

Sir Wilfrid Laurier School Board

2023-2024

ANNUAL REPORT



COMMISSION SCOLAIRE SIR-WILFRID-LAURIER
SIR WILFRID LAURIER SCHOOL BOARD



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2023-2024 SWLSB Highlights

The 2023-2024 school year marked significant achievements for the Sir Wilfrid Laurier School Board (SWLSB), reflecting its dedication to fostering student success, promoting bilingualism, and strengthening its workforce. These accomplishments highlighted a commitment to the core values of inclusivity, collaboration, and excellence.

Launch of the 2023-2027 Commitment-to-Success Plan (CTSP)

A key milestone was the launch of the 2023-2027 Commitment-to-Success Plan (CTSP). This plan embodies the SWLSB's commitment to educational excellence and the well-being of its diverse community. This CTSP outlines three primary orientations, emphasizing the SWLSB's priorities for the next four years:

- **Orientation 1: Students:** A focus on increasing the success of all learners, especially those at risk, through academic, social, and emotional support.
- **Orientation 2: Employees:** Prioritizing the attraction, retention, and support of high-quality staff as a cornerstone of the school board's success.
- **Orientation 3: Bilingualism:** Ensuring students graduate with strong bilingual competencies to succeed in Québec's socio-cultural landscape.

The visual representation of the CTSP was developed with the community in mind. The design features a tree symbolizing growth, with coloured leaves to reflect diversity, including the LGBTQ+ community. It depicts a youth and an adult, symbolizing lifelong learning, and roots to represent the various stakeholders who support the SWLSB. Each orientation is highlighted by different colours, with employees depicted in red, representing their role as the heart of the school board.

Leadership Changes

Key leadership appointments strengthened the school board's capacity to lead effectively:

- **Mr. Russell Copeman** was appointed Director General, bringing extensive experience from his roles within the Quebec English School Boards Association, Concordia University, and within various government sectors.
- **Ms. Selena Mell** joined as Assistant Director General, leveraging her international and Canadian educational experience to drive academic and operational excellence.
- **Ms. Anne-Marie Lavoie** became Director of Human Resources, bringing a renewed dedication to supporting staff and students.
- **Mr. Daniel Harvey** was promoted to Director of Financial Resources, ensuring stability and strategic oversight of the board's financial operations.

These appointments were in line with the SWLSB's commitment to building a team of experienced leaders who share the organization's vision.

Advocacy and Legal Actions

The SWLSB continued its advocacy for Québec's anglophone community by joining the English Montreal School Board as an intervenor in the Bill 96 constitutional challenge. Additionally, it remained an appellant in the appeal against Bill 40, demonstrating its dedication to preserving the governance rights of English school boards across the province.

New Developments: Heritage Elementary School

The naming of Heritage Elementary School in Saint-Lin-Laurentides was another highlight. Chosen through a community-wide contest involving over 200 employees and nearly 260 families, the name honoured the region's rich historical connection to Sir Wilfrid Laurier whose former home in Saint-Lin-Laurentides is now a heritage site. The school, symbolizing a shared history and a promising future, is anticipated to open with a new logo and identity.

Welcoming New Commissioners

In 2023-2024, the Council welcomed two new commissioners: Désirée Ramacieri (Electoral Division no. 2) and Stéphane Henley (Electoral Division no. 4). Their passion for education is expected to further strengthen the governance of the school board.

Conclusion

The 2023-2024 school year was a period of renewal, growth, and progress for the SWLSB. Guided by the 2023-2027 Commitment-to-Success Plan and supported by a dedicated leadership team, the school board is well-positioned to achieve its objectives and enhance educational experiences for all students.



Sir Wilfrid Laurier School Board Overview

SWLSB schools range in enrolment from 89 students in one of our elementary schools located in a rural setting of the Laurentides to close to 1,300 students in our largest secondary school in Laval. Illustrated below is our enrolment overview.

Sir Wilfrid Laurier School Board		Student Enrolment as of September 30, 2023
26 Elementary Schools		7,855 students
9 High Schools		4,939 students
Total enrolment YOUTH SECTOR (excluding homeschooling)		12,794 students
Homeschooling		741 students

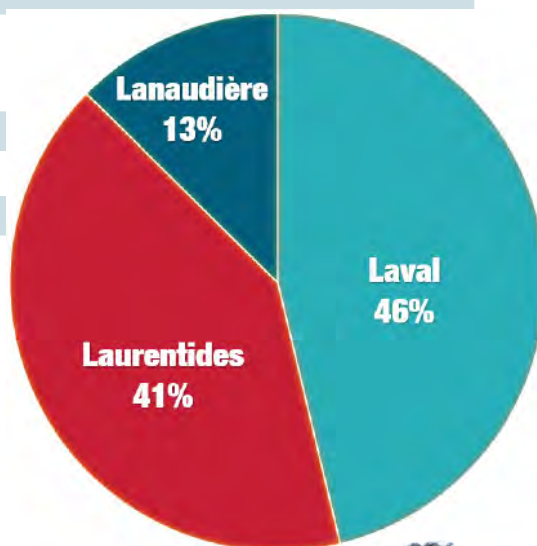
2 Adult Education and 2 Vocational Training Centres	2,001 students
1 Nature and Science Centre	
1 Business Training Services (Qualification)	

Laval	
11 Elementary Schools	3,621 students
3 High Schools	2,218 students
Total enrolment YOUTH SECTOR	5,839 students
1 Adult Education and 1 Vocational Training Centre	

Laurentides	
11 Elementary Schools	2,853 students
5 High Schools	2,433 students
Total enrolment YOUTH SECTOR	5,286 students
1 Adult Education and 1 Vocational Training Centre	
1 Nature and Science Centre	

Lanaudière	
4 Elementary Schools	1,381 students
1 High School	288 students
Total enrolment YOUTH SECTOR	1,669 students

Sir Wilfrid Laurier School Board - Employees	
Management	103
Professionals	115
Teachers	1,408
Support Staff	707
Maintenance	107
TOTAL	2,440





Vision

The Sir Wilfrid Laurier School Board believes that all students deserve its complete commitment to their success.

Mission

The Sir Wilfrid Laurier School Board's mission is to provide engaging and innovative learning where everyone achieves success and well-being. To accomplish its mission the school board:

- Supports student success
- Prepares students for the future
- Offers equitable and varied educational options

2023-2024 Council of Commissioners



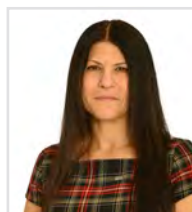
Paolo Galati*

Chairperson



Donna Anber*

Electoral Division 1



Karla Abraham Di Francesco

Electoral Division 2
Resigned November 2023



Désirée Ramacieri

Electoral Division 2
Elected January 2024



Melissa Wall

Vice-Chairperson
Electoral Division 3



Olivia Landry*

Electoral Division 4
Resigned December 2023



Stéphane Henley

Electoral Division 4
Elected February 2024
Previously Parent Commissioner
SEAC



Bob Pellerin*

Alternate Vice-Chairperson
Electoral Division 5

Barbara Barrasso*

Electoral Division 6



James Di Sano*

Electoral Division 7



Vincent Cammisano*

Electoral Division 8



Anick Brunet

Electoral Division 9



Tara Anderson*

Parent Commissioner
Elementary



Chloée Alary

Parent Commissioner
Secondary



Elena Ferrato

Parent Commissioner
SEAC
Appointed February 2024



*Members of the Executive Committee

2023-2027 Commitment-to-Success Plan

The 2023-2024 school year marks the first year of reporting on our 2023-2027 Commitment-to-Success Plan.

COMMITMENT-TO-SUCCESS PLAN

2023-2027

A great place to
LEARN, WORK and GROW



COMMISSION SCOLAIRE SIR-WILFRID-LAURIER
SIR WILFRID LAURIER SCHOOL BOARD

PLAN D'ENGAGEMENT VERS LA RÉUSSITE 2023-2027

L'endroit idéal pour
APPRENDRE, TRAVAILLER et S'ÉPANOUIR

STUDENTS • ÉLÈVES

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Support and increase the success of diverse learners and at-risk students academically, socially, and emotionally.

Soutenir et accroître la réussite éducative, sociale et émotionnelle d'apprenants divers et d'élèves à risque.

EMPLOYEES • PERSONNEL

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Attract, retain, and support quality employees.

Attirer, fidéliser et soutenir du personnel de qualité.

BILINGUALISM • BILINGUISME

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Ensure all students possess strong bilingual competency and proficient French skills by the time they graduate, enabling them to thrive in Québec.

Veiller à ce que tous les élèves possèdent des compétences bilingues et maîtrisent le français au moment où ils obtiennent leur diplôme, afin qu'ils puissent s'épanouir au Québec.

Results of the SWLSB Commitment-to-Success Plan

Orientation 1: Support and increase the success of diverse learners and at-risk students academically, socially, and emotionally.

Objective	Indicator	Target by 2027-2028	Results ¹ 2022-2023	Results ² 2023-2024
Objective 1 Improve board-wide special needs students' reading levels through targeted interventions.	% of students with IEPs being successful (60%) in the ELA reading competency of the Grade 6 exam.	80%	69%	72%
Objective 2 Ensure that SMART goals are fixed and that legal requirements are met when developing a student's IEP.	Score on IEP appraisal rubric. Rubric assesses both compliance and quality (abilities, needs, SMART goals and means) of IEPs.	Quality 85% Compliance 100%	Unknown (this was a year prior to the creation of the CTSP)	Quality 72.9% Compliance 42%
Objective 3 Provide training to enable all categories of employees to better support special needs and at-risk students.	Proportion of professional development (PD) sessions focused on supporting students with special needs.	40%	Unknown (this was a year prior to the creation of the CTSP)	37.7%

¹Results from the year prior to the creation of the CTSP

²Results from the first year of the CTSP

Interpretation of results:

Objective 1 | Improve board-wide special needs students' reading levels through targeted interventions.

To reach this objective, it was decided that the indicator would be to establish the proportion (%) of students with IEPs being successful (60%) in the ELA reading competency of the Grade 6 exam.

The baseline of 69% was established by looking at the results of June 2023 and a target of 80% to be reached by 2028 was set.

At the end of the first year of implementing the new CTSP, the June 2024 results indicate that 72% of these designated students were successful.

Objective 2 | Ensure that SMART goals are fixed and that legal requirements are met when developing a student's IEP.

During the 2023-2024 school year, the Pedagogical Services Department established an index that could be used to evaluate the IEPs that are created within the SWLSB.

Consequently, it was decided that two aspects of the IEPs would be measured and reported:

1. Quality – this involves looking at three aspects of the IEPs and assessing their:
 - Clarity
 - Relevance
 - Contribution to student learning
2. Compliance – the degree to which the IEPs conform to regulatory standards and expectations.
 - As a result of this work, it was established that the baseline measured for both of these components was as follows:
Quality – 72.9% Compliance – 42%
 - Furthermore, it was established that the targeted scores for both components for 2028 would be as follows:
Quality – 85% Compliance – 100%
 - Lastly, it was recommended that a group be created to review the school boards' IEP processes.

Objective 3 | Provide training to enable all categories of employees to better support special needs and at-risk students.

To address this objective, it was decided that the indicator would be to establish the proportion of professional development sessions focused on supporting students with special needs.

The baseline of 37.7% was established for 2023-2024 and a target of 40% is to be reached by 2028.

Results of the SWLSB Commitment-to-Success Plan

Orientation 2: Attract, retain, and support quality employees.

Objective	Indicator	Target by 2027-2028	Results ¹ 2022-2023	Results ² 2023-2024
Objective 1 Ensure staff participation to a minimum of two professional development (PD) opportunities yearly.	% of teachers who participated in two or more PD sessions per academic year.	50%	Unknown (this was a year prior to the creation of the CTSP)	10.4%

¹Results from the year prior to the creation of the CTSP

²Results from the first year of the CTSP

Interpretation of results:

Objective 1 | Ensure staff participation to a minimum of two professional development (PD) opportunities yearly.

To address this objective, it was decided that the indicator would be to establish the proportion (%) of teachers who participated in two or more PD sessions per academic year.

The baseline of 10.4% was established for 2023-2024 and a target of 50% to be reached by 2028 was set.



Results of the SWLSB Commitment-to-Success Plan

Orientation 3: Ensure all students possess strong bilingual competency and proficient French skills by the time they graduate, enabling them to thrive in Québec.

Objective	Indicator	Target by 2027-2028	Results ¹ 2022-2023	Results ² 2023-2024
Objective 1 At the elementary level: offer French as a Second Language (FSL) immersion in all classes.	Proportion (%) of French as a Second Language (FSL) classes offered as part of the immersion program.	85%	Unknown (this was a year prior to the creation of the CTSP)	37%
Objective 2 At the secondary level: offer French as a Second Language (FSL) enriched programs in all mainstream high schools, at all levels.	Number of mainstream high schools offering French as a Second Language (FSL) enriched programs at every grade level.	7	-	2

¹Results from the year prior to the creation of the CTSP

²Results from the first year of the CTSP

Interpretation of Results:

Objective 1 | At the elementary level: offer French as a Second Language (FSL) immersion in all classes.

To address this objective, it was decided that an appropriate indicator would be the proportion (%) of French as a Second Language (FSL) classes offered as part of the immersion program.

For the 2023-2024 academic year, there were 150 immersion groups out of a total of 404, thus establishing a baseline of 37%. The results thus far indicate a positive trend moving in the direction of achieving the 2028 target of 85%.

Objective 2 | At the secondary level: offer French as a Second Language (FSL) enriched programs in all mainstream high schools, at all levels.

The number of mainstream high schools offering French as a Second Language (FSL) enriched programs at every grade level was established as an indicator.

As the school board has seven mainstream high schools, this formed the target.

NOTE: There are two SWLSB schools which operate in alternative/atypical settings and for which this objective is unrealistic.

A baseline of two schools was established for 2023-2024, which will increase to three for 2024-2025.



Results of the MEQ Strategic Plan



OBJECTIVE	INDICATOR	MEQ			SWLSB		
		Starting Value 2021-2022	Results 2022-2023	Target 2023-2024	Starting Value 2021-2022	Results 2022-2023	Target 2023-2024
1. Increase student achievement	1 First diploma or qualification attainment rate in seven years after entering high school	84.1%	84.3%	84.7%	88.3%	87.4%	88.7%
	2 Success rate of boys	80.1%	80.3%	80.7%	83.2%	84.4%	84.0%
	3 EHDA student success rate	62.2%	63.0%	62.6%	71.0%	67.8%	71.2%
	5 Proportion of students who obtain between 70% and 100% on the Compulsory Mathematics Test (Solving Situational Problems), Grade 6 Elementary (English and French public network)	66.0%	74.9%	68.0%	49.32%	59.9%	53.0%
	7 Total number of K4 classes		1,586*	1,725	20	45	N/A
2. Modernizing and enhancing vocational training	8 Rate of completion of vocational training after three years	80.9%	83.6%	81.9%	72.6%	77.5%	73.6%
3. Renovate and modernize our school infrastructures	10 Proportion of targeted buildings in school network that are in satisfactory condition	39%	N/A	39%	N/A	See page 13**	N/A
4. Develop new specific educational projects (PPP)	11 Participation rates of secondary school pupils in the public network in a specific educational project	44.6%	43.6%	50.0%	28.0%	26.3%	33.0%
5. Improve the climate of caring, well-being and safety for students	12 Proportion of schools and centres using the Student Well-Being Framework, based on research data, to conduct a situational analysis of their environment	2022-2023 0%	N/A	25%	2022-2023 0%	N/A	N/A

*Starting value

Sources:

Objectives 1.1, 1.2 and 2.8 – extracted from the [Ministry Dashboard on November 4, 2024](#).

Objectives 1.3 and 1.5 – extracted from the report titled 885000_PEVRIndicateurs_1_2_3_4_5_6_8 Indicateurs et statistiques in Charlemagne on November 4, 2024.

Objective 1.7: Maternelle 4 ans à temps plein, MEQ.

Results of the MEQ Strategic Plan

Interpretation of Results:

- The data used to generate this report is the data set for the 2022-2023 academic year. As the graduation rates are based on a seven-year cohort, the 2022-2023 data represents students who started Secondary 1 by September 30, 2016.
- Since the Commitment-to-Success Plan (CTSP) was published in December 2023, the baselines were set on the final results and graduation rates in 2021-2022.
- The targets were established according to the projected results that would be received in 2023-2024.
- Accordingly, this report compares and analyzes the performance of the school board by juxtaposing the most recent results (2022-2023) against the targets set for 2023-2024.
- Regarding the success rate-based targets, it is very encouraging to see that the success rate of boys (%) has already exceeded (by +0.4%) the established target of 84.0%.
- The decrease in the overall graduation rate (-0.9%) and the graduation rate decline of students with special needs (EHDA) (-3.2%) are in the proximal zone of the desired range, but continued monitoring and application of suitable pedagogical interventions will be required to ensure that the school board moves diligently towards the goals that it has set.
- It is believed that the overall graduation rate falling -0.9% might not be a statistically significant variance; however, as the school board aspires not only to meet, but to surpass targets, it is currently examining a new process for monitoring, analyzing and remediating student success in three main areas of challenges: Secondary 4 Mathematics, Secondary 4 Science and Technology and Secondary 4 History of Québec and Canada. This will involve enhanced data analysis to expose areas of student difficulty in an identified cohort, and targeted tutoring in response to this.
- The graduation rate of students with special needs (EHDA), which is 3.4% below the established target, has already generated an appropriate intervention to rectify the situation.
- As mentioned previously, the Pedagogical Services Department worked to establish an index that could be used to evaluate the individualized education plans that are created within the school board. This assesses both the quality and the compliance aspects of the IEP process. This enhanced analysis of the quality of the IEPs, in association with the recommendation being made that a group be created to review the school board's IEP processes, will provide a concrete methodology to improve the learning outcomes of these EHDA students.
- Encouragingly, the results indicate that the SWLSB is currently surpassing the 2023-2024 goal to have at least 53% of its students scoring between 70 and 100% on the Competency for Solving Situational Problems portion on the Ministry's Grade 6 Mathematics exam.
- It should also be noted that the school board is on track for reaching the certification goal in the vocational sector.

**** MEQ Orientation 3, Objective 3 | Renovate and modernize our school infrastructure**

Infrastructure Investments in 2023-2024

- In 2023-2024, over \$20.6 million was invested in the improvement and maintenance of 11 buildings. These annual investments prioritized schools with the highest levels of disrepair to ensure safe and conducive learning and working environments.
- An additional \$2 million was allocated for the installation of portable classrooms at Pierre Elliott Trudeau Elementary School to address the space requirements.
- We are proud to highlight the construction of the new Heritage Elementary School in Saint-Lin-Laurentides, a significant milestone for our school board. This \$38 million modern facility will revitalize our infrastructure portfolio ("parc immobilier").

Building Assessments and Software Implementation

- In 2023-2024, to enhance services provided to schools and centres, we focused on transferring the GRDS requests to the new Maximo software. This transition, expected to be completed by January 2025, will offer a more user-friendly interface and allow to streamline request tracking and follow-ups.
- Building inspections are currently ongoing. Once finalized, we will have a comprehensive assessment of the condition of our facilities which will allow us to better plan future investments and improvements.

Adult Education

Enrolment	2020-2021	2021-2022	2022-2023	2023-2024
CDC Vimont	762	693	848	1067
CDC Lachute	74	68	98	84
Total	836	761	946	1,151

Source: Lumix

While the SWLSB graduation rate of 87.4% has resulted in a lower population of Adult Education students coming from the youth sector, enrolment in Francization and Basic English has increased steadily since 2021. Through our partnership with *Francisation Québec*, we have expanded our courses offering to better serve this growing population. Enrolment in Basic English classes also continues to grow, and we have increased our offering of evening classes to better serve the needs of our student population.

As well, we have 14 students enrolled in the Social Participation Services program at CDC Vimont, which provides support to adults experiencing adjustment difficulties of a psychological, intellectual, social, or physical nature. We have also continued to increase our offering of online Adult Education classes at both CDC Vimont and CDC Lachute in order to reach a wider student population across our territory and provide flexible learning opportunities.

Students benefit from a shared leadership model with hands on support from staff membership on committees such as the School Level Special Needs Committee, the multidisciplinary team, the Teacher Council, the Governing Board, and the Educational Project Committee. Professionals, which include our social worker, pedagogical consultants, guidance counselors, transitions' consultant, SARCA and the RÉCIT representative, provide a multitude of services to enrich the students' experience.

Partnerships with organizations such as the Carrefour jeunesse-emploi, the CISSS de Laval, the CISSS des Laurentides, The Learning Exchange, the Laurentian Literacy Centre, the Table régionale en immigration, diversité culturelle et inclusion de Laval (TRIDIL), and the Table jeunesse de Laval allow us to offer a wide variety of support and resources to students. CDC Vimont also benefits from a partnership with the TRIL (Travail de rue Île de Laval), and an outreach worker is assigned to assist our students.

We have continued to focus on enhancing student life by offering various activities and workshops on topics such as finances, mental health, employment, and nutrition through community partnerships. Activities such as Welcome back BBQs, student breakfasts, nature walks, and sunshine shooters are offered throughout the school year to help integrate students and enhance their sense of belonging. Our centres also participate in sporting events with other Adult Education Centres in our network and have proudly brought home several championship titles.

Through local advertising, social media, and various job and career fairs, we have ensured the presence and visibility of our centres and services within the community.

We have seen a steady increase in the number of graduates from both centres. In 2023-2024, approximately 61 students from the Adult Education sector obtained their high school diploma or completed their pre-requisites for CEGEP/Vocational training.



Vocational Training

Enrolment	2020-2021	2021-2022	2022-2023	2023-2024
Students under 20 years	85	103	145	185
Students over 20 years	503	487	472	665
Total	588	590	617	850

Source: Lumix

The Sir Wilfrid Laurier School Board has been actively providing a diverse range of vocational training programs across multiple centres in Pont-Viau, Saint-Eustache, Lachute and Terrebonne. The 20 programs offered in our centres cater to the varied career needs of adult learners aged 16 and above. The previous year registered a continued increase in student enrolment in popular programs from the Ministère de l'éducation, notably in the Health, Assistance and Nursing program as well as in our Commerce and Administration sectors.

Adapting to market trends, SWLSB offers several vocational training courses through virtual and hybrid delivery models, witnessing increased enrolment in programs like Starting a Business, Professional Sales, Customer Service, Accounting, Secretarial Studies, and Construction Business Management. The hybrid model, combining in-person and online instruction, is popular, particularly in the Computer Technology program. In 2024 the centre offered online (virtual) evening courses, which have increased our student enrolment figures.

The success rate of students in 2022-2023 reached 73.3%, reflecting an improvement from the previous year with a projected target of 86.2% in 2027. Health sector programs, especially Health, Assistance and Nursing, remain popular with waiting lists both locally and internationally. SWLSB is addressing the demand for healthcare attendants through English instruction, focusing on essential courses like Administration of Medications and Invasive Assistive Care Services (Bill 90) as well as a preparation course for the Ordre des infirmières et infirmiers auxiliaires du Québec (OIIAQ) examination.

The construction sector programs, offered in various disciplines at our partner centre Construc-Plus in Saint-Eustache, are in high demand and meet growing industry needs. Two new programs, Stationary Engine Mechanics and Machining, were launched in 2023 in partnership with CFP des Moulins at our partner centre, Édifice des Industries.

SWLSB actively engages in career exploration activities, promotional campaigns, and local advertising to recruit students. The high student retention rate is attributed to academic, guidance, and social service support. Numerous career fairs and events have been attended, showcasing our in-demand programs.

In response to student needs, cultural awareness and social activities take place throughout the year to promote student wellness and healthy lifestyle habits. The Pont-Viau centre created promotional videos and capsules to inform potential students about the school and its programs which are highlighted on our new website.

Partnerships with community organizations such as Groupe Priorité Travail, YES (Youth Employment Services), and the Autorité des marchés financiers enhance the learning experience and the vitality of the centre. Ongoing collaborations with the Kanata community focus on promoting programs in Institutional and Home Care Assistance, with an emphasis on providing important training in the community, for the community.

Recognition of Acquired Competencies (RAC) programs continue to grow, with over 100 registered candidates since August 2023 who were officially recognized for credits in their respective programs of study.

SWLSB's dedicated team ensures that students transition into the world of work well-prepared and confident with the necessary technical and workplace skills for success.



International Student Program



Youth Sector

This year, 13 international students were enrolled in the youth sector. We welcomed students from Australia, Austria, Cambodia, Colombia, France, Mexico, People's Republic of China and Switzerland.

The international students were enrolled at the following schools:

- Lake of Two Mountains High School
- Laval Senior Academy
- Rosemère High School
- Sainte-Agathe Academy

Vocational Sector

On the other hand, 145 international students were enrolled in the vocational training sector. We welcomed students from Colombia, Cuba, Egypt, El Salvador, Ghana, India, Mexico, Nepal, Pakistan, People's Republic of China, Philippines, and Sri Lanka.

The international students were enrolled in the following programs:

- Carpentry
- Computing Support
- Construction Business Management
- Health Assistance and Nursing
- Starting a Business and Accounting
- Secretarial Studies

Summary

The International Student Program has been highly successful for the vocational training sector, which has experienced considerable growth over the past two school years. Building on the strong performance of the previous year, greater focus was placed on the recruitment of students for the vocational training sector to capitalize on its ongoing growth. Our next objective is to concentrate on increasing enrolment of international students in the youth sector.



Testimonials

"My school experience was life-changing. The supportive teachers and practical learning helped me find my passion and develop the skills I need for the future." Vishnu Suresh Koottala, international student from India in the Health, Assistance and Nursing program at CDC Pont-Viau.

"The teachers were amazing, and everyone at the school made my experience unforgettable." Sarah Studer, international student from Switzerland at Lake of Two Mountains High School.



Business Training Services

The Sir Wilfrid Laurier School Board offers customized training and coaching services to businesses across the Laval, Laurentides and Lanaudière territories through its business training division: QUALIFICATION. Since its launch in 2014, QUALIFICATION has continued to grow, going from \$36,000 in initial revenues to \$1,138,315 in 2023-2024, and generated a profit of \$163,436.

2023-2024 was a challenging year for the Business Training Services, especially regarding the subsidized francization program. As the program's transition from Services Québec to Francisation Québec continued to unfold, we have had to adapt to a service breakdown, a period during which we were unable to launch any new groups, as well as a significant budget reduction. This impeded our revenue growth and explains why our revenues for the year were lower than the previous year. The outlook for 2024-2025 is more promising as our school board signed a service contract with the MIFI granting us a budget to continue offering francization courses in the workplace. We expect the budgets to increase in the future.

Conversely, we have achieved two major milestones in our partnership with Services Québec. First, after several years of trying to convince the regional office of Lanaudière to reach an agreement to offer subsidized trainings that we would provide to businesses across the territory, we signed our first contract with them. Second, we signed a contract jointly with Services Québec de Laval and Services Québec des Laurentides to offer a new subsidized program aimed at upgrading basic skills (literacy and numeracy). A first-time initiative in both regions.

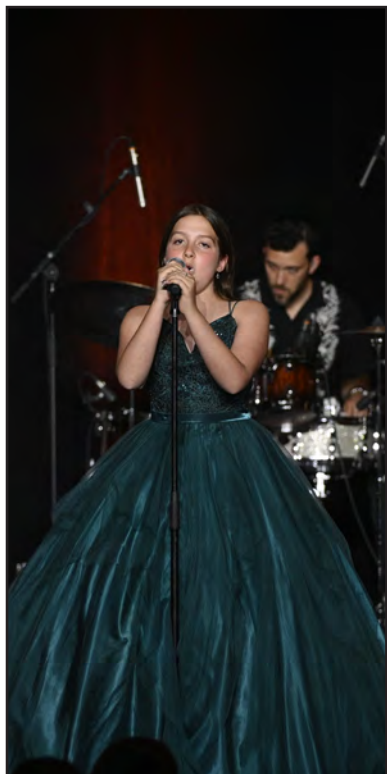
On the staffing side, two colleagues left the team at the end of the year, both of which have been replaced. The “new” team is doing very well, displaying excellent synergy and wonderful cooperation between colleagues.

We continue to be innovative and at the forefront of new opportunities in the training industry so that we can continue to provide premium quality services to our clients. You can find out more at <https://qualification.swlauriersb.qc.ca>.

SERVICE AUX ENTREPRISES
QUALIFICATION
formations bilingues
bilingual training



Sir Wilfrid Laurier Foundation



The Sir Wilfrid Laurier Foundation is a non-profit organization that works in collaboration with businesses, parents, and schools to build partnerships and raise funds to give back to the students of the Sir Wilfrid Laurier School Board. Since 2006, the Foundation has invested more than one million dollars in our schools and centres, and every year it awards citizenship bursaries to graduating students in the youth and adult sectors. The money raised by the Foundation in 2023-2024 came from the lobster fundraiser held in June.

The Foundation, in partnership with the school board, also finances the annual Laurier Gala/Star Fest, an evening that recognizes more than 200 students in our school board and highlights the musical talents of over 20 students.

The funds raised in 2024 will help schools purchase technology equipment specifically tailored for special needs students who require assistive learning technology. We believe that every student, regardless of their unique needs, should have access to the tools that enhance their learning experience. By supporting our foundation, you directly contribute to making this vision a reality. The Foundation will also continue to fund its Citizenship Bursary Program for elementary, high school, and adult education and vocational training graduating students of the Sir Wilfrid Laurier School Board.

The Sir Wilfrid Laurier Foundation looks forward to continuing its fundraising events which, with our Board of Directors' commitment, make a lasting difference.

2023-2024 Board of Directors of the Sir Wilfrid Laurier Foundation

President

Archie Cifelli

Treasurer

Steve Ceccolini

Members

Nadia Anwar • Harold Ashenmil • Donald Bergeron • Vincent Cammisano • James Di Sano
Nick Di Meo • David Paulozza • Sam Reda • Sunday Skoufaras • Ed Turchyniak

Non-voting members

Russell Copeman • Paolo Galati



Parents' Committee Report



Parents' Committees (PC) have existed across Québec since 1972. In accordance with the province's Education Act, every school holds a general assembly before September 30 of each school year. It is at these assemblies that parents/guardians are elected to the school Governing Boards (GB). From among the GB members, each school elects one member (and optionally one substitute) to represent the school on the school board's Parents' Committee. The Special Education Advisory Committee (SEAC) also elects one member to be a part of the PC.

The PC holds a unique role within public education governance, as it is the only committee comprised entirely of parents/guardians. Annually, the PC elects a leadership team and numerous subcommittees to guide it through the year.

The Parents' Committee is consulted by the school board on a wide range of topics that benefit our children. Furthermore, PC undertakes to advocate for all parents. Aside from monthly meetings which are publicly accessible, PC maintains contact with its community through a section on the school board's website and a Facebook page.

In 2023-2024, the Parents' Committee held nine meetings. During two of these meetings, the Parents' Committee received the request to hold presentations by the candidates interested in filling the two vacant commissioner positions for Electoral Division no. 2 and Electoral Division no. 4. The Parents' Committee voted and made a recommendation to the Council of Commissioners. The Parents' Committee also elected the SEAC Parent Commissioner.

Plaques from the Parents' Committee were handed out to graduating students: The Outstanding Effort Award is presented each year to one student in each school that has demonstrated exceptional effort. The graduate is selected on the basis of outstanding effort, not necessarily derived from academic achievement, but rather through consistent performance, improvement, and attitude. Also, five bursaries from the Parents' Committee were awarded to students at the Laurier Gala.

Finally, the request made to have November 1st become a board-wide pedagogical day was successful.

Kind regards,

Chloée Alary and Tara Anderson

Chairperson and Vice-Chairperson, 2023-2024 school year

EXECUTIVE COMPOSITION	COMMITTEES	CONSULTATIONS
<ul style="list-style-type: none">• Chairperson• Vice-Chairperson• Alternate Vice-Chairperson• Secretary• Treasurer• Elementary Parent Commissioner• Secondary Parent Commissioner• SEAC Delegate	<ul style="list-style-type: none">• English Parents' Committee Association (EPCA)• Regroupement des comités de parents 3L - RCP3L• Transportation Advisory Committee (TAC)	<ul style="list-style-type: none">• Deeds of Establishment• Three-Year Plan for the Allocation and Destination of Immovables• School Calendars• Enrolment Criteria• Budget Building• Various EPCA consultations• Secondary Program of Studies• Information Security
SUBCOMMITTEES		
<ul style="list-style-type: none">• PC Facebook page• PC² - Parents' Committee Publicity Committee		
PRESENTATIONS		
<ul style="list-style-type: none">• Association PANDA BLSO• Imagine Festival by 4Korners		

Ethics Commissioner and Disclosure of Wrongdoings Reports

Ethics Commissioner

For the year ending June 30, 2024, the undersigned, in my capacity as Ethics officer charged with the enforcement of the Code of Ethics and Professional Conduct of the Commissioners of the Sir Wilfrid Laurier School Board, handled no complaints.

Montreal, September 3, 2024

Me Vincent Guida

Person charged with the enforcement of the
Code of Ethics and Professional Conduct of the
Commissioners of the Sir Wilfrid Laurier School Board

(By-Law no BL2009-CA-17: Code of Ethics & Professional Conduct for Commissioners of the Sir Wilfrid Laurier School Board)

Disclosure of Wrongdoings

For the year ending June 30, 2024, the undersigned, in my capacity as Designated officer under the Procedure to facilitate the Disclosure of Wrongdoings Policy of the Sir Wilfrid Laurier School Board hereby submits the following report:

1. I received no new disclosures;
2. I did not terminate any disclosures under paragraph 3 of section 22 of the *Act to facilitate the disclosure of wrongdoing*;
3. I completed my investigation of one (1) disclosure in which I rendered a final report that concluded that the disclosure was well-founded.
4. In the one (1) disclosure I handled, the acts disclosed were wrongdoings described in section 4(1), (2), (3), (4) and (6) of the *Act to facilitate the disclosure of wrongdoing* ;
5. I did not personally forward any information under section 23 of the *Act to facilitate the disclosure of wrongdoing*, but I did meet with a representative of UPAC to answer certain questions regarding the findings in my final report on the one disclosure I handled;

Montreal, December 2, 2024

Me Vincent Guida

In my capacity as Designated officer under the Procedure to facilitate the Disclosure of Wrongdoings Policy of the Sir Wilfrid Laurier School Board

Anti-Bullying and Anti-Violence Plans Report

Anti-Bullying and Anti-Violence Plans - Complaints

In conformity with the *Education Act*, the governing board of each school approves an anti-bullying and anti-violence plan on an annual basis. When incidents occur that have been determined as incidents of violence or bullying, all schools must diligently apply the intervention protocol as well as the supervisory and support measures stated in the plan while taking into consideration the context in which the alleged incidents occurred.

During the 2023-2024 school year, a total of 27 complaints related to incidents of bullying and 16 complaints related to incidents of violence were filed and processed by the Department of School Affairs and School Organization.

SUMMARY BY NATURE OF COMPLAINTS 2023-2024		
	Total	Percentage
Bullying	27	8.33%
In disagreement with administration	65	20.06%
In disagreement with teacher	20	6.17%
Inappropriate behaviour of staff	19	5.86%
Lack of communication	20	6.17%
Other reason	45	13.89%
School safety	17	5.25%
Support student with special needs	58	17.90%
Suspension	20	6.17%
Transportation	14	4.32%
Violence	16	4.94%
Discrimination	3	0.93%
Total	324	100%

Act respecting workforce management and control within government departments, public sector bodies and networks and state-owned enterprises

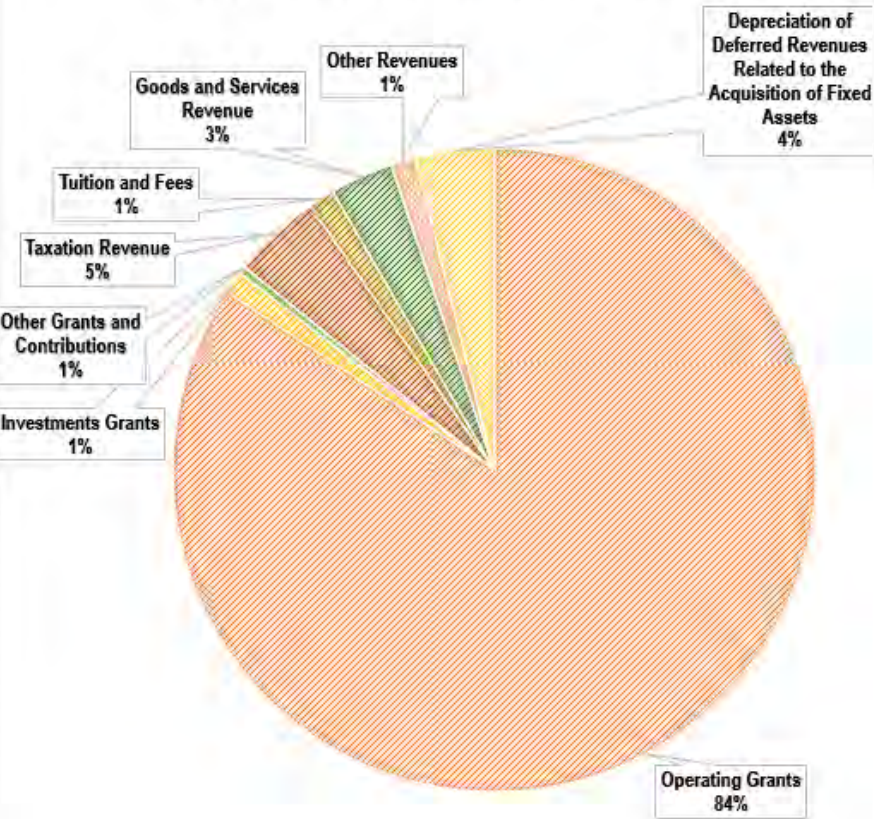
Section 20 of the *Act respecting workforce management and control within government departments, public sector bodies and networks and state-owned enterprises* (RLRQ, chapter G-1.011) requires each school board and school service centre to disclose, in its annual report, the staffing information presented in the chart below.

Act respecting workforce management and control Total number of paid hours, April 2023 to March 2024				
885000 Sir Wilfrid Laurier	Hours worked	Overtime	Total number of paid hours	Number of employees for the period covered
1 Management	171,654.50	0.00	171,654.50	114
2 Professionals	149,973.71	101.00	150,074.71	114
4 Teachers	1,618,349.77	17,554.02	1,635,903.79	2,186
5 Office, technical, and equivalent staff	953,374.74	2,879.89	956,254.63	1,179
7 Workmen, maintenance, and service staff	193,624.56	6,740.27	200,364.83	179
Total	3,086,977.28	27,275.18	3,114,252.46	3,772



Finance Statement of Principle

REVENUES: \$240,083,796



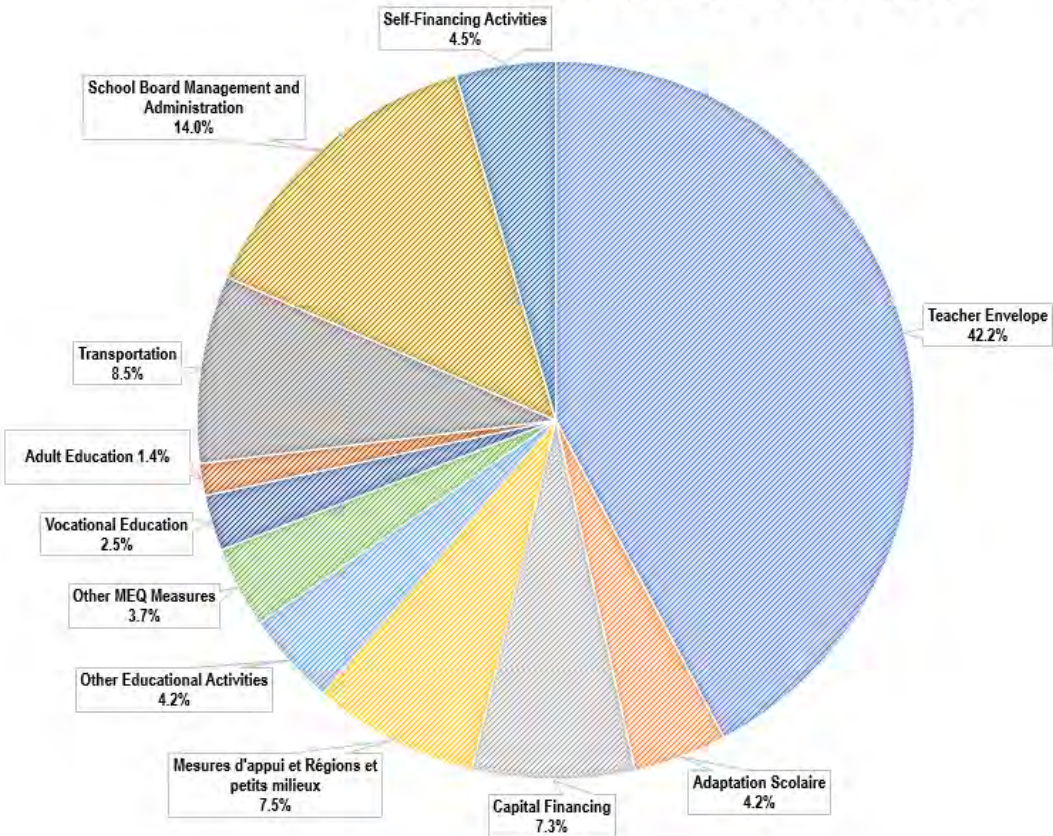
The Sir Wilfrid Laurier School Board allocates the resources at its disposal among its schools and centres in an equitable manner and in consideration of the social and economic disparities, the needs expressed by its institutions, existing partnerships and the Commitment-to-Success Plan. The school board reserves the amount determined necessary for its needs to administer the services entrusted to it by law and for the needs of its committees.

The school board establishes parameters for the equitable distribution of its resources that ensure services to students as required by the provisions of the *Education Act* and school board policy.

These parameters take into account the distinctive features of each school and centre. Allocations are built on a base and/or a per-student allocation adjusted to account for social and economic disparities.

The budgetary process encourages responsibility, accountability, innovation, creativity and transparency.

EXPENSES: \$238,367,961





Sir Wilfrid Laurier School Board

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ENGAGER • BÂTIR • ACCOMPLIR



235, montée Lesage
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