



Annual Report

COLLABORATING FOR SUCCESS

2017-
2018

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CESBA 2017-2018 Annual Report

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MESSAGE FROM THE CESBA BOARD CHAIR AND EXECUTIVE DIRECTOR

Dear members, community partners and friends of CESBA,

As we reflect on CESBA's history of supporting and advocating for adult and continuing education, we are struck by the one thing that has not changed since 1999 (the date CESBA was incorporated): the needs of our members continue to be at the core of what we do. Our main objective is to identify and address the ever-changing competency needs of the administrators and staff that work in adult, alternative and continuing education programs in Ontario.

In addition to the core activities we deliver with the support of our members such as the annual conference, regional meetings, PLAR supports and the New Administrators In-Service training days, we presented several new activities this past year.

- Professional development for credit teachers in A&CE;
- Development and launch of an online Skills Inventory tool for LBS staff;
- The launch of a province wide campaign to promote the Ontario High School Diploma;
- New Pre-Conference days for staff in International Languages and one for School Board Superintendents and Directors of Education to help improve their knowledge of A&CE; and
- Bringing the Adult Education Strategy Table Partners together for them to share the important work they are doing with their regions to improve adult learner outcomes.

In the following pages you will read about our key programs and the strategic partnerships we have developed for the benefit of our members.

We are exceptionally proud of what we were able to achieve over the past year. We'd like to offer our most sincere thanks and appreciation to the CESBA committee chairs and their committee members – the chairs are: Jim Mackrory (Credit/PLAR/Guidance), Lou-Ann Best (ESL/FSL), Jean-Pierre Durette (Francophone), Keith Wan (IL), Melissa Friske (LBS) and Anita Plunkett and Dawn-Marie Brunet (PSW) for the leadership they provided our working groups.

We would also like to recognize our dedicated Board of Directors who generously volunteer their time and expertise to help CESBA fulfill its goals. Thank you to everyone for working with us to build a strong network of A&CE board staff that assist adult learners to reach new heights in their learning and career development processes!

We are excited to see what the future holds.



Jeff Moore
CESBA Board Chair



Bernadette Beaupre
CESBA Executive Director

WHAT WE DO

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.

We work collaboratively and engage with our school board members, community partners and funders to advance adult and continuing education in Ontario, and to prepare adults to enter or re-enter the workforce.

Our Mission

To provide adult, alternative and continuing education program staff working in Ontario's school boards with the knowledge, skills and abilities to assist learners in achieving their education and employment goals.

Our Objectives

- To provide A&CE professionals with the skills and knowledge necessary for effective leadership, supervision and advocacy of A&CE programs in a school board environment.
- To provide a forum for networking, collaboration and exchange of information, knowledge and exemplary practices related to A&CE for all CESBA members.
- To spread awareness and provide evidence to school board senior administration, relevant provincial and federal Ministries and departments, and regulatory and funding organizations about the positive impact of adult and continuing education delivered by Ontario school boards.
- To promote and recognize the core competencies unique to the administration of adult, alternative and continuing education in school boards across Ontario.

Our Work

Government Relations

We spread awareness to help boost support and inform policy around adult and continuing education.

Professional Development

We provide valuable learning opportunities to assist adult and continuing education program staff in their work.

Networking

We give CESBA members the opportunity to interact, exchange information and develop contacts with other professionals working in the adult and continuing education sector.

Resource Development and Knowledge Sharing

We develop useful tools and resources to build capacity and foster the exchange of knowledge and expertise between members and professionals.



ACCOMPLISHMENTS AT A GLANCE

GOVERNMENT RELATIONS

CESBA works closely with our government partners to effectively represent adult and continuing education at the highest levels. CESBA's unique position allows us to participate in government-lead committees and provide input into policy developments, making sure that the collective voice of our members is heard.



Ministry staff attend the CESBA Annual General Meeting in October 2017.

Adult Credit Education Strategy (ACES) Days

As part of the Ministry of Education's Adult Credit Education Strategy, CESBA hosted province-wide Adult Credit Education Strategy days with representatives from each regional partnership table and from the Ministry of Education and the Ministry of Training, Colleges and Universities. These meetings allowed the partnership tables to share their work in regionally-coordinated access to programs, and to exchange knowledge in their strategies and methodologies.



James Michaud from the North East Regional Partnership for Adult Education presents at the Adult Credit Education Strategy Day in January 2018.

What participants said:

"I am much more aware of what is happening in ACES groups across the province."

"Sharing of challenges and how to overcome them was very useful to our learning and approach."

Lifelong Learning Advisory Committee (LLAC)

CESBA was pleased to participate in the first Lifelong Learning Advisory Committee (LLAC) meeting this year, which was held to officially establish the LLAC and to identify members' expectations, as well as review and discuss feedback on the Ministry of Training, Colleges and Universities' discussion paper *Strengthening Ontario's Adult Education System* (2017).

The LLAC was established by the Ministry of Training, Colleges and Universities (MTCU), the Ministry of Education (EDU), and former Ministry Citizenship and Immigration (MCI), as well as the Ministry of Children, Community and Social Services (MCCSS) to work with stakeholders and adult learners to design and implement an improved adult education system in Ontario.

CESBA releases response paper to the Adult Education Consultation

In January, the Ministry of Training, Colleges and Universities, former Ministry of Citizenship and Immigration and the Ministry of Education released the consultation paper *Strengthening Ontario's Adult Education System*. CESBA collected feedback from school board members and issued a formal response to the consultation and discussion paper. The response reflected our members' expertise and rich insight into the adult education system in Ontario and provided important information and examples for improving it.

*"Thanks for all you do to support
Con Ed programs, including ESL!
It's so good to have a strong voice
advocating and communicating
on our behalf."*

– Janet Waito, Program Manager,
English Language Program, Waterloo
Catholic District School Board



Erin McGinn, Assistant Deputy Minister for the Highly Skilled Workforce Initiative (MTCU), speaks at CESBA's Annual General Meeting.

PROFESSIONAL DEVELOPMENT

There is increasing demand for professional development opportunities for adult and continuing education program staff so that school board professionals can expand their skills and knowledge. From workshops to webinars, CESBA strives to give members practical tools and skills that they can directly apply to their roles. They in turn prepare adults to enter or re-enter the labour force.

In-Service for New Administrators

This two-day professional learning opportunity is held annually for principals and vice-principals new to adult and continuing education, giving administrators valuable information for their roles. Key issues and topics pertinent to leading strong A&CE programs were presented, such as Prior Learning Assessment and Recognition (PLAR) for Mature Students, adult-centred program design, operations, funding and reporting, and planning considerations. This event brings together both new and seasoned administrators as part of the New Administrators Mentorship Program, where Principals and Vice Principals who are new to A&CE are matched with experienced administrators who can share their knowledge and expertise in a mentoring capacity. The evaluation survey indicated that over 90% of participants found the two-day In-Service significantly or extremely valuable.

"This year's session REALLY helped me greatly [...] PLEASE keep doing the New Administrators Sessions for new people!"

– In-Service participant

"Thank you folks! I had no clue what I was doing until the New Administrators session [...] that moved me forward immensely. The explanation of the registers is critical..."

– In-Service participant

More than 60% of current adult and continuing education administrators have been in their role for less than 3 years.



Administrators participate in CESBA's annual In-Service training.

Enrolment Reporting Initiative (ERI) Webinar

This webinar, facilitated by the CESBA ERI Committee, was held in January 2018 for lead school board personnel responsible for electronic reporting to OnSIS. With presentations from Ministry of Education staff as well as reporting platform vendors, this webinar offered information about collecting, analyzing and reporting data; implementing the necessary technology; and developing processes, tools and services for timely, accurate and complete registers.

PLAR for Mature Students Assessors Training

CESBA held a two-day workshop in February 2018 for new PLAR for Mature Students Assessors. New assessors were matched with mentors to assist in the learning process and had the opportunity to meet and network with other assessors. All participants came away with valuable resources and information. This workshop was part of the PLAR for Mature Students Mentor-Mentee Program, where new PLAR assessors are matched with an experienced assessor for the school year.

"It is always beneficial to have a 'go-to' person to answer questions and provide direction. Our mentor was very willing and available to assist as needed."

– PLAR Assessor Mentee

"My questions were answered in a timely manner and I always felt I had the support to continue to learn about PLAR and how to do my job as a new guidance teacher for adult ed."

– PLAR Assessor Mentee

"I will be able to start doing assessments with the foundational knowledge."

– PLAR Assessor Mentee



PLAR Assessors take part in the PLAR for Mature Students training in Toronto in February 2018.

HANDS ON, SKILLS UP! Employment-Related Experiential Learning in Ontario's Literacy and Basic Skills (LBS) Organizations Webinar

This webinar was hosted in partnership with Community Literacy of Ontario and focused on employment-related experiential learning opportunities in LBS programs in Ontario. Participants learned about the benefits and challenges of employment-related experiential learning in LBS as well as support needs and research outcomes.

New Professional Development (PD) Day for Adult Education Credit Teachers

CESBA was pleased to host its first Professional Development Day for Adult Education Credit Teachers on April 10, 2018 in Toronto. Forty-seven attendees had the opportunity to network with colleagues and attend sessions presented by the Ministry of Education on Experiential Learning, Education and Career/Life Planning, Assessing Global Competencies, and Responding to Learners Needing Additional Support in Literacy. The PD day was very well received, with many of the participants identifying professional development as an ongoing need for those in adult education. Over 95% of participants agreed that providing regular professional development opportunities for continuing education teachers will improve the learning experience of adult students.

"The presenters in break-out sessions were excellent. They provided clear explanations on their topics with relevant activities to solidify a better understanding."

– Teacher PD Day participant

"This was great, this is a PD session that has been missing. Adult education needs more of these!"

– Teacher PD Day participant



Over 85% of Teacher PD Day participants reported meeting and networking with other continuing education teachers to be extremely or very valuable.

NETWORKING

Providing regular in-person networking opportunities for our members is an important part of CESBA's work, giving school board sector staff time to learn from each other, exchange ideas and discuss common issues and challenges in adult and continuing education. It also allows staff from across the province to come together and collaborate to improve programs and solve problems.

Regional Meetings

School board staff come together from across the province to participate in regional meetings. The four provincial regions – North, West, East and Central – hold meetings two to three times per year to connect with colleagues in other boards in their area to discuss region-specific issues in adult and continuing education, hear updates from CESBA and from government staff, and provide input and feedback into new and upcoming initiatives.



Eric Dallin talks about the TDSB's Personal Trainer Program at the CESBA Central Regional Meeting.



Linda Standt, Director of Education, LDCSB, Len Noens and Tim Deslippe, LDCSB attend the CESBA West Regional Meeting on June 16, 2017.



 **Lorraine Linton** @TDSB_Lorraine
Apr 21, 2017
Karen Falconer speaking at CESBA's regional meeting at Yorkdale Secondary! @kgfalcon @CESBAOntario @TDSB_ConEd



 **OCWI - COIE** @OCWI_COIE
Jan 24 · DoubleTree by Hilton

Open discussion @CESBAOntario #CESBANorth regional meeting - "What are some solutions for giving access to high school diplomas to everyone?" #Adultedu #onted



Personal Support Worker (PSW) Work Day

CESBA hosted a training day for program staff working in school board-run Personal Support Worker programs. This day allowed program leads to connect with each other in person to learn from one another and discuss shared issues. The day included a discussion of classroom best practices, an update on reaccreditation and Ministry of Health regulations, and a workshop on how to support students with anxiety. Participants strongly agreed that the training day had a positive impact on their current role and that the information and resources received were practical and useful. Participants also noted the need for more time allocated to professional development.

RESOURCE DEVELOPMENT & KNOWLEDGE SHARING

From online tools to promotional materials, CESBA helps fill the need for practical resources to build capacity within the adult and continuing education sector and facilitate knowledge exchange.

Action Research Projects

With the scope of helping school boards improve outcomes for adult learners in credit programs, CESBA funded 18 school board research projects in four key areas of A&CE: role of PLAR for Mature Students in credit accumulation; information, intake, assessment and referral; career counselling, guidance and pathway planning; and flexible delivery of programs and services.

80% of participants at the Action Research Day reported the event as being extremely valuable or very valuable.

Participating school boards attended an in-person work day in November 2017 to learn how to create a research plan with their board teams. Staff were able to draft research questions and provide feedback to other boards, and teams had the opportunity to connect with other boards working on similar areas of focus. This research activity provided school boards with the opportunity to do in-depth analysis into various aspects of school improvement planning and was supported by access to external expertise in research methodology, data analysis and data presentation.

Poster summaries of the completed research projects were produced and shared with colleagues at the Action Research Symposium and posted to the CESBA website.



Board teams shared ideas and comments on draft research questions during the Action Research Day.



RCDSB Cont Ed Dept @Cont_Ed_Dept

May 18, 2017

Great day in TO presenting our research project on intake, info., assessment and referral to other Adult Ed. programs @RCDSB @CESBAOntario



Denise Baxter @DeniseBaxter11

May 18, 2017

@LakeheadSchools #LAEC Thomas Crittall engaged in conversation @CESBAOntario Re: Action Research to support Adult Learners #LPStb #tbay

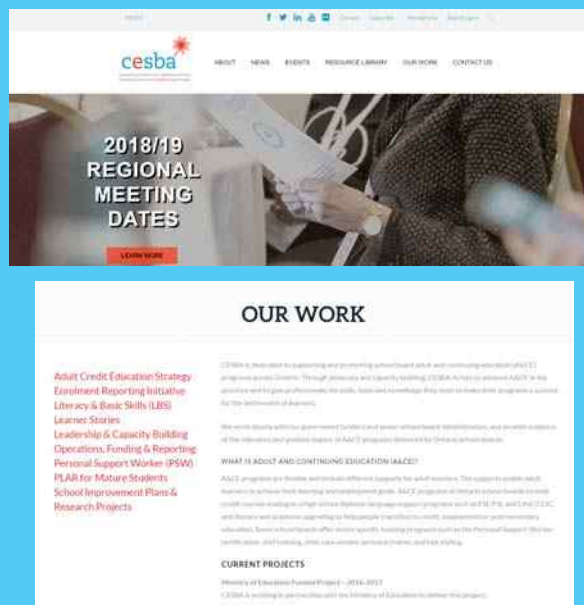
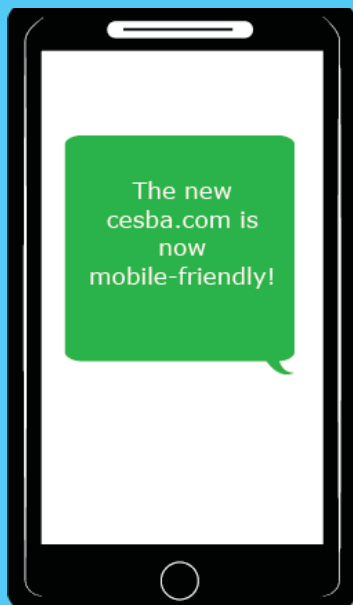


CESBA launches the new www.cesba.com!

In November 2017, the CESBA website got a much-needed makeover. The newly redesigned and updated website at www.cesba.com is mobile-friendly and features simplified navigation, improved search-ability and provides clearer messaging of who we are and what we do. The new Our Work section makes it simple to find relevant information about CESBA's various projects and initiatives, and we added a News page so that our members and stakeholders can easily stay up-to-date with CESBA's work.

We also improved the online Resource Library, making it easier to search for documents such as reports, tools, templates, manuals, presentations, webinars and guidelines designed to help staff in their work.

The CESBA website had over 5,500 visitors and more than 33,500 pageviews in 2017-2018!



Multilingual PLAR for Mature Students Promotional Videos for Newcomers

To help raise awareness of the Prior Learning Assessment & Recognition (PLAR) for Mature Students program offered by school boards, CESBA created a new promotional video geared towards newcomers to Ontario. The videos are available in English and French with multilingual subtitles in a further six languages: Spanish, Tagalog, Urdu, Simplified Chinese, Punjabi and Arabic. The videos highlight the benefits of PLAR and how eligible learners can obtain credits for their work and life experiences. School boards and partner agencies that work with newcomers can download the videos from CESBA's website to post to their own websites and social media accounts. The videos have had nearly 1,000 views on CESBA's YouTube channel alone!



PLAR for Mature Students promotional video 2017 - New to Ontario (Punjabi subtitles)

Updated LBS Practitioner Training Website

In June 2017, CESBA launched the newly updated Literacy & Basic Skills (LBS) Practitioner Training website at lbs.cesba.com. The updated training modules, intended for new LBS practitioners and managers, are easy follow and understand. The fun and interactive modules are also aligned with the Ontario Adult Literacy Curriculum Framework (OALCF) milestones and culminating tasks. Users receive a certificate of completion at the end of the course modules.



Bilingual postcards were created to promote the new multilingual PLAR videos.



Community Literacy @Love4Literacy
Aug 9, 2017

Looking for a great resource? Check out @CESBAOntario's newly updated LBS Practitioner Training website: lbs.cesba.com

MTML @MTMLTorontoYork
Jul 6, 2017

Thanks for this great #literacy resource @CESBAOntario!

CESBA @CESBAOntario

CESBA has launched the updated LBS Practitioner Training website, designed for practitioners & managers new to LBS: <https://t.co/mjjs5au2To>

LiteracyLink @LiteracyLinkSC
Sep 27, 2017

New to the #literacy field? If so, welcome! Check out these new practitioner training courses from @CESBAOntario lbs.cesba.com

Keeping professionals informed through *CESBA Express Mail*

CESBA's monthly e-newsletter, *CESBA Express Mail*, provides more than 1,000 subscribers working in adult and continuing education with the latest CESBA and sector-related news, resources, information and events. We summarize key developments in A&CE including policy changes, government initiatives, advocacy efforts, professional development opportunities, labour market information and partner agency updates.

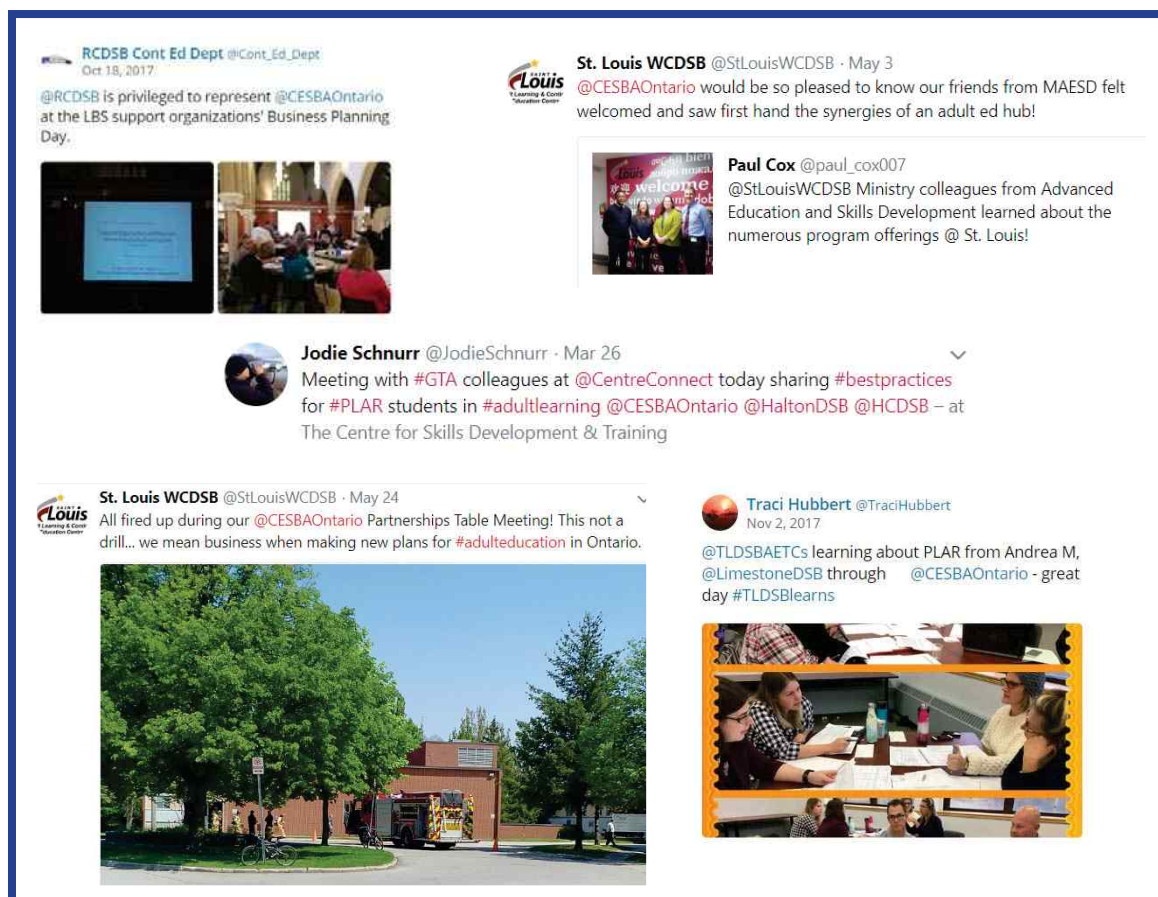
Connecting through digital platforms



CESBA continued to reach out to members and supporters through its social media channels – Facebook, Twitter and LinkedIn – to provide real-time updates on CESBA initiatives as well as share relevant partner agency and government updates. CESBA also used its social media accounts to share relevant news articles on education and the labour market from media outlets, as well as photos, news and campaigns from school boards and community partners.

There was a significant increase in followers and page views across CESBA's social platforms, including YouTube and our new Flickr account!

Tweeting
it
out!



Promoting the Ontario High School Diploma

In August 2017, after launching a Request for Proposals, CESBA's High School Diploma Promotion Campaign Committee hired strategic marketing agency Ramp Communications to take the lead on launching a brand-new awareness campaign to promote the Ontario Secondary School Diploma (OSSD), or Ontario high school diploma. Throughout the fiscal year, Ramp and CESBA staff gathered feedback from our members to help determine the direction and messaging of the campaign and to identify the necessary elements to make it successful. Creative concepts were produced and feedback was gathered from current adult learners in focus groups in three regions, as well as through an online survey.



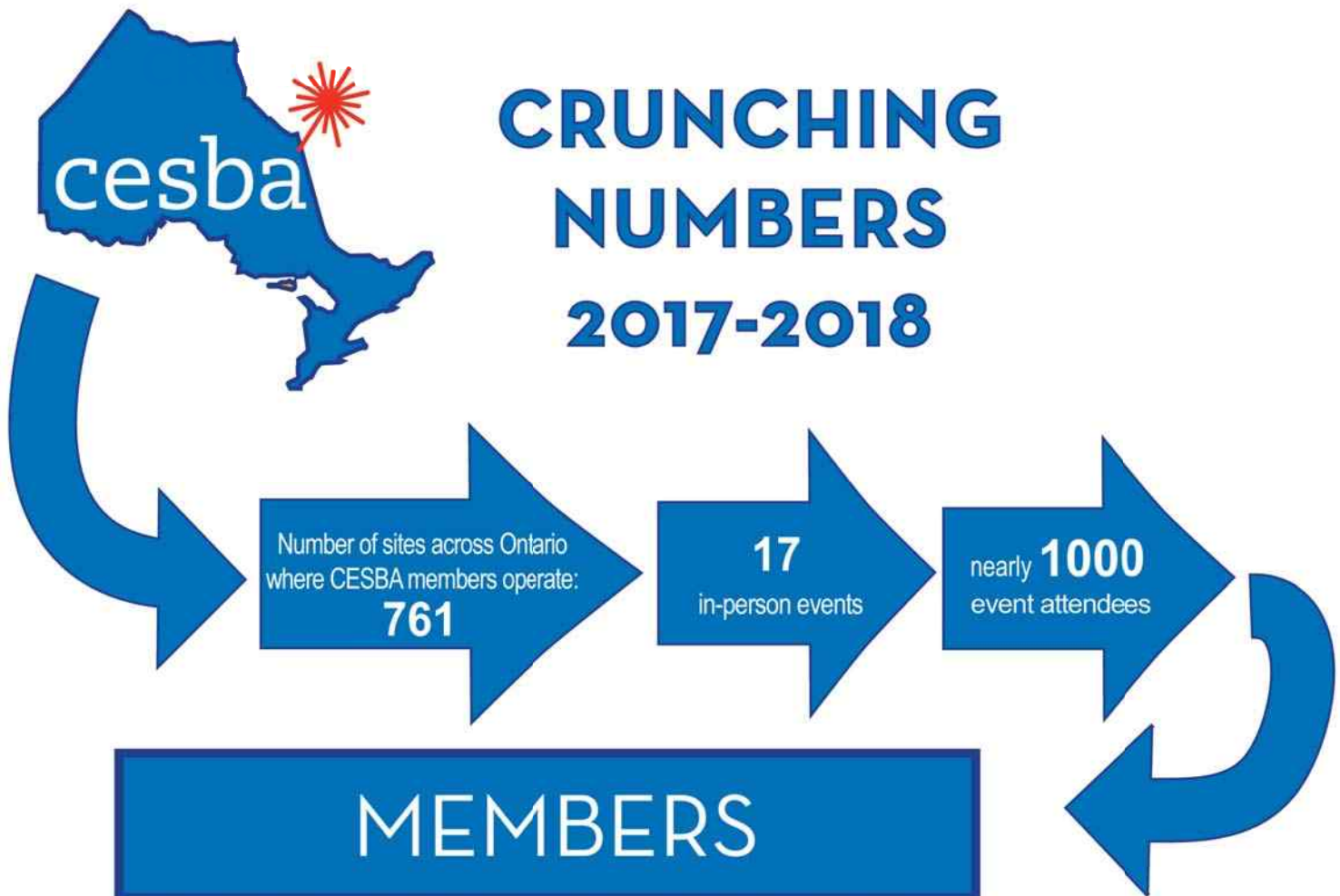
The goal of the campaign, which is scheduled to launch in Fall 2018, is designed to encourage working-age Ontarians who did not complete their secondary school education to get their high school diploma through their local school board. The campaign will include, among other elements, a microsite with key information, digital advertisements, and a campaign toolkit for boards to personalize for their regions and audiences.



CALC Adult @CALCadult · May 11

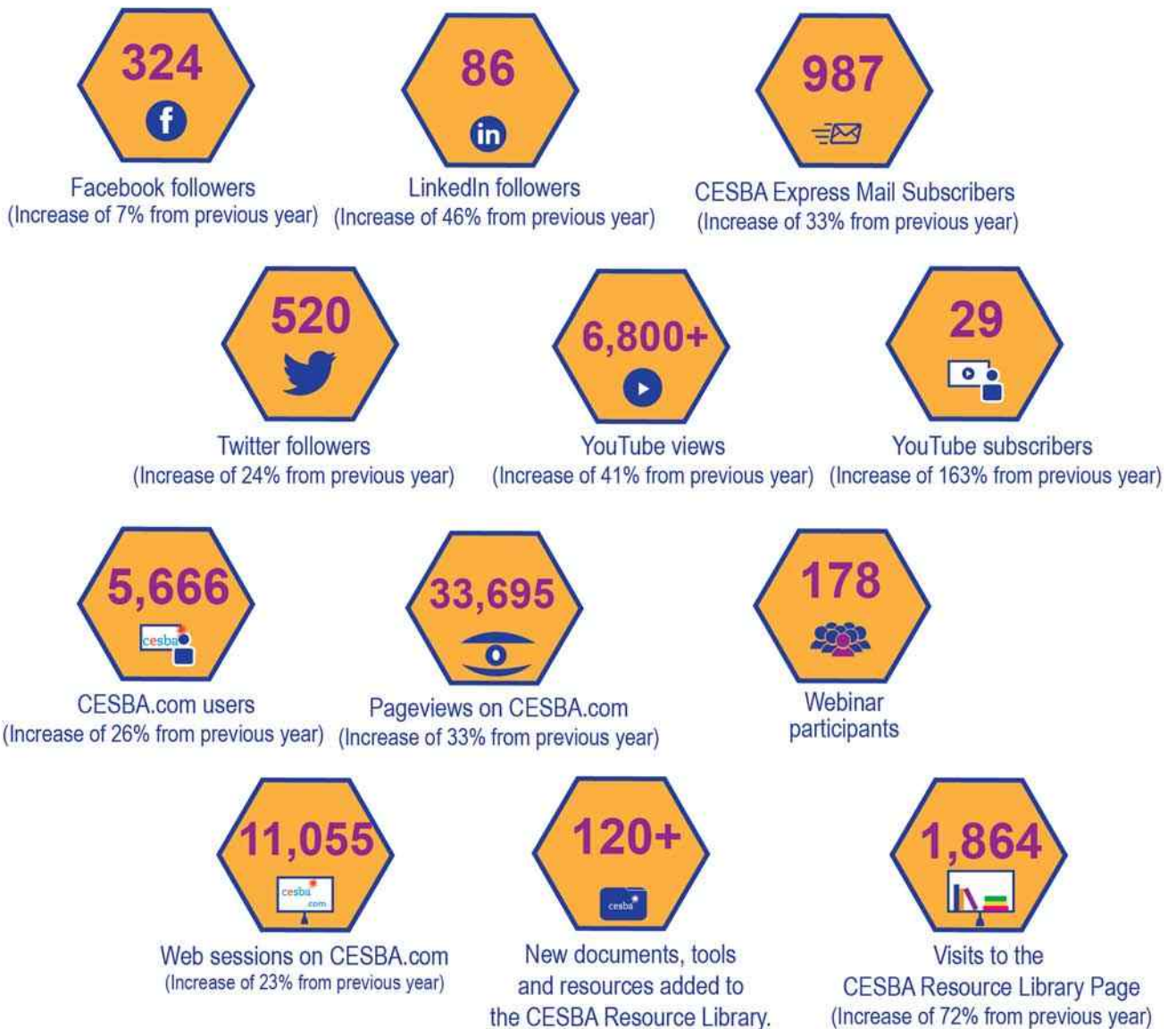
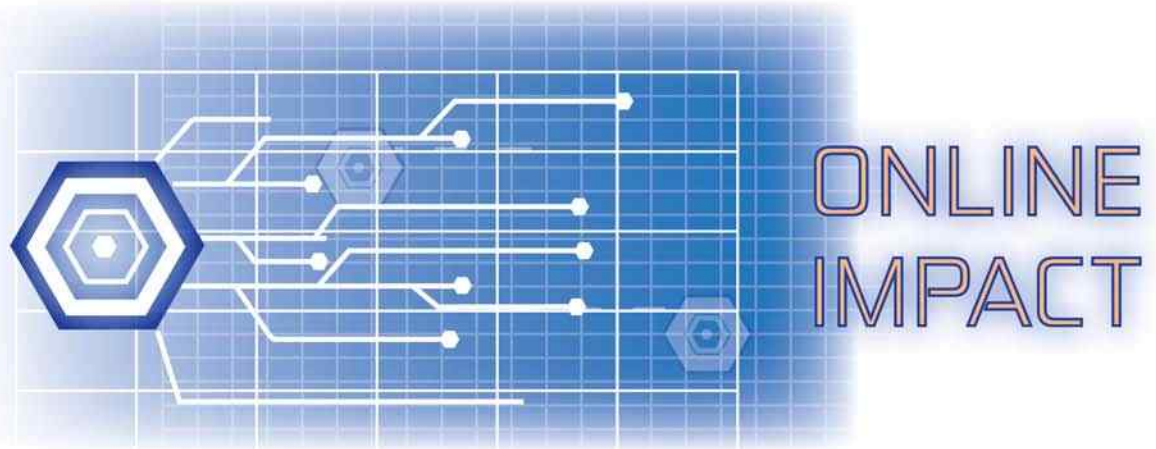
@CALCadult learners participated in focus group for @CESBAOntario today. Shaping adult ed for the future. @kgfalcon @curtisennis10





CESBA MEMBERS 2017-2018

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



2017 CONFERENCE

Paths to Success: Improving Learner Options & Pathways



CESBA hosted its annual Conference on November 30 and December 1, 2017 in Toronto. More than 300 professionals working in the adult and continuing education sector came together to share best practices and knowledge around A&CE in the province, including administrators, program coordinators/managers, guidance

counsellors and teachers. The Conference featured three learning streams: Strategic Planning and Program Development; Service Coordination/ Pathway Planning; and New Technologies. Nearly thirty breakout sessions were facilitated, offering learning on topics such as Optimizing the Inter-Generational Relationship in Today's Workforce; Tracking Student Success; and Open Data in Education. Six Guided Network Committee Sessions allowed for further discussion and knowledge sharing in key areas of A&CE.

The keynote address by Keith Neuman (Executive Director, Environics Institute) on *Canadian Millennials: Social Values and Life Aspirations* was thought-provoking and very well received. Additionally, the agenda featured a Government Panel Policy Discussion led by Sunil Johal (Policy Director, Mowat Centre School of Public Policy and Governance, University of Toronto) as well as a speech by The Honourable Mitzie Hunter, former Minister of Education.

Participant evaluations showed that once again, the CESBA Conference was a resounding success: 84% of respondents indicated that the Conference offered a good variety of relevant workshops, and the same number thought the workshops were of high quality. Over 92% of respondents thought the variety of workshops was very good to excellent. In total, 92% of respondents felt that the overall Conference was a success.



CESBA Board of Director Julie Bodiam (UGDSB) was the bilingual Conference emcee.



Caricaturist Ben Percic adds some artistic flair to the Mix & Mingle.



CESBA Executive Director Bernadette Beaupre addresses conference attendees.



Keynote speaker Keith Neuman enlightens Conference attendees about the different Millennial groups.



The Honorable Mitzie Hunter (then Minister of Education) joins CESBA ED Bernadette Beaupre and CESBA Board Chair Jeff Moore (HWDSB) after speaking to CESBA 2017 attendees.



Shelley Mayer, President of Ramp Communications, walks Conference attendees through the High School Diploma Promotion Campaign strategy.



Sunil Johal moderates the government policy panel

<p>What participants said:</p>	<p><i>"This was an invaluable opportunity to learn more about the challenges faced by educators of adults in the province. I cannot wait to share resources and grow from their expertise and experiences."</i></p> <p><i>"Overall, I found the conference to be most valuable. I will be begging my principal to let me attend in future years. Thank you for providing such a rich environment of engaging sessions and people to engage with."</i></p> <p><i>"Again, thanks to CESBA for organizing this conference. For those of us in small and rural boards with limited resources and staff, CESBA is a critical partner in supporting our alt/adult and con. ed. programs."</i></p> <p><i>"This was my first CESBA conference and I very much appreciated the opportunity to connect with colleagues and learn from them."</i></p> <p><i>"I enjoyed spending time with my Francophone colleagues to better understand the responsibilities and how to overcome the challenges specific to Francophones. I liked all the presentations, very well organized and the bilingual Emcee was much appreciated."</i></p> <p><i>"The growing number of Francophone representatives is mainly due to CESBA's efforts to support French-speaking delegates."</i></p>
<p>What did participants learn?</p>	<p><i>"Improved understanding of funding, in particular facilities funding tied to adult education, improved understanding of the granting of equivalent credits for mature PLAR, a better appreciation for the millennial generation."</i></p> <p><i>"Ideas to build capacity in our LBS program. "</i></p> <p><i>"Interesting ideas shared about regional strategies that allow for more collaboration between boards."</i></p> <p><i>"The importance of experiential learning opportunities."</i></p> <p><i>"Understanding what drives millennials, new methods for assessment, and the importance of the digital paradigm are all areas that will help me in my work."</i></p> <p><i>"How to incorporate indigenous culture in all aspects of school, understanding millennials, an increased awareness and understanding of the Adult Education Strategy."</i></p>



 **CERIC @ceric_ca**
Dec 1, 2017

Are robots coming to take our jobs? @JohalSunil @MowatCentre talking to 300 @CESBAOntario delegates about how #AdultEd can prepare learners for new world of work #CESBA2017



 **Mitzie Hunter @MitzieHunter**
Dec 3, 2017

Adult Education is a key component to #OntEd to remain competitive for the century ahead. Thanks to @CESBAOntario for having me at your annual conference.



 **Continuing Education @TDSB_ConEd**
Dec 1, 2017

Grateful for colleagues who become friends 🙏 Thanks for encouraging me to present at this years @CESBAOntario 2017 conference. @Namita_Aggarwal! Great experience! #CESBA2017



 **Linda Meulenbroek @LMeulenbroek**
Dec 1, 2017

Thank you @CESBAOntario for the opportunity to learn and share our learning! A big thanks to @amy_macaulay for being my co-presenter and co-learner on this journey! @StNicholasAdult #cesba2017

Pre-Conference

Nearly 250 people attended the one-day CESBA Pre-Conference on November 29, 2017. The day allowed for sector-specific program groups to discuss common issues and share best practices and knowledge, while guest facilitators delivered a variety of learning sessions. In addition to PSW, LBS, ESL/FSL and Francophone groups, this year saw the introduction of three new Pre-Conference sessions for International Languages, a learning session for Superintendents, and a first-ever Guidance Camp!



Guidance Camp at the CESBA Pre-Conference, based on a Google Camp format, allowed participants to create and vote for what sessions would take place.



Peter Atkinson, former Superintendent at OCDSB, held a special Pre-Conference session for directors of education and superintendents on promoting adult and continuing education.



ESL/FSL Pre-Conference Day participants

"The Pre-Conference day was outstanding and motivational interviewing was very useful."

"Guidance Camp was a wealth of info."

OUR PEOPLE

THE CESBA BOARD OF DIRECTORS

CESBA is governed by a Board of Directors, made up of individuals who work in the A&CE sector. The Board uses a Policy Governance model, which ensures that the organization is inclusive, transparent and accountable to its members and its funders. The Board is committed to addressing the needs of its members and bringing key issues related to A&CE to the attention of the government, stakeholders and decision-makers.

CESBA Board of Directors 2017-2018

Jeff Moore, Chair – Hamilton-Wentworth DSB
 Jean-Pierre Durette, Co-Chair – CSC du Nouvel-Ontario
 Julie Bodiam, Director – Upper Grand DSB
 Shirley Graham, Director – Ottawa Carleton DSB
 Len Noens, Director – London District Catholic SB
 Tammy Rodaro, Director – Simcoe County DSB
 Ed Stavnitzky, Director – DSB Niagara
 Jim Wilson, Director – Durham Catholic DSB



The CESBA Board of Directors, CESBA ED and Administrator take part in the annual Board retreat.

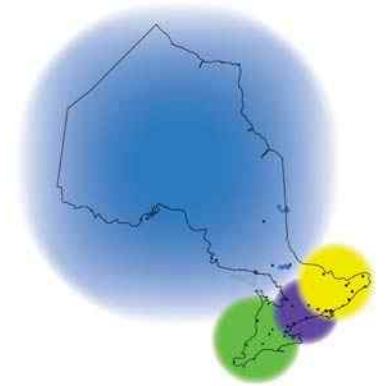


*Standing left to right: Shirley Graham, Jeff Moore, Julie Bodiam, Jim Wilson, Ed Stavnitzky, Jean-Pierre Durette
 Seated left to right: Bernadette Beaupre (CESBA ED), Len Noens, Tammy Rodaro*

MEMBERS

Nearly 60 school boards across the province are members of CESBA, which represent more than 600 program staff working in adult, alternative and continuing education. With a range of programs from credit courses, to English as a Second Language, to essential skills training, CESBA members support over 300,000 learners each year, ensuring that they not only receive the highest-quality education and employment preparation, but that they are able to access the necessary supports and services to reach their education, employment and life goals. CESBA members are part of a larger network of community partners and agencies, all working together to build healthy, vibrant communities in Ontario.

CESBA is immensely proud of the work its members do, and the organization in turn acts as the voice of our members, pushing for growth, advancement and awareness of A&CE in Ontario's school boards. We work hard to ensure that our members are kept up-to-date of important policy changes while also keeping feedback channels open so that staff can feel informed and engaged in all processes, projects and initiatives. CESBA uses its strength in numbers to make sure that our collective voice is heard at the highest levels of government.



"Thank you for the support. It has been a fabulous year and CESBA has been a very beneficial resource."

– CESBA member

"Thank you for your support CESBA. What a great organization!"

– CESBA member

CESBA thanks all our valued members for their continued support in 2017-2018.

PROJECT COMMITTEES

CESBA's project committees provide strategic direction and support for each of the main areas of adult and continuing education. Committees are made up of A&CE sector staff who volunteer their time in taking a provincial leadership role and work collaboratively with CESBA staff and the Board of Directors.

Adult Credit/PLAR Committee

Committee members: Jim Mackrory, Chair (HWDSB), Joanne Docherty (Durham DSB), Paul Henry (CSCNO), Angela Jarrett (HWDSB), Andrea Murphy (Limestone DSB), Brenda Steffler (WCDSB)

Conference Planning Committee

Committee members: Marion Dixon (SCDSB), Jim Mackrory (HWDSB), Cheryl Stewart (GEDSB)

English and French Second Language (ESL/FSL) Committee

Committee members: Lou-Ann Best, Chair (Peel DSB), Sheila Carson (TVDSB), Shirley Graham (OCDSB), Erin Jones (AMDSB), Wanda Komorowski (Halton DSB), Michelle Lingard (ALCDSB), Laura Wyper (ADSB)

Enrolment Reporting Initiative Committee

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

High School Diploma Promotion Campaign Committee

Committee members: Ivan Filion (formerly Cambrian College), Jim Mackrory (HWDSB), Shilpa Mehta-Jones (DSB Niagara), Len Noens (LDCSB)

International Languages (IL) Committee

Committee members: Keith Wan, Chair (DCDSB), Whitney Deveau (TDSB), Lesya Granger (CECCE), Dorota Jakubowska (DPCDSB), Brunella Trinca (DPCDSB)

Le Groupe des affaires francophones (Francophone Affairs Committee)

Committee members: Jean-Pierre Durette, Chair (CAVLFO) and representatives from the Francophone school boards: CECCE, CSDCEO, CEPEO, CSCD des Grandes Rivières, CSCD des Aurores boréales, CSP du Grand Nord de l'Ontario, CSC Franco-Nord, CSC du Novel-Ontario, CSP du Nord-Est de L'Ontario, CSC MonAvenir, CSC Providence and CS Viamonde.

Literacy & Basic Skills (LBS) Committee

Committee members: Melissa Friske, Chair (RCDSB), Christine Hendrie (HWDSB), Daphne Lane (UCDSB), Charlotte Parliament (SCDSB)

LBS Online Assessment Tool Advisory Committee

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

Northern Advisory Committee

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

Personal Support Worker (PSW) Committee

Committee members: Dawn Marie Brunet - Chair (SCDSB), Rebecca Cooper (SCDSB), Bernadette Glover (TDSB), Andrea Goundon (DCDSB), Yvette Laroque (CEPEO), Karen Mayer (ALCDSB), Anita Plunkett (CDSBEO), Michelle Sharpe (Limestone DSB), Rivie Sieberg (YRDSB), Deb Siebert (LKDSB), Monique Smith (Peel DSB), Lisa Zandenbourg (LKDSB)

Personal Support Worker (PSW) Program Accreditation Committee

Committee members: Shirley Graham, Chair (OCDSB), Rebecca Cooper (SCDSB), Paul Cox (WCDSB), Arwen Long (PSW Accreditation Administrator and Assessor, consultant), Karen Mayer (ALCDSB), Rivie Sieberg (YRDSB), Alissa Weir (TDSB)

Personal Support Worker (PSW) Strategic Action Committee

Committee members: Shirley Graham, Chair (OCDSB), Rebecca Cooper (SCDSB), Paul Cox (WCDSB), Arwen Long (PSW Accreditation Administrator and Assessor, consultant), Karen Mayer (ALCDSB), Rivie Sieberg (YRDSB), Alissa Weir (TDSB)

FINANCIAL STATEMENTS

Revenue

	\$	Percent
Government grants	\$837,175	76.8%
Conference fees	\$121,194	11.1%
Administration Fees	\$78,399	7.2%
Membership fees	\$52,178	4.8%
Other	\$1,036	0.1%
Total	\$1,089,982	100.0%

Expenses

	\$	Percent
Salaries and Benefits	\$331,458	33.0%
Events	\$273,887	27.3%
Consulting	\$201,015	20.0%
School Board project support	\$71,710	7.1%
Administration	\$45,277	4.5%
Professional fees	\$25,962	2.6%
Communications and Marketing	\$24,333	2.4%
Travel	\$23,580	2.3%
Bank charges and interest	\$4,328	0.4%
Insurance	\$3,007	0.3%
Total	\$1,004,557	100.0%

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

FUNDERS

CESBA graciously acknowledges funding support from the Ontario Ministry of Education, the Ontario Ministry of Training, Colleges and Universities and the Ontario Ministry of Citizenship and Immigration.



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.

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

CESBA STAFF



Hillary Arnold, Brittany Howlett, Urszula Mazur, Bernadette Beaupré, Suzanne Schwenger

HILLARY ARNOLD
Project Manager

BERNADETTE BEAUPRÉ
Executive Director

BRITTANY HOWLETT
Communications Specialist

URSZULA MAZUR
Administrator/Project Coordinator

SUZANNE SCHWENGER
Conference/Project Coordinator

**Lori Neale was Project Coordinator until January 2018*



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