all interested school leaders to a session about November attendance hosted on October 29, 2025.
 - Tracking attendance for secondary daily with SOs having conversations with each leadership team.
 - Focusing the Indigenous portfolio, including the ISAs, on ensuring they understand the "why" for each absenteeism.
- 

Create Goal

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

Create Goal Progress

- Gathered input from our union partners.
 - Developing a survey that will be shared with all new hires in 2025-2026 that attended the New Hires Meeting in August 2025.
 - Developing resources for a continuous intake onboarding plan.
- 

Challenges

- Ensuring all new hires receive timely training regardless of date of hire.
 - Ensuring training is specific to employee groups.
 - Ensuring that training includes reviews of pertinent legislation, procedures, and professional advisories that have already been reviewed by school leadership.
- 

Next Steps

- New employee training will be a continuous intake model.
 - Training will include job shadowing opportunities for applicable employee groups to reinforce job expectations and standards.
 - Training will be converted to a module format which will allow employees to complete the training online prior to working in schools.
- 



District School Board
Ontario North East

Thank you
Meegwetch
Merci