

ANNUAL REPORT

DIRECTOR'S REPORT



2025



Annual Report Year 2025

This past year has been one of intentional growth and spiritual reflection for the Superior North Catholic District School Board. In 2025, we reached a pivotal milestone: the full-scale rollout of our new Multi-Year Strategic Plan.

Rooted in our mission to 'Educate Heart, Mind, and Soul,' this plan is more than a document; it is our promise to the 700+ students across our eight remote and northern communities. From the shores of Lake Superior to our most northern classrooms, we are committed to providing an education where Catholic values and academic excellence meet.

Our focus remains clear: we are strengthening our Faith & Justice initiatives, investing in Teaching Excellence through Universal Design for Learning, and ensuring we Focus on the Future by equipping our students with the technological and critical thinking skills they need to affect change. Together, we are building a foundation where every student feels a sense of belonging and is empowered to reach their God-given potential.



At the Superior North Catholic District School Board, we are deeply committed to providing an exceptional educational experience that nurtures the whole child, prepares them for a dynamic future, and strengthens our community bonds.



Together We Educate Heart, Mind and Soul.



To Inspire spiritual growth within an inclusive and respectful environment.



To graduate students who have the competence and confidence to affect change.



Faith and Justice

The board is committed to "Faith in Action," ensuring that Catholic identity is a tangible presence in daily school life.

- **System Faith Plan:** A comprehensive roadmap has been developed to enhance the visibility of Catholicity and support new teachers in delivering religious education.
- **Spiritual Environment:** All schools' physical environments reflect Catholic beliefs and values, including prayer tables and crucifixes.
- **Liturgical Resources:** The monthly "Halo" newsletter and the new "Monday Morning Slide Deck" provide staff with prayers, liturgical context, and resources on virtues like tolerance and honesty.
- **Papal Transition:** Following the passing of Pope Francis, the board supported staff through the transition to Pope Leo XIV with educational resources on the election process.
- **Youth Engagement:** Grade 8 students are encouraged to earn Grade 9 Religion "Reach Ahead" credits during the summer and school year to deepen their understanding of discipleship and culture.



FAITH
AND
JUSTICE



[Faith and Justice: Watch the video](#)



Teaching Excellence

 [Teaching Excellence: Watch the video](#)



MATHEMATICS

To ensure consistency despite staffing changes, a new 15-Minute Math Routine has been implemented across all schools. This framework prioritizes student fluency, additive reasoning, and multiplicative reasoning.

 [Math: Watch the video](#)

Teaching excellence is driven by evidence-based instruction and professional learning communities (PLCs).

LITERACY

The Board is committed to evidence-based literacy through a comprehensive Science of Reading framework. This approach begins with Heggerty's daily phonemic awareness routines to build auditory processing, paired with UFLI Foundations for explicit, systematic phonics instruction in every K-2 classroom. To ensure no student is left behind, Lexia provides a personalized, adaptive learning path that reinforces these core skills. This entire system is monitored by Acadience screening three times a year, allowing our educators to use real-time data to close gaps before they widen.



Professional Development

Staff engagement remains high, with 95% of teachers participating in modelling High-Impact Instructional Practices. Specialized training includes the Neurolinguistic Approach for French teachers and Autism support for Educational Assistants.



Indigenous Education



Indigenous Education is guided by the "4 P's" framework: Presence, Practice, Pedagogy, and Permanence, moving us beyond symbolic events toward deeply embedded cultural identity.


Land-Based Learning: Students participate in authentic experiences such as Fish Camps, ice fishing, dog sledding, and medicine walks, learning directly from Elders about environmental stewardship and Anishnaabe culture.

Partnerships and Agreements: We are proud of our ongoing partnerships and formal agreements with the Ginoogaming First Nation, Red Rock Indian Band, and Pays Plat First Nation. A significant milestone this year was the signing of a new Education Service Agreement (ESA) with Pays Plat First Nation, which reinforces our shared commitment to ensuring equitable access and academic success for all students.

Virtual Connectivity: Through partnership with Connected North, we are bringing live, two-way video learning sessions directly into our classrooms, connecting students with Indigenous role models and experts. This initiative is vital for closing opportunity gaps, ensuring all students have access to high-level cultural and educational experiences regardless of their location.

Anishinaabemowin Language Revitalization: We are deeply committed to the growth of Anishinaabemowin through immersive learning and community driven initiatives. Our work is rooted in a close partnership with the Anishinaabemowin Boodawe Committee to foster language within our schools and ensure it remains a permanent part of our students' education. By moving beyond symbolic gestures, we are embedding Indigenous language and identity into the daily lives of our learners.



 [Indigenous Education: Watch the video](#)





Focus on the Future

The board is proactively preparing students and staff for a rapidly evolving digital and professional landscape.

Artificial Intelligence (AI): The SNCDSB is a leader in responsible AI integration, piloting tools like MagicSchool AI to enhance lesson planning and student engagement while developing formal policies for ethical AI use.

Streamlined Communication: In addition to SchoolMessenger, Edsby will unify teacher-parent communication, ensuring all interactions are professional, transparent, and secure.

Expanded Pathways: Participation in "Future Fest" and the growth of virtual secondary credit courses (Religion, Civics, and Careers) provide students with flexibility and early exposure to secondary expectations.

Student Well-being: The Board champions holistic well-being by integrating regional food security through 'The Hub' and equitable procedural guidelines, partnered with the collaborative initiatives of a dedicated Mental Health and Well-being team and an empowered student leadership team.



 [Focus on the Future: Watch the video](#)



STRENGTHENING OUR WORKPLACE: BUILDING ON THE SUCCESS OF THE EMPLOYEE SUPPORT PROGRAM

The Superior North Catholic District School Board is proud to announce the successful completion of the Employee Support Program (ESP), an initiative that strengthened our commitment to a healthy, inclusive workplace through enhanced mental health resources and workplace accommodations. To build on this momentum, we are transitioning to the Attendance Support Program (ASP), effective June 1, 2026. This evolution ensures that our staff continues to receive the tools and support necessary to prioritize their well-being while excelling in their roles across the Board.



ENHANCING LEARNING ENVIRONMENTS AND STUDENT WELL-BEING

In 2025, the Superior North Catholic District School Board Plant Department successfully executed a wide-ranging capital plan focused on modernizing infrastructure and enhancing student well-being.

The department prioritized student nutrition and community health by constructing and upgrading dedicated spaces for breakfast programs across several school sites, ensuring all students have access to healthy meals in comfortable, purpose-built environments.



LIFE LONG LEARNING

All staff, from the director, superintendents, managers, to teachers, are expected to engage in formal and informal learning.

FINANCIAL OUTLOOK

Operations Forecast: \$27,593,911 in revenue; \$27,751,775 in expenses.

Capital Investment: \$3,568,704 of capital improvements funded by the province and from reserves.

Revenue Streams: 85% Provincial, 8% Federal, 5% Municipal, and 2% Miscellaneous.





"Despite our faults, our hope consists... in the fact that even if we fail Him, [Jesus] will never fail us".

Pope Leo XIV, General Audience, November 26, 2025

Maria Vasanelli

DIRECTOR OF EDUCATION

Judy Wawia

CHAIR OF THE BOARD

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@sncdsb

