

2019
2020

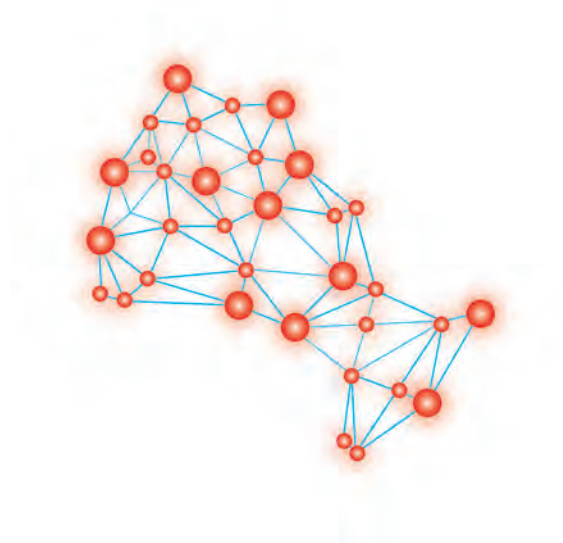


cesba

Annual Report

Leading in
Challenging Times

CESBA helps build a prosperous Ontario through adult and continuing education programs in school boards.



CESBA (The Ontario Association of Adult and Continuing Education School Board Administrators) is a provincial, non-profit professional association that represents, advocates for and supports adult and continuing education (A&CE) program staff working in nearly 60 school boards across Ontario. Incorporated in 1999 and provincially funded, CESBA works to ensure that adult and continuing education programs offered by school boards are accessible, affordable, and successful in helping learners achieve their education, training and employment goals.

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CESBA Annual Report 2019-2020

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The Ontario Association of Adult & Continuing Education School Board Administrators, 2020



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MESSAGE FROM THE CESBA BOARD CHAIR AND EXECUTIVE DIRECTOR

A year ago, no one could have imagined what our lives would have looked like today. We have all made so many personal and professional accommodations to work and teach at a distance. Our strength is in our community and ours is an exceptional one. As we all adjust to our continually evolving education landscape, we invite you connect with us whenever you need us. We will support you in every way we can.

Looking back over the past year—back when we had face-to-face conversations instead of virtual meetings—CESBA has focused on finding new ways to expand access to education and meaningful connections to employment for all learners. We continue to be a leader in improving the education-job interface that leads to increased prosperity for all of us.

We continue to improve our programming in the following areas:

New Pathways

More occupations now require high school graduation and often some post-secondary education as well. Helping learners gain skills to meet new job requirements has been a priority again this year.

Our school boards have focussed on enhanced qualifications through various pathways. Learners' credits have been enhanced in Adult Credit, ESL/FSL, and Literacy Basic Skills, as well as sector training areas like the Personal Support Worker (PSW) program, hair styling and pre-apprenticeship programs (construction, welding and carpentry).

As well, our education programs with specific job-embedded learning and practicums prepare our graduates for further education, leading to better matches in the job market.

Administrators and Pathways

CESBA continues to improve virtual staff training. This is now essential as many schools are switching to hybrid and online learning.

Adult and continuing education is a complex field. Recognizing this, we have made our new administrators a priority by helping them develop expertise in all areas.

We have also improved the advocacy skills of all our administrators. They are actively promoting the value of adult and continuing education within their own boards, with their delivery partners and throughout their communities.

Student Tracking System

CESBA worked with board staff to develop a student tracking system that benefits learners and guidance staff. The system gives students a report on how they can earn their high school diploma. The "road map" shows a student

the path from LBS or ESL to graduation. The route to a high school diploma is clearly laid out, which reduces the workload of guidance staff. The project will be piloted in 2020.

Opportunities to Learn

With in-person and virtual school board staff training, participants at conferences and regional meetings share best practices and learn about trends in their programs. CESBA members gain new tools to continually measure learner progress and success.

Improving Public Policy and Student Success

Our working committees give ministry staff feedback on how to improve the delivery of programs, including reducing administration so that more time can be spent with learners.

The CESBA Board of Directors has prepared a 2020-2021 Strategic Plan that aims to:

1. **Partner with community-based organizations and various ministries** – Gaining their support in improving adult education and finding employment, and advocating for improvements in adult learners' skills will lead to jobs with higher wages and an improved quality of life.
2. **Work with new principals, vice principals, and superintendents** – Enhancing their skill levels in risk taking, system thinking with vision, financial acumen and advocacy.
3. **Encourage school boards to help adults graduate quickly** – Promoting the PLAR for Mature Students program.
4. **Help school boards further integrate their programs** – Ensuring learners have the knowledge and support to easily transition through programs (ESL to LBS, ESL to credit, credit to employment, credit to post secondary and apprenticeship programs).

This coming year will bring change and uncertainty both for learners and educators. We know that with our strong community, our members can face these challenges. It is even possible that out of this upheaval, CESBA and our members will discover innovative ways to grow and succeed.

We'd like to thank all our members for sharing with us and each other their considerable wisdom and expertise this past year.

Thank you as well to staff members and volunteers for their invaluable contributions at regional meetings, at our Conference and our other learning sessions over the past year.

Sincerely,



Jeff Moore
CESBA Board Chair



Bernadette Beaupre
CESBA Executive Director

2019-2020 YEAR IN REVIEW

Last year was an exceptional one, punctuated by labour actions and the beginning of the global pandemic that sent our members and staff home to quickly adapt. By the end of our fiscal year on March 31, our landscape had completely shifted.

We continued to advocate for all adult and continuing education programs by connecting regularly with key ministry staff, senior school board administration and the general public.

We were pleased to host numerous successful in-person and online events last year, including our well-received three-day fall conference in Toronto. Our members had the opportunity to come together to acquire new skills, learn best practices and reflect on shared challenges.

Advocating for Adult & Continuing Education

Strengthening Government Relations

The goals of our government and public relations work is to:

1. Advocate for a public policy environment where Adult and Continuing Education (A&CE) in Ontario can thrive through ongoing discussions with key ministry staff in the Ministry of Education (EDU), Ministry of Labour Training and Skills Development (MLTSD) and the Ministry of Children, Community and Social Services (MCCSS).
2. Champion the societal value and economic impact of A&CE.
3. Increase the engagement and diversity of our network to positively influence public policy.

Over the last year, CESBA board members and the Executive Director met with decision makers in the three key ministries. Our objective is to improve awareness of the value of adult and continuing education programs in 60 boards across Ontario. As part of this process, we also encourage school boards themselves to invite high-level government staff and politicians to their activities such as Open Houses, adult credit graduation ceremonies and other events. This allows politicians and government staff to witness the various pathways learners take to achieve their learning and employment goals.

Through various province-wide online campaigns, such as the Ontario Secondary School Diploma promotion project, we helped more adults locate adult education learning centres. The campaign materials remind potential students that finishing your diploma is easier, faster and more within reach than they may think. By visiting the English or French websites below, prospective adult students can use their postal code to find their nearest program.

<https://getmyhighschooldiploma.ca>

<https://www.terminerresetudessecondaires.ca>

As society grapples with the unprecedented turmoil that COVID-19 has wrought, we must continue to amplify our message that adult education is a critical part of our social and economic recovery in Ontario. Here are some of the key messages we provide to our funders, stakeholders and the public:

Impact

- Adult and continuing education boards in Ontario graduate about 10,000 students annually with their high school diploma.
- The Ontario High School Diploma is recognized internationally and is never challenged – most employers now require it as a minimum hiring requirement.

- Programs like English/French as a Second Language (ESL/FSL), Literacy and Basic Skills (LBS) and Adult Credit provide pathways to post-secondary, employment and apprenticeships.
- Certificates for public board programs are widely recognized by employers (High School Diploma, PSW certificate, Hairstyling Training, Culinary Training, etc.)

Access

- Over 245 public board locations in Ontario offer Adult Credit and other adult education programs – Individuals can easily access information on programs through any local school.
- Programs are usually delivered at one school in the area. Students can access literacy, digital literacy, skills upgrading, English as a second language, adult credit, high school diploma completion and more at a single location.
- Most programs are tuition free or require modest materials fees. Even a comprehensive PSW accreditation may cost \$1,500 in boards, but \$4,000 at a community college.

Flexibility

- Flexible learning in adult learning settings—in-person, online, hybrid, night or summer school—allows adults who are working or caring for their families to enrol.
- Co-op and internship opportunities are available for adult learners in a wide range of sectors.
- PLAR for Mature students—a program where students earn credits for life experience—allows many students with Grade 9 and 10 credits to complete their high school diploma in under six months.
- Learning plans are student-led so each learner achieves their individual education and employment goals.

Reaching out to Our Members

We provided our membership of adult and continuing education program staff, community partners and supporters with important sector news, resources, activities and events through our monthly e-newsletter, CESBA Express Mail. Our website received thousands of visits to learn about events and access a large library of resources for members across all A&CE programs. Our social media channels informed more than 1,000 followers of CESBA updates, upcoming events and relevant news.

This year, we bid farewell to Brittany Howlett, our wonderful communications specialist of five years, and welcomed Ananda Umar to the role.



Executive Director Bernadette Beaupre (right) and Brittany Howlett, Communications Specialist, with our 20th Anniversary cake.

By the numbers

- 363 Facebook followers
- 676 Twitter followers
- 139 LinkedIn followers
- 14,726 visits from 9,091 unique users on cesba.com
- 1,439 CESBA Express Mail subscribers
- 1,130 LBS Practitioner Training website users



Sharing Knowledge

In-Service for New Administrators

We held its annual training day for principals and vice-principals who are new to adult and continuing education. Led by Ed Stavnitzky, several topics were presented and discussed, including *PLAR for Mature Students for Administrators* presented by Brenda Steffler (WCDSB), *What they never taught you!* presented by Eric Dalin (TDSB) and *Marketing to Increase Enrolment* presented by Susie Nunes (YRDSB) and Tania Connell (YRDSB). Virtual attendance was also supported. According to the post-event evaluations, 93% of attendees felt they had increased their understanding of effective administration of A&CE programs.

OnSIS and Funding Workshop

We held a full-day workshop for the first time on best practices and common errors in financial reporting and OnSIS updates. Once again led by Ed Stavnitzky, the day included presenters Deborah Cook (YRDSB) and Rene Bourget (UCDSB). The workshop was broadcast online for virtual attendees. Post-event evaluations confirmed that 96% of attendees felt their knowledge of reporting requirements improved.

PLAR for Mature Students Assessors Training

Due to COVID-19 restrictions, we held four online workshops instead of our in-person event. The events were facilitated by several PLAR experts in our membership. Attendance ranged from 45 to 67. Participants were from all four regions and included French school boards. Topics included basic PLAR program delivery, as well as discussions on COVID related challenges and solutions. The post-event survey indicated 100% of participants would attend this format again.

Our PLAR mentor team also regularly supported new assessors individually to provide guidance and support.

Coming Together

Regional Meetings

We hosted eight regional meetings across the province bringing school board staff together in each region to discuss common issues in their boards, celebrate successes, exchange knowledge and resources, and hear updates from CESBA and government representatives.

This year, we explored innovative options for participants to join the meeting from a distance through tools such as webcasting and livestreaming. In April 2019, we featured a live webinar on the future of work and education by Sunil Johal. Throughout the year, we also included in-person updates from the Ministry of Labour, Training and Skills Development, and updates from the Ministry of Children, Community and Social Services via remote web platforms.

Other featured content at our regional meetings:

- Updates from the Regional Partnerships for Adult Education
- Feature on research initiatives sponsored by CESBA
- Emerging labour market tools and trends presented by regional workforce development organizations
- Key information on mental health promotion for students and staff through School Mental Health Ontario

In the post-meeting evaluations, many participants commented that they appreciated the opportunity to learn from others working in similar positions at different boards.

Positive Participant Feedback

“I enjoyed hearing about what strategies and resources other boards are using.”

“The speaker on mental health was excellent!”

“I enjoyed learning about new initiatives and government plans.”



CESBA CONFERENCE 2019

Celebrating the Past, Charting the Future

CESBA's 20th anniversary conference, Celebrating the Past, Charting the Future, was a huge success. Engaging more than 350 registrants from across Ontario, the conference featured three days of inspiring presentations, interactive workshops and other events designed to promote networking and knowledge exchange across adult and continuing education.

The Conference offered a full-day Pre-Conference for sector specific groups and more than 30 workshop sessions. We were pleased to welcome back an impressive exhibitor showcase, a special opening and closing ceremony by Mohawk Elder, Pat Green, and the energy of our Conference Animator, Jennine Profeta.

Conference registration increased by 11% over 2018 and sponsorship doubled. We were thrilled to secure the first-ever multi-year sponsorship with our long-time supporter, EduTravel.

Conference highlights:

A focus on CESBA's past and future

Our 20th anniversary theme highlighted achievements in adult and continuing education and anticipated the future of education and employment. Our conference animator guided participants to revisit the year 1999 at the registration desk and the Mix and Mingle, while large posters of key CESBA milestones highlighted changes over the past 20 years. A strong panel on the Future of Work discussed employment and automation trends.

Inspiring keynote address on personal resilience

Dr. Robyne Hanley-Dafoe shared personal stories of vulnerability and strength, and offered tips on how to preserve self-esteem in turbulent times.

Increased Francophone engagement

Led by the Francophone Committee under the guidance of Lynn Landry, Francophone involvement increased significantly in 2019. Highlights included an expanded Espace Franco, sponsored by Francophone post-secondary institutions, which featured knowledge-exchange activities, and a cinq à sept Francophone networking reception, which was covered by local Francophone media.

An increased focus on reconciliation with Indigenous communities

For the first time, the conference opened with a traditional smudging ceremony led by Mohawk Elders Pat Green and Linda Plain. Workshops included a focus on Indigenous literacy and a two-part Kairos Blanket Exercise, which offered an interactive learning experience about the history of Indigenous Peoples in Canada.

The inaugural CESBA Lifetime Achievement Award was awarded to Len Noens in recognition of his 40 years of contribution to the adult and continuing education sector in Ontario.



Conference Animator Jennine Profeta

Adult Education Regional Strategy Learnings and Successes Plenary

Each of the Adult Education Strategy Partnership Tables shared their achievements and successes after three years of intense engagement in their regions. They also discussed their priorities for the future.

Positive Delegate Feedback

Survey evaluation responses and comments confirm that the CESBA Conference is highly valued because it offers important content for adult educators working in school boards across the province. Here are some comments:

“It was a FANTASTIC conference—extremely well-organized and attended.”

“Thank you for the outstanding keynote speaker, the 1999 party, the beeswax swag, awesome prizes and the opportunity to network and present. Probably one of the better CESBA conferences I have attended.”

“This was my first year attending the conference. I was really impressed and inspired with all the educators and motivated to apply the knowledge I have learned. Thank you for such an incredible experience.”

“Félicitations sur une belle conférence! Merci!”



Sector Highlights

Personal Support Worker (PSW) program

- Prepared the Quality Assurance handbook that replaces the PSW Program Accreditation, in close consultation with many school board PSW staff.
- Actively participated on the Provincial Advisory committee for PSW staffing.
- Liaised with relevant Ontario ministries (MLTSD, EDU and Ministry of Long-Term Care) to ensure they are aware of our work and the changes we are making to program delivery due to the PSW labour shortage and the outbreak of the COVID-19 virus.
- Began work on an overview of PSW PLAR for those students who have worked in a capacity similar to PSWs. This will provide a foundation to assist boards when assessing the prior experience and training of those coming into the programs.
- Provided leadership and mentorship to PSW programs across the province, led by Committee Co-Chairs Dawn-Marie Brunet (SCDSB) and Anita Plunkett (CDSBEO).

Credit/Prior Learning Assessment Recognition (PLAR)/Guidance

- Hosted Guidance Camp at the CESBA Conference 2019, which was once again a success, with sessions covering post-secondary education issues and barriers for adult students, PPM 132, and a guidance roundtable.
- Provided leadership and mentorship to new assessors and shared best practices among boards through our active committee of experienced assessors.
- Began to update the vast library of PLAR resources and documents on the CESBA website.
- Began to develop learning modules to support virtual training including two online courses to orient new assessors.

English as a Second Language and French as a Second Language (ESL/FSL)

- Continued to improve ESL staff skills to deliver services online. We have been looking closely at delivery platforms such as TESL Ontario, ESL learning and ESL blended learning projects.
- Offered ways to improve the learner outcomes collection in the HARTs system, the data collection tool to track ESL learners in Ontario school board programs, to MCCSS.
- Provided regular feedback to MCCSS during regional meetings on improving various policy and procedural processes used in administering and delivering ESL programs.
- Continued to engage our community partners to ensure that we address the language support needs of the community.

International Languages (IL)

- Shared key information and decisions with IL administrators across the province on job action response.
- Met with the International Language Educators Association (ILEA) of Ontario to encourage more collaboration between our two organizations.
- Organized well-received presentations at the pre-conference event including elements of Indigenous culture and languages in the IL curriculum, new research in IL, and building capacity through experiential learning and reflective practice.

Literacy and Basic Skills (LBS)

- Developed an Employment Curriculum that aligns with the Ontario Adult Literacy Curriculum Framework and includes seven modules, a facilitator's guide and a marking guide. Over half of our LBS programs are now using the manual regularly.
- Created a promotional video for LBS programs in the school board setting.
- Monitored the transformation of Employment Services led by the MLTSD, including the creation of new regional service system managers, and communicated these changes to our members.
- Gave MLTSD suggestions on improvements on MyEOIS, the data collection tool to track LBS learner outcomes.
- Provided MLTSD with regular feedback during regional meetings on improving various policy and procedural processes used in administering and delivering the LBS program.
- Wrote a case study with AlphaPlus to assess e-campus Open Library usage.
- Compiled a report on a pilot project with the eastern Ontario Adult Education Strategy.



THE CESBA BOARD OF DIRECTORS

At CESBA's Annual General Meeting on November 27, 2019 in Toronto, CESBA welcomed Linda Dillon-Dupuis (Conseil scolaire catholique de district des Grandes Rivières), Ralf Mesenbrink (Avon Maitland District School Board), Andrea Murphy (Limestone District School Board), Stacey Ritchie (Durham Catholic District School Board) and Alison Sadowski (Kawartha Pine Ridge District School Board). The CESBA Board of Directors, CESBA staff and members thanked outgoing board members Maria Calabrese (Hamilton-Wentworth Catholic District School Board), Jean-Pierre Durette (CAVLFO), Len Noens (London District Catholic School Board), Tammy Rodaro (Simcoe County District School Board), Ed Stavnitzky (District School Board of Niagara), Larry Pezzutto (Huron-Superior Catholic District School Board) and Jim Wilson (Durham Catholic District School Board) for their commitment, enthusiasm and significant contributions to CESBA.



Standing left to right: Bernadette Beaupre (CESBA Executive Director), Jeff Moore, Ralf Mesenbrink, Alison Sadowski, Julie Bodiam. Seated left to right: Andrea Murphy, Linda Dillon-Dupuis, Stacey Ritchie.

CESBA Board of Directors 2018-2019

Jeff Moore

Chair

Hamilton-Wentworth District School Board

Julie Bodiam

Co-Chair

Upper Grand District School Board

Linda Dillon-Dupuis

Director

Conseil scolaire catholique de district des
Grandes-Rivières

Ralf Mesenbrink

Director

Avon Maitland District School Board

Andrea Murphy

Director

Limestone District School Board

Stacey Ritchie

Director

Durham Catholic District School Board

Alison Sadowski

Director

Kawartha Pine Ridge District School Board

PROJECT COMMITTEES

Adult Credit/PLAR Committee

Jim Mackrory, Chair (HWDSB), Angela Jarrett (HWDSB), Shilpa Mehta-Jones (DSBN), Andrea Murphy (Limestone DSB), Samantha Peotto (Lakehead DSB), Natalie Poitras (CSCDGR), Sean Pynaert (LDCSB), Brenda Steffler (WCDSB)

Conference Planning Committee

Marion Dixon (SCDSB), Diane Elliott (HWDSB), Lynn Landry (CAVLFO), Cheryl Stewart (GEDSB)

English and French Second Language (ESL/FSL) Committee

Shirley Graham, Chair (OCDSB), Cathy Condarcu-Sain (DCDSB), Diane Elliott (HWDSB), Erin Jones (AMDSB), Michelle Lingard (ALCDSB), Laura Patterson (Limestone DSB)

OnSiS & Funding Committee

Namita Aggarwal (TDSB), Jennifer Belanger (HWDSB), Deborah Cook (YRDSB), Angela Jarrett (HWDSB), Andrea Stevenson (AMDSB), Paula Vedoya (YCDSB)

International Languages (IL) Committee

Whitney Deveau (TDSB), Lesya Granger (CECCE), Dorota Jakubowska (DPCDSB), Brunella Trinca (DPCDSB)

Le Groupe des affaires francophones (Francophone Affairs Committee)

CAVLFO and representatives from the Francophone school boards: CECCE, CSDCEO, CEPEO, CSCD des Grandes Rivières, CSDC des Aurores boréales, CSP du Grand Nord de l'Ontario, CSC Franco-Nord, CSC du Nouvel-Ontario, CSP du Nord-Est de L'Ontario, CSC MonAvenir, CSC Providence and CS Viamonde.

Literacy & Basic Skills (LBS) Committee

Melissa Friske, Chair (RCDSB), Daphne Lane (UCDSB - retired), Jennifer McKay (OCDSB), Charlotte Parliament (SCDSB), Brent Pickering (Limestone DSB)

LBS Online Assessment Tool Advisory Committee

Linda Brooks (WRDSB), Courtney Brown (AMDSB), Robyn Cook-Ritchie (GEDSB), Sharon Davenport (HWDSB), Tina De Luca (NCDSB), Sarah Fields (KPRDSB), Joanne Hincks (TCDSB), Daphne Lane (UCDSB - retired), Paul Manley (YRDSB), Jennifer McKay (OCDSB), Wayne Miedema (WRDSB), Karen Morgan-Bowyer (WCDSB), Charlotte Parliament (SCDSB - Consultant), Diana Petre (DCDSB), Jill C. Slemon (LDCSB), Kaitlin Taylor (SCDSB), Adriana Ungureanu (TDSB)

Northern Advisory Committee

Larry Lanctot (Near North DSB), Sharon Maisonneuve (NCDSB), Samantha Peotto (Lakehead DSB), Natalie Poitras (CSCDGR)

Personal Support Worker (PSW) Committee

Dawn-Marie Brunet, Co-Chair (SCDSB), Anita Plunkett, Co-Chair (CDSBEO), Andrea Gounden (DCDSB), Yvette Laroque (CEPEO), Michelle Sharpe (Limestone DSB), Deb Siebert (LKDSB), Monique Smith (Peel DSB), Lisa Zandenbourg (LKDSB)

PSW Quality Assurance Committee

Dawn Marie Brunet, Co-Chair (SCDSB), Anita Plunkett, Co-Chair (CDSBEO), Tammy Cantin (WCDSB), Madeline Currelly (KPRDSB), Paula Dillon-Gerow (HWDSB), Anne Hutton (SCDSB), Tarin Lewis (CTDC), Alison Sandowski (KPRDSB), Ed Stavitsky (DSBN - retired), Cheryl Stewart (GEDSB)

Committee of Experienced Administrators

Susie Nunes, Chair (YRDSB), Julie Bodiam (UGDSB), Greg Carruthers (GEDSB), Paul Cox (WCDSB), Stacey Ritchie (YRDSB)

CESBA MEMBERS 2019-2020

CESBA is grateful to all of our members for their ongoing support and participation throughout 2019-2020:

| | |
|--|--|
| Algoma District School Board | Kawartha Pine Ridge District School Board |
| Algonquin and Lakeshore Catholic District School Board | Keewatin Patricia District School Board |
| Avon Maitland District School Board | Lakehead District School Board |
| Bluewater District School Board | Lambton Kent District School Board |
| Brant Haldimand Norfolk Catholic District School Board | Limestone District School Board |
| Catholic District School Board of Eastern Ontario | London District Catholic School Board |
| Conseil des écoles catholiques du Centre-Est | Near North District School Board |
| Conseil des écoles publiques de l'Est de l'Ontario | Niagara Catholic District School Board |
| Conseil scolaire catholique de district des Grandes-Rivières | Nipissing-Parry Sound Catholic District School Board |
| Conseil scolaire catholique du Nouvel-Ontario | Northeastern Catholic District School Board |
| Conseil scolaire catholique Franco-Nord | Ottawa Catholic School Board |
| Conseil scolaire catholique Providence | Ottawa-Carleton District School Board |
| Conseil scolaire de district catholique de l'Est ontarien | Peel District School Board |
| Conseil scolaire public du Grand Nord de l'Ontario | Peterborough Victoria Northumberland and Clarington Catholic District School Board |
| Conseil scolaire public du Nord-Est de l'Ontario | Rainbow District School Board |
| District School Board of Niagara | Renfrew County District School Board |
| District School Board Ontario North East | Simcoe County District School Board |
| Dufferin-Peel Catholic District School Board | Simcoe Muskoka Catholic District School Board |
| Durham Catholic District School Board | Sudbury Catholic District School Board |
| Durham District School Board | Superior-Greenstone District School Board |
| Grand Erie District School Board | Thames Valley District School Board |
| Greater Essex County District School Board | Toronto Catholic District School Board |
| Halton Catholic District School Board | Toronto District School Board |
| Halton District School Board | Trillium Lakelands District School Board |
| Hamilton-Wentworth Catholic District School Board | Upper Canada District School Board |
| Hamilton-Wentworth District School Board | Upper Grand District School Board |
| Hastings and Prince Edward District School Board | Waterloo Catholic District School Board |
| Huron-Superior Catholic District School Board | Waterloo Region District School Board |
| | Windsor-Essex Catholic District School Board |
| | York Catholic District School Board |
| | York Region District School Board |

FUNDERS

CESBA graciously acknowledges funding support from the Ontario Ministry of Education, Ministry of Labour Training and Skills Development and Ministry of Children, Community and Social Services.



PARTNERS AND AFFILIATES

CESBA would like to thank its partners and affiliates for their support and collaboration this year, without which the development of our projects and resources would not have been possible.

| | |
|---|---|
| Adult Basic Education Association of Hamilton | Literacy Ontario Central South |
| AlphaPlus | Metro Toronto Movement for Literacy |
| Canadian Association of Prior Learning & Assessment (CAPLA) | Mid North Network for the Coordination and Development of Adult Learning |
| Centre for Social Innovation | Northern Policy Institute |
| Centre franco-ontarien de ressources en alphabétisation (Centre FORA) | ONESTEP |
| Coalition ontarienne de formation des adultes | Ontario College Application Service |
| College Sector Committee for Academic Upgrading | Ontario Native Literacy Coalition |
| Community Literacy of Ontario | Ontario Nonprofit Network |
| Contact North | Ottawa Community Coalition for Literacy |
| Deaf Literacy Initiative | Peel-Halton-Dufferin Adult Learning Network |
| Laubach Literacy Ontario | Preparatory Training Programs, Toronto (Adult Learning and Employment Programs) |
| Literacy Link Niagara | Project READ Literacy Network Waterloo-Wellington |
| Literacy Link of Eastern Ontario | QUILL Learning Network |
| Literacy Link South Central | TESL Ontario |
| Literacy Network Northeast | |
| Literacy Network of Durham Region | |
| Literacy Northwest | |

CESBA STAFF



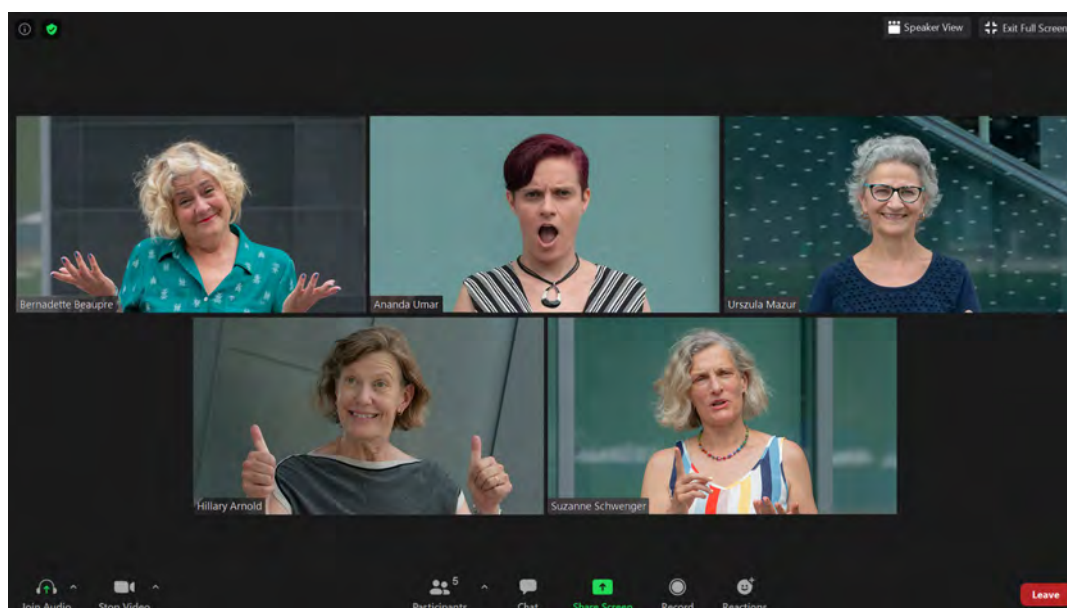
BERNADETTE BEAUPRE
Executive Director

SUZANNE SCHWENGER
Project Coordinator

HILLARY ARNOLD
Project Manager

ANANDA UMAR
Communications Specialist

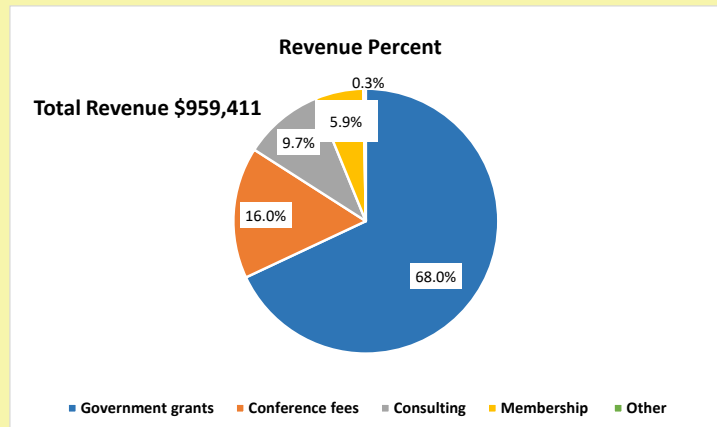
URSZULA MAZUR
Administrator/Project Coordinator



FINANCIAL STATEMENT

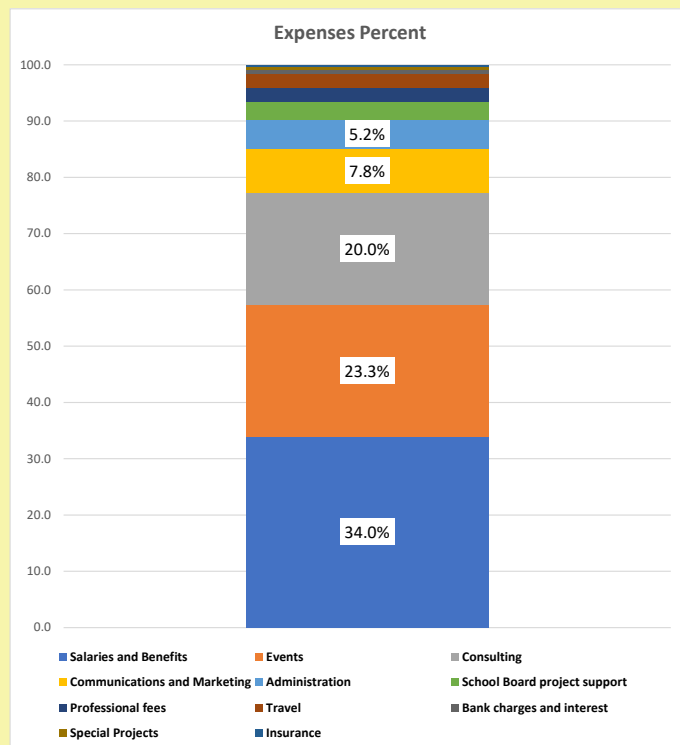
Revenue

| Total | \$959,411 |
|-------------------|-----------|
| Government grants | \$652,573 |
| Conference fees | \$153,979 |
| Consulting | \$93,541 |
| Membership | \$56,330 |
| Other | \$2,988 |



Expenses

| Total | \$969,710 |
|------------------------------|-----------|
| Salaries and Benefits | \$329,718 |
| Events | \$225,723 |
| Consulting | \$193,876 |
| Communications and Marketing | \$75,712 |
| Administration | \$50,647 |
| School Board project support | \$30,000 |
| Professional fees | \$24,104 |
| Travel | \$23,528 |
| Bank charges and interest | \$7,087 |
| Special Projects | \$6,448 |
| Insurance | \$2,867 |



*For the full financial statement, please visit www.cesba.com



Supporting Professionals. **Igniting** Learning.
Appuyer les professionnels. **Susciter** l'apprentissage.



www.cesba.com