

ANNUAL  
REPORT

2018

## Message from the Chair and Executive Director

2018 was a fruitful year for ACÉPO, one marked by the consolidation of its administration team, a new government to discover and interact with, school elections, and the engagement of thousands of Ontario Francophones voicing their rights and needs. We said goodbye to some of our longstanding partners and welcomed school trustees who are eager to bring new energy to the French-language public school boards.

With the knowledge that 2018 would be a period of renewal at ACÉPO, we opened the year by reviewing our strategic plan so that ACÉPO could carve out a vision based on current and future needs in our school system.

This roadmap has allowed us to begin implementing operational activities that will enable us to meet our strategic goals.

ACÉPO has the great privilege of overseeing a school system that has experienced, by far, the most growth in Ontario, and we are extremely proud of this. Enrolment has increased by 73% since ACÉPO's inception in 1998 and shows no signs of slowing down.

However, such enviable results also create challenges that are not always easy to find solutions for. The pressing need for space and new buildings in overcrowded educational institutions in some regions of



“ACÉPO’s vision is clear and noble: To ensure that students throughout Ontario have equitable access to French-language secular education of the finest quality.”

Denis M. Chartrand, Chair, ACÉPO

“We know that the success of our schools is measured by the quality of our school boards and by the work of every staff member. Educators with vision who are skilled and dedicated to their students, and who fervently believe in French-language public education—this is the secret of our success!”

Isabelle Girard, Executive Director, ACÉPO



the province, the lack of funding available for renovating existing schools, and the moratorium on school closings are some examples that make funding equity for secular French-language education a key priority for ACÉPO. The need to add to our network of French-language public schools wherever there is a need in Ontario is another example. The lack of French-speaking teachers—a problem not only in Ontario but also in the rest of Canada—and possible solutions for this are also a part of ACÉPO’s mandate.

ACÉPO has an action plan in place, a board of directors made up of motivated and committed school trustees, and a united and dynamic operations team. It is ready to go to work alongside partners in the French-language community and more motivated than ever to continue promoting French-language public education everywhere in Ontario. We want to make sure our children are in an educational environment that reflects our rich Franco-Ontarian reality—diverse, vibrant, inclusive, and ready to face the 21<sup>st</sup> Century.

# Accessible high-quality French-Language Secular Education

A quality education is an undeniable advantage that allows young people to embark on life with confidence and determination. Ontario's French-language schools create a learning environment that is rich in opportunities and open to the world to enable all students to develop their full potential.

Supported by its Board of Directors comprised of eight school trustees, ACÉPO represents Ontario's French-language public school boards at the provincial level.

## Mission

ACÉPO supports its members in promoting French-language public education.

## Vision

Throughout Ontario, the students have equitable access to French-language secular education of the finest quality.

## 2018 Strategic Plan

| <b>Consolidate our Labour Relations Capacity</b>  | <b>Represent the Common Interests of French-Language Secular Education</b>  | <b>Develop Sustainable Strategic Leadership</b>   |
|---|---|---|
| <ol style="list-style-type: none"> <li>1. Act as a central bargaining agent in accordance with the legislation</li> <li>2. Interpret central agreements</li> <li>3. Collaborate with school boards during central bargaining and in applying central agreements</li> <li>4. Update guidelines, policies and procedures</li> </ol> | <ol style="list-style-type: none"> <li>1. Advocate for equity in funding of French-Language secular education</li> <li>2. Advocate for a comprehensive continuum of services from early childhood to postsecondary education</li> <li>3. Raise awareness among stakeholders and decision makers in inclusive education in French</li> </ol> | <ol style="list-style-type: none"> <li>1. Improve the representation and governance capacity of school trustees</li> <li>2. Address current issues through collaboration with the various stakeholders</li> <li>3. Strengthen the organizational and financial structure</li> </ol> |

## 2018 Board of Directors



### Chair

Denis M. Chartrand  
School Trustee, Conseil des écoles  
publiques de l'Est de l'Ontario (CEPEO)



### Vice-chair

Jean-François L'Heureux  
Chair, Conseil scolaire Viamonde



Jean-Marc Aubin  
Chair, Conseil scolaire public du Grand  
Nord de l'Ontario (CSPGNO)



Lucille Collard  
Vice-chair, Conseil des écoles publiques  
de l'Est de l'Ontario (CEPEO)



Jules Duchesne  
School Trustee, Conseil scolaire public du  
Nord-Est de l'Ontario (CSPNE)



Anne-Marie Gélinault  
Vice-chair, Conseil scolaire public du  
Grand Nord de l'Ontario (CSPGNO)



Denis Labelle  
Chair, Conseil scolaire public du Nord-Est  
de l'Ontario (CSPNE)



Pierre Lambert  
School Trustee, Conseil scolaire  
Viamonde

# Revenues and Expenses

ACÉPO's audited financial statements accurately reflect the Association's financial situation as of August 31, 2018.



|                                  |     |
|----------------------------------|-----|
| ■ Labour Relations .....         | 73% |
| ■ Membership Fees .....          | 17% |
| ■ Canada-Ontario Agreement ..... | 8%  |
| ■ Others .....                   | 2%  |



|                                      |     |
|--------------------------------------|-----|
| ■ Salaries, contract employees.....  | 37% |
| ■ Labour relations activities.....   | 36% |
| ■ Professional fees .....            | 8%  |
| ■ Rent and office expenses .....     | 9%  |
| ■ Public relations expenses .....    | 7%  |
| ■ Annual meeting and Symposium ..... | 2%  |
| ■ Communications.....                | 1%  |

# ACÉPO: Did You Know?

73%

Fastest growing school boards in Ontario, with 33,500 students in 2018, representing an impressive growth of 73% since their inception in 1998.



129 elementary and secondary schools.



Francophone and bilingual students who have excellent proficiency in French and English.

88%

88% - Average high school graduation rate above the provincial average\*.



International Baccalaureate® Program available in every school board, i.e., in 15 elementary and secondary schools.



5,500 staff members, including teachers who are effective and dedicated to helping their students succeed.



Academic excellence year after year.



Inclusive and diverse school community.

*\*Source: Ontario Ministry of Education - 2017*

## Needs:

### Schools throughout Ontario

There are 46 communities in Ontario where a sizeable Francophone population does not have access to French-language secular schools. Parents are asking us to urgently provide such schools in these unserved regions.

### Space to Accommodate Our Students

Every year, more and more students enrol in French-language secular schools. These enrolments position the French-language secular education system in first

place in terms of growth in Ontario. In order to handle this growth, we need more space and more schools to properly accommodate our students.

### More Francophone Teachers

The shortage of qualified Francophone teachers and staff in French-language schools could eventually have a negative impact on students and their parents. It is high time to implement solutions so that Francophone students in Ontario can always have access to a quality education in French.

# Our priorities

## 1. Bargaining agent

Since 2015, ACÉPO has negotiated numerous collective agreements with school board employee unions, as well as agreements for non-unionized staff, and the ACÉPO labour relations team continues to work to strengthen its position. We should recall that at the start of 2017, the school board associations obtained agreements to extend all of the collective agreements and other agreements concluded in 2015 to the year 2019.

ACÉPO manages the ratified agreements by working in the interest of school boards: interpretation, dispute resolution, grievances, arbitration, employee health care, etc. Along with the three other school board associations and the Crown, ACÉPO sits on the many committees and working groups arising from the ratified agreements: the provincial health and safety committee, the long-term disability committee (provincial plan study), the committee on the future role of school administration, etc. We should also mention the central labour relations committees that ACÉPO participates in, along with the Association des enseignantes et des enseignants franco-ontariens, the Ontario Secondary School Teachers' Federation, the Canadian Union of Public Employees, and the committees for employee health care trusts.

Under the legislation, ACÉPO will be a bargaining agent in the next round of central negotiations, beginning in 2019. To that end, all of the work achieved in the

last few years, in close collaboration with the other associations' labour relations teams and our school boards, has enabled ACÉPO to develop collaborative practices that will be extremely valuable in the next round of negotiations. ACÉPO has also created an internal working committee to identify priorities for the next round, sits on the technical advisory group that also includes the Crown, and recruits any necessary expertise. The purpose of this is to improve the 2019 central negotiation process, and in doing so, ensure the stability of Ontario schools.

The collective agreements negotiated through ACÉPO have garnered positive outcomes, resulting in grants for student needs. As it stands, the funding increases allocated resulted partly from the collective agreements negotiated over the last years. These increases have enabled school boards to offer better salaries, professional development, insurance plan reforms, funding of priorities and better class sizes—improvements that foster the success of French-language public education in Ontario.

### Centre Jules-Léger

In collaboration with the Association franco-ontarienne des conseils scolaires catholiques, ACÉPO has made its expertise available to the Centre Jules-Léger Consortium (CJLC). In fact, at the request of CJLC, the labour relations team provided advice and opinions on labour relations and human resources, and participated in the

weekly meetings of the Consortium's Human Resources Subcommittee.

In addition, in preparation for the transition of Centre Jules-Léger, on April 1, 2019, from the Ministry of Education to the Consortium, the labour relations team took part in discussions with certain unions regarding the transfer of their members to the Consortium. Collective agreements and the employee health care trust were discussed at that time.

More specifically, ACÉPO participated in the meetings with the Crown and the Association des enseignantes et des enseignants franco-ontariens to identify the necessary contractual amendments and to confirm additional funding for the teachers' employee benefits.

## 2. Promotion of French-Language Education

Over the last year, ACÉPO has taken a position on various issues in order to support its strategic goals and mandate to represent the common interests of its school boards.

Faced with concerns about cuts to education, the consistency of admission standards in Catholic schools, questions about how the government prioritizes Francophone youth, and consultations on

assessment, budgets and education in Ontario, ACÉPO has advocated the importance of province-wide, equitable, and high-quality education that embraces the French language and culture.



### Government Relations

Effectively fulfilling an advocacy role with the elected representatives at Queen's Park, while at the same time being considered a partner of choice by these same representatives is the delicate balance that ACÉPO needs to achieve in order to have a real impact on the evolution of French-language public education in Ontario.

To reach this objective, ACÉPO must build its capacity to collect and analyze data, which, among other things, will allow it to give a provincial overview of ACÉPO's key issues, i.e., managing our strong growth, and addressing our incomplete network and lack of qualified staff.

Following the election of a new government in Ontario, ACÉPO chose to develop and implement an effective government relations strategy. In fact, the coming to power of a government made up primarily of Members of Provincial Parliament (MPPs) elected for the first time is the ideal moment to meet with the new actors in education and the Francophonie, and to make them aware of French-language public education and its invaluable contribution to Ontario's social and financial vitality. This coordinated approach has allowed ACÉPO to discuss with policy makers and raise their awareness and understanding of our students' needs and distinctive characteristics, as well as the effects that decisions made for the majority of Ontarians can have on the Francophone minority.

The relationships forged with their teams and with senior officials in charge of implementing their political vision will enable ACÉPO to undertake targeted action that will produce tangible results for our students, our parents and the entire Ontario Francophonie.



### Francophone Teachers

The shortage of qualified French-language teachers and staff in our schools is an important issue for ACÉPO. Indeed, maintaining our top-notch education services that make us so proud hinges on the competence and dedication of our teachers and all staff working in the field of education. ACÉPO proposed potential promising solutions to the Minister of Education and her team to help counteract the negative effects

of the shortage. It intends to continue collaborating with the Ministry to ensure that innovative ideas are brewing and will lead to creative management of the challenge represented by the shortage of qualified Francophone staff in schools.



### Continuum of Educational Services

Advocating for a comprehensive continuum of educational services from early childhood to the postsecondary level also constitutes an important strategic goal for ACÉPO. By supporting the provincial strategy for French-language adult education (SPEAF in French), ACÉPO wanted to

send a clear message to the Government of Ontario, i.e., that it is necessary to put forward an integrated and updated approach to the provision of programs that will meet the varied needs of Francophone adult learners. Among other things, this approach will foster the growth of a highly qualified labour force and will help to increase the autonomy and employability of these learners so that they can successfully integrate into our society.

### 3. Sustainable Leadership

School trustees ensure that programs and policies are put in place to meet the diverse needs of students in their communities. They work on behalf of Ontario's children, families and communities to promote student equity, performance and well-being, in addition to being accountable to the Provincial Government for the use of funds provided by the Province. Francophone school trustees also have the additional responsibility of ensuring that the French language and culture are protected and valued in schools. One of ACÉPO's priorities is to promote the role of school trustees, enhance their leadership skills and equip them with tools to help them provide effective governance of school boards.



In 2018, ACÉPO worked to promote the role of school trustees during the school board elections by launching a promotional campaign together with the Association franco-ontarienne des conseils scolaires catholiques and the Ontario Education Services Corporation. Although this role is of key importance for our Ontario youth, it remains largely unknown to the public. Our joint campaign, which was carried out in all of our schools, was aimed in part at encouraging people to become candidates in school board elections, and explained the importance of voting and how crucial it is for the integrity of our democratic system.

ACÉPO considers that it has an essential duty to train and inform its school trustees about issues pertaining to education and the Francophonie. Its new online information kit is regularly updated and provides new as well as more experienced trustees with the necessary information and tools to quickly grasp provincial issues, increase their governance capacity and integrate a provincial vision into their regional and local initiatives. ACÉPO has also acquired a system that produces a quicker and more specific and complete press review, including social media. Thus, all of our members receive the latest developments on education and the Francophonie on a daily basis and can use this information at the local, regional and provincial levels.

From January 25 to January 27, 2018, almost 300 school trustees, student trustees, directors of education and school system stakeholders took part in the 2018 Public Education Symposium. ACÉPO's Annual General Meeting was held at that time, and a range of workshops on different aspects of education were organized. The

attendees also had the opportunity to speak with many politicians, including the Minister of Education, and were entertained by wonderful student shows, including the performance by Group 17 from École secondaire Macdonald-Cartier of the Conseil scolaire public du Grand Nord de l'Ontario.



Every year, the Symposium provides an important forum for sharing ideas and best practices, and introducing new concepts and ways of thinking and doing things. It is also a unique opportunity to network with Francophone and Anglophone colleagues working in public education. Attendees all find that they are given renewed energy from the vitality and dedication of the group of school trustees, and that they leave the Symposium better equipped to work with our students, parents and the Ontario Francophone community as a whole.

This year, on the 20th anniversary of the founding of the French-language school boards, ACÉPO invited the participation of all of its association chairpersons since its inception in 1998. Each of the honoured guests shared their contributions to ACÉPO with the participants. Taken together, their presentations traced the history of all of the events, both big and small, that marked the creation of French-language public education. It was a special moment for everyone in attendance.

# 2018 School Board Elections

Last October, as happens every four years in Ontario, municipal and school board elections took place. Forty-seven school trustees were elected to serve on public school boards of Ontario.

Students and communities can count on the recently elected school trustees to represent them and to work to further French-language education.



## Conseil des écoles publiques de l'Est de l'Ontario (CEPEO)



Conseil des  
écoles publiques  
de l'Est de l'Ontario

### Conjuguer l'avenir au présent

The CEPEO serves more than 16,300 students and includes 43 French-language schools for elementary and secondary students, as well as for adults. Its schools are located in Eastern Ontario, from Trenton to Hawkesbury and from Pembroke to Cornwall.

### Contact:

2445 St. Laurent Blvd  
Ottawa (Ontario) K1G 6C3  
Tel.: 613-742-8960  
info@cepeo.on.ca

### Members:

Lucille Collard, Chair  
Denis M. Chartrand, Vice-Chair

Lise Benoît-Léger  
Gilles Fournier  
Marielle Godbout  
Rachel Laforest  
Jacinthe Marcil  
Samia Ouled Ali  
Roda Muse  
Marc Roy  
Colette Stitt  
Pierre Tessier

**Director of Education:** Édith Dumont

## Conseil scolaire public du Grand Nord de l'Ontario (CSPGNO)



### Parce que je vois grand!

CSPGNO has almost 2,500 students in 19 elementary and secondary schools. Its territory covers the communities of Markstay, Noëlville, Greater Sudbury, Elliot Lake, Sault Ste. Marie, Wawa, Dubreuilville, Marathon, Manitouwadge and Longlac.

### Contact:

296 Van Horne Street  
Sudbury (Ontario) P3B 1H9  
Tel.: 705-671-1533  
information@cspgno.ca

### Members:

Jean-Marc Aubin, Chair  
Anne-Marie Gélinault, Vice-chair

Robert Boileau  
Josée Bouchard  
François Boudreau  
Lynn Despatie  
Suzanne Nolin  
Julie Olivier  
Louise Primeau  
Kristy Tourout  
Francine Vaillancourt

**Director of Education:** Marc Gauthier

## Le Conseil scolaire public du Nord-Est de l'Ontario (CSPNE)



### J'ai du cœur.

The CSPNE has 13 elementary and secondary schools, and a Learning Centre, serving almost 2,150 students. CSPNE schools are located in the communities of Timmins, Iroquois Falls, Kapuskasing, Hearst, Temiskaming Shores, Sturgeon Falls and North Bay.

### Contact:

820 Lakeshore Drive  
North Bay (Ontario) P1B 9T5  
Tel.: 705-472-3443  
information@cspne.ca

### Members:

Denis Labelle, Chair  
Jules Duchesne, Vice-chair  
Jeannette Labrèche, Vice-chair

Nicole Arcand  
Denis Boyer  
Roger Brazeau  
Michel Faucon  
Liliane Francis  
Manon Henrie-Cadieux  
Clara McKinnon  
Lucie Paquin  
Michel Séguin

**Director of Education:** Simon Fecteau

## Conseil scolaire Viamonde



### **Tout est possible**

Conseil scolaire Viamonde extends from West to East, from Windsor to Trenton, and from North to South, from Penetanguishene to the Niagara Region, and has an enrolment of more than 12,600 students in its 53 elementary and secondary schools.

### **Contact:**

116 Cornelius Parkway  
Toronto, Ontario M6L 2K5  
Tel.: 416-614-0844

### **Members:**

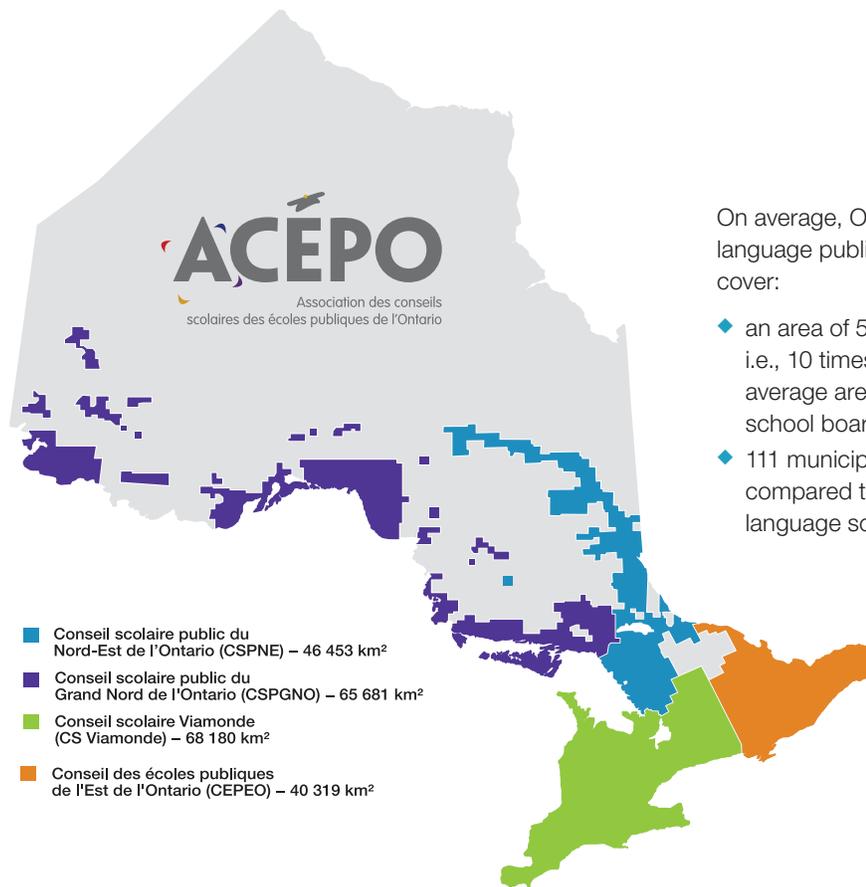
Sylvie Landry, Chair  
Pierre Girouard, Vice-chair  
Véronique Emery  
Benoit Fortin  
Pierre Lambert  
Éric Lapointe  
Geneviève Oger  
Karine Ricard  
Chloë Robert  
Yvon Rochefort  
Guillaume Teasdale  
Pascale Thibodeau

**Director of Education:** Martin Bertrand

# 20<sup>th</sup> Anniversary of the School Boards



It was on January 1, 1998, under the Conservative Government of Mike Harris, that Franco-Ontarians won the right to govern their own schools and that French-language school boards came into existence. Throughout 2018, celebrations were organized by the French-language public school boards in their schools and communities.



On average, Ontario's four French-language public school boards cover:

- ◆ an area of 54,911 km<sup>2</sup>, i.e., 10 times larger than the average area of English-language school boards;
- ◆ 111 municipalities to deal with, compared to 14 for English-language school boards.



Association des conseils scolaires  
des écoles publiques de l'Ontario

Chair: Denis M. Chartrand  
Executive Director: Isabelle Girard

**CONTACT:**

439 University Avenue, Suite 800  
Toronto (Ontario) M5G 1Y8  
Tel.: 647-499-4261  
Info@acepo.org  
www.acepo.org

