



Moving ahead. Together. | Aller de l'avant. Ensemble.

Eastern Townships School Board

Annual Report 2016-2017

Message from the Chairman & the Director General

The 2016-2017 school year brought with it some important changes for boards across Quebec, including the Eastern Townships School Board (ETSB), with the adoption of Bill 105, a legislation that modifies the powers and governance of school boards. The most significant at the governance level is voting rights for parent commissioners and their subsequent recognition as equal members of the council under the law. Other changes relative to earlier legislation include maintaining the existing territory of school boards, confirming the continued existence of elected school commissioners, and retaining council authority and accountability for resource allocation.

In the fall of 2016, the report “Responding Better to the Needs of the Linguistic and Cultural Communities in Estrie” was deposited. In the report, areas of concern were highlighted about the preparedness of Anglophone youth aged 0-5. Although the report did highlight issues that we were not already aware of, it did help to reaffirm our work and commitment in the areas of early intervention.

On a more positive note, the ETSB continues to see gradual growth in our student population compared to many other school boards that have a declining enrollment. Our International Student Program, now in its eighth year, is welcoming students from more countries and has expanded into the vocational training sector. This has not only positioned the ETSB as an educational leader on the international stage, but has helped to

bolster the numbers in our high schools and centres.

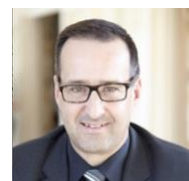
This past year, the ETSB took on a leadership role amongst its colleagues across the province by hosting the Annual PRODEDE conference for the Provincial Organization of Continuing Education Directors in the fall of 2016. In May 2017, the ETSB hosted the Annual AAESQ and QESBA Spring Conference which brings administrators and commissioners from the nine English school boards together. At each of these conferences, the ETSB was able to not only organize informative and thought-provoking conferences, but also took the opportunity to showcase the excellent work of our students and staff

In closing, the 2016-2017 school year was not without its challenges, and there is still more work to be done to ensure that our students are successful and leave our schools and centres with the best possible educational experience we can offer them. In reflecting back on the year and in looking towards the future, we are more convinced than ever that with the dedication shown by our teachers, professionals, support staff and administrators, and by all working together, our students will benefit from their



Michael Murray,
Chairman

time
spent
with the
ETSB.



Christian Provencher,
Director General

Council of Commissioners



Michael Murray
Chairman



Gordon Barnett
Lennoxville



Claire Beaubien
Ward 6*



Daniel Brodie
Magog



Richard Gagnon
Lac Brome



Gary Holliday
Richmond



Joy Humenuik
Farnham**



Mary-Ellen Kirby
Ward 19***



Frank MacGregor
Sherbrooke



Alice McCrory
Waterloo/Granby



Tina Pezzi-Bilodeau
Danville/Drummondville



Gregg Thomson
Cowansville



Mary Gilman
Parent
Commissioner



Paul Laberge
Parent
Commissioner



Ken Waterhouse
Parent
Commissioner

Cindy Véronneau
Parent
Commissioner



Ayer's Cliff/North Hatley/Stanstead*
Vice-Chairman**
Bury/Cookshire/Sawyerville***

The Council held nine regular and two special meetings. Here are some highlights of the decisions made:

- Request for additional space and a gymnasium for Drummondville Elementary School;
- Approval of the Policy on Health and Safety on School Board Premises;
- Division of the ETSB territory in electoral wards;
- Approval of the Deeds of Establishment;
- 3-Year Plan of Allocation and Destination of Immovables;
- Criteria for the Enrollment of Students of the Eastern Townships School Board for the 2017-2018 School Year;
- Approval of the 2017-2018 School Year Calendar;
- ETSB – Indoor Air Quality Policy;
- Building of a *piste multifonctionnelle* – Route 108;
- Confirmation of the Schools and Centres Administrative Structure 2017-2018;
- Confirmation of the Head Office Administrative Structure 2017-2018;
- Approval of the Schools and Centres Budgets 2017-2018;
- Adoption of the 2017-2018 Budget;
- Eastern Townships School Board – International Student Program – Lease Agreement;

Professional Review Committee:

As per article 175.1 of the Education Act, The Council of Commissioners must, by by-law, establish a code of ethics and professional conduct which is applicable to the commissioners.

The code shall set out the duties and obligations of the commissioners, and may prescribe standards that vary according to the various classes of commissioners or that apply only to certain classes of commissioners. The code must, among other things;

- (1) include preventive measures, in particular rules for the disclosure of interests;
- (2) deal with the identification of situations of conflict of interest;
- (3) regulate or prohibit practices relating to remuneration;
- (4) specify the duties and obligations of commissioners even after they leave office;
- (5) include enforcement mechanisms, in particular the designation of the persons charged with the enforcement of the code, and provide for penalties.

No member of the council of commissioners or employee of a school board may be responsible for determining if the code has been contravened or for imposing a penalty.

The school board must ensure public access to the code, and publish it in its annual report.

BY-LAW NO. 3 - CODE OF ETHICS AND PROFESSIONAL CONDUCT FOR THE COMMISSIONERS OF THE EASTERN TOWNSHIPS SCHOOL BOARD

The annual report shall, in addition, state the number of cases dealt with and the follow-up thereof and set out any breaches determined during the year by the disciplinary authorities, the determination thereof, any penalties imposed by the competent authorities, and the names of any commissioners divested of office by a court during the year.

This section must not be construed so as to restrict the freedom of speech inherent in a commissioner's function.

For the 2016-2017 school year there were no complaints brought before the Professional Review Committee.

Student Ombudsman's Report

ANNUAL REPORT FOR THE 2016 - 2017 SCHOOL YEAR (from July 1, 2016 to June 30th 2017)

As per Sections 220.2 and 242 of the *Education Act*, and the *By-Law of the Eastern Townships School Board establishing the procedure for the examination of complaints from students or their parents*, here is my annual report as Student Ombudsman for the period from July 1, 2016 to June 30, 2017.

During the above-mentioned period, I received thirteen complaints. In ten cases, the complainants had not exhausted the remedies provided for in the procedure for the examination of complaints, therefore, they were referred to the Secretary General. In two cases, the complaints involved students of another school board, therefore, they were referred to the Student Ombudsman of that school board.

The remaining complaint was related to the level of services offered to a deaf student. My intervention was interrupted when the parents made the decision to move outside the territory of the Eastern Townships School Board.

To my knowledge, no student was expelled due to acts of bullying or violence.

I have no recommendation to make with respect to measures required to prevent and stop bullying and violence, as complaints of this nature were properly managed internally.

Me Christian Beaudry,

September 1st, 2017

Report on Bullying & Violence

As outlined in Bill 56 “An Act to prevent and deal with bullying and violence in schools”...

Article 210.1 stipulates

“The school board shall see to it that each of its schools provides a healthy and secure learning environment that allows every student to develop his or her full potential, free from any form of bullying or violence.

The school board shall prepare an annual report which states, for each school, the number of acts of bullying or violence reported to the director general of the school board by the principal and the nature of those acts. The school board shall also describe the measures taken to improve the school’s results with respect to preventing and dealing with bullying and violence and enhancing the quality of the learning environment. “

During the 2016- 2017 school year there were no complaints of bullying or violence reported to the Director General.

All of our schools have a Plan of Action in conformity with the law, and as well have adapted their code of conduct to comply. Each school has a Safe School Committee and all schools have violence and bullying initiatives in place.

[Safe School Policy- P035](#)

[Safe School Procedures](#)

Report on our Workforce

As outlined in Law 17 “An Act respecting workforce management and control within government departments, public sector bodies and networks and state-owned enterprises...”

Article 20 al.1 stipulates

A public body must report on the application of this chapter in its annual report. The report must set out the public body’s staffing level and the distribution of its staff by job class. If a public body was assigned a staffing level under subdivision 2 of Division III, the public body must also ...

(1) indicate whether the staffing level was complied with and, if not, state the extent of the overstaffing as well as the means it has taken to correct the situation;

For the 2016-2017 school year the data was not made available, therefore an accurate comparison cannot be made. However, the staffing levels were maintained for this period.

(2)) include the information determined by the Conseil du trésor regarding service contracts involving an expenditure of \$25,000 or more.

For the period from July 1, 2015 to June 30, 2016, the Eastern Townships School Board signed and or entered into four (4) service contracts for a total amount of \$284,441.

The Eastern Townships School Board is...

Who we are...

The Eastern Townships School Board covers a vast geographic area in the southeastern part of the province of Quebec. Within its territory, we find eight municipal regional counties (MRCs), 20 elementary schools, three high schools, two adult education centres, and two vocational training centres. Depending on the location of each school, the population varies in terms of numbers and language spoken at home, ranging from 20 students in the smallest of our elementary schools to approximately 900 students in our largest secondary school. Although English is the mother tongue for a majority of the students, the large number of students who have French as a mother tongue confirms the bilingual nature of the school board and of the region in general. Seven of our 20 elementary schools have been designated as schools that can benefit from the New Approaches, New Solutions (NANS) Intervention Strategy for schools in economically disadvantaged areas.

An International Student Program:

Now in its eighth year, the ETSB's International Student Program (ISP) has incited students from across the globe to experience the journey of a lifetime. The program has gained an international reputation for excellence by providing a bilingual, safe, and innovative environment for learning. The program currently hosts students from 3 continents in 9 countries, including: Brazil, Mexico, Germany, Austria, Czech Republic, Spain, Luxembourg, China, and Japan. With its homestay program, students become part of a Canadian family and have an opportunity to share in local community cultural activities. In addition, a partnership with *le Collège Mont-Saint-Anne* has provided a residence option for male students attending Alexander Galt Regional High School.

In addition to its proven long-term programs, the ISP offers elementary and vocational students the opportunity to spend one month abroad through its short-term programs. Students are housed in a residence and have an intensive educational and cultural experience with one of our schools or centres.

Our Vision!

We, at the ETSB, are... Passionate people moving ahead together to make our school board the best place to learn and a great place to work. Anywhere.

To achieve this vision, the Eastern Townships School Board strives to be:

- A place of excellence, where students are at the center of our activities, and where all students achieve their full potential and are prepared for life: academically, physically, socially, emotionally, and morally;
- An inspiring place, where our personnel are valued as individuals, make a difference in our students' lives and are ready to innovate and to take risks to ensure student success;
- A welcoming place, where parents, community members, and business partners have an important role to play in the enhancement of our students' learning environment, by providing real-life experiences and outreach opportunities for our students.

Our Strategic Plan!

Based on 4 pillars:

1. Pedagogical leadership in our schools/centres, knowing that research shows that “powerful school leadership on the part of the principal has a positive effect on student achievement” (Dufour & Marzano, 2011, p.48);
2. Attachment-based developmental approach, based on the importance of student/adult relationship and understanding the development of the child/adolescent;
3. Professional Learning Community (PLC), a structure for adult-learning, where educators collaborate on improving student learning by responding to four critical questions, using collective inquiry into the best practices in teaching and learning;
4. Student Engagement, focusing on intellectual engagement and effective technology integration as one of the means.

By prioritizing its resources and energies, the ETSB will continue improving its graduation/qualification rates and success rates whilst decreasing its drop out rate. The ultimate aim is for its students to enjoy learning and to grow socially, physically, intellectually, and emotionally.

Strategic Plan

Orientations:

Orientation 1:

Ensure the academic, social and personal success of our students in the youth, adult and vocational sectors.

Goals:

- #1: Increase graduation rates and qualifications before age 20;
- #2: Improve command of the English and French Languages;
- #3: Improve levels of retention in school and academic success, especially among handicapped students or students with learning or adjustment difficulties;
- #4: Promote a healthier and safer school environment;
- #5: Increase in the number of students under 20 enrolled in vocational training.

Orientation 2:

Empower and support our personnel in their efforts to offer the highest quality level of services to our students.

Goals:

- #1: Support the continued professional development of our personnel and provide coaching and mentoring to administrators and teachers;
- #2: Recognize the hard work, devotion, and success of ETSB personnel.

Orientation 3:

Promote effective partnerships and communication with parents and communities.

Goals:

- #1: Support parents in their engagement to ensure their children's success;
- #2: Create community spirit by reaching out to our community partners, making them feel welcome in our schools and centres, and recognizing the value of their contribution.

[Strategic Plan 2013-2018](#)

Partnership Agreement – Annual Report

The ETSB Partnership Agreement Report obligation as per ART. 220 of the Education Act has not been respected for the past three school years due to the fact that the ETSB 2013-2018 Partnership Agreement was not approved by the “*Ministère de l’Éducation, de l’Enseignement supérieur*” (MEES) as the Ministry is transitioning into a new Strategic Plan, which should be deposited in the near future.

Strategic Plan 2016-2017 – Monitoring Chart

ORIENTATION 1 :

Ensure the academic, social and personal success of our students in the youth, adult and vocational sectors

Goal 1 : Increased graduation rates and qualifications before age 20	Targets	Results (June 2017)
Objective 1: Increase the graduation and qualification rate after 7 years	From 69.3% in 2012 (June 2011 data) to 75.0% in 2018	<p>68.5% (June 2015 data)</p> <p>Comment: In the past five years, where rates have varied from 69.3% to 74.4%, it is the 2008 cohort that has experienced the greatest challenge in obtaining its graduation or qualifications in the expected seven-year time span. Although the June 2014 data is below target, it is important to note that, between the 1998 cohort and this cohort, the ETSB rate after 7 years has had an increase of 9.9 percentage points whilst the Estrie was 7.8 and Quebec Public was 7.9. Actions are in place to attain the 2018 target of 75.0%.</p> <p>Provincially, the graduation and qualification rate after 7 years for Estrie is 73.0%, Montérégie 73.4%, and Quebec Public 74.9%.</p>

Objective 2: Decrease the number of school leavers without a diploma or a qualification	From 104 in June 2013 (June 2011 data) to 85 in June 2018 (June 2016 data)	<p>90 official MEES dropout data; 73 unofficial internal ETSB data (June 2015 data)</p> <p>ETSB Official: 24.3%, ETSB unofficial: 19.7% Estrie: 20.2%, Quebec public: 13.5%</p> <p>Comment: According to the MEES 2014-2015 official data, 90 students dropped out from ETSB schools, which is 20 less than the previous year. Of these 90 students, 17 of these students left the province to study elsewhere for which we have proof. As a result, unofficially, our internal 2015 data shows 73 dropouts and, had we had been able to obtain proof for all our students studying outside Quebec, this number is 56 (15.1%). Hence, the importance of continuing to obtain proof of studies outside Quebec.</p>
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Goal 2 : Improved command of the French Language (English for English School Boards)	Targets	Results (June 2017)
Objective 1: Increase MEES' exam success rates (SR) in FSL (Base)	From 74.0% in June 2012 ETSB FSL cycle 3-2 exam to 83.0% in June 2018	95.0%
	From 79.0% in June 2012 MEES FSL secondary 5 exam to 88.0% in June 2018, and improving the average mark (AVG) from 71.0% to 75.0%	<p>SR: 93.6%, MEES 93.0% AVG: 77.7% MEES 77.4%</p> <p>Comment: There continues to be success rates above the ninety percentiles in the secondary 5 FSL success rates, and for the past two years, FSL Enrichi success rates have been at 100% in comparison to 96.6% and 96.3% for the province. June 2017 data shows we have attained both targets and are above the MEES success rate and average mark. Similarly, the target was attained in FSL cycle 3-2.</p>

Objective 2: Increase MEES's exam success rates in ELA	From 49.0% in June 2012 MEES ELA cycle 3-2 exam to 65.0% in June 2018	75.0%
	From 85.2% in June 2012 MEES ELA Secondary 5 exam to 90.0% in June 2018, and improving the average mark from 68.2% to 73.0%	SR: 97.3%, MEES: 97.4%, AVG: 71.0%, MEES: 75.1% Comment: For the past four years, our success rate in secondary 5 ELA has been over 95% and we have observed a continuous upward trend in the cycle 3-2 ELA response competency, an area that has been a challenge for ETSB. We have now attained our success rate targets in both cycle 3-2 and secondary 5 ELA, with the exception of the secondary 5 average mark, where we are shy by two percentage points.

Goal 2 : Improved command of the French Language (English for English School Boards)	Targets	Results (June 2017)
Objective 3: Increase the success rates in Math MEES exam	Cycle 3-2: from 73.0% in June 2012 situational problem (Competency 1) to 80.0% in June 2018	67.0%
	Math CST (Cultural, Social and Technical Option): From 43.9% in CST MEES Math Secondary 4 exam (June 2012) to 65.0% in June 2018 with an increase from 50.2% to 62.0% in the average mark	SR: 65.6% MEES: 74.7% AVG: 61.2% MEES: 63.0%

	Math SN (Science Option): From 75.0% in SN MEES Math Secondary 4 exam (June 2012) to 83.0% in June 2018 with an increase from 65.2% to 71.0% in the average mark	SR: 69.1% MEES 80.5% AVG: 70.6% MEES 71.5% Comment: From 2014 to 2016, we have observed a consistent upward trend for both the Sec 4 CST and SN Math results, and three of the four 2018 targets had been attained. June 2017 data shows a decrease in Math SN and cycle 3-2 situational problem. As a result, Mathematics continues to be an area where concentrated efforts are made to address this identified need at ETSB.
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Goal 3 : Improved levels of retention in school and academic success among certain target groups, especially among handicapped students or students with learning or adjustment difficulties	Targets	Results (June 2017)
Objective 1 : Increase the qualification and graduation of students with special needs (handicapped and at-risk) in all programs of the ETSB	For our Work Oriented Training Program (WOTP) students from 44.0% in June 2012 to 55.0% in June 2017	71.4% (June 2015) Comment: Of the 49 students in their final year of the WOTP (either Pre Work or Semi-Skilled), 71.4% of the students received certification. Of the 14 students who were not certified, 35.7% are presently enrolled in school.

	For our special needs students registered in secondary 5 from 49.0% in 2012 (June 2011 data) to 60.0% in 2017 (June 2016 data)	59.0% Comment: 59% of Secondary 5 students with an IEP graduated in 2016-2017. A total of 26% of the students with an IEP did not have the possibility of graduating this year due to a lack of credits or required courses. Thus, 79% of the Secondary 5 students with an IEP, with the possibility of attaining their high school leaving in June 2017, were successful. Of the students who did not graduate, 35% are registered for the 2017-2018 school year.
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Goal 4 : A healthier and safer school environment	Targets	Results (June 2017)
Objective 1 : Maintain or increase the % of students who feel safe attending school	Elementary students: From 86.0% in June 2012 to 90.0% in June 2017	No data. Comment: The Our School Survey was not conducted in 2016-2017.
	High school students: From 83.0% in June 2012 to 87.0% in June 2017	No data. Comment: The Our School Survey was not conducted in 2016-2017.

Goal 5 : Increase the number of students under the age of 20 registered in vocational training	Target	Results (June 2017)
Objective 1 : Increase the number of students under the age of 20 who start a vocational training program.	From 73 in June 2012 to 115 in June 2018	124 Comment: The number of students under the age of 20 in vocational training has experienced a slight decrease; however we have maintained our target and our centres continue to promote their programs to this clientele through partnerships with local high schools and regional tables.

ORIENTATION 2 :

EMPOWER AND SUPPORT OUR PERSONNEL IN THEIR EFFORTS TO OFFER THE HIGHEST QUALITY LEVEL OF SERVICES TO OUR STUDENTS

Goal 1 : Support the continued professional development of our personnel and provide coaching and mentoring to administrators and teachers	Targets	Results (June 2017)
Objective 1: Provide Professional Development for all staff	All staff to be trained in the Developmental Approach (including Neufeld) by June 2017	Total days of developmental approach training by category: Teachers: 537 Support staff: 195 Administrators: 264 Professionals/Consultants: 53 Total number of employees: 834

Goal 1 : Support the continued professional development of our personnel and provide coaching and mentoring to administrators and teachers	Targets	Results (June 2017)
Objective 2: Increase teacher retention beyond their first five years	From 73.0% in June 2012 to 85.0% in June 2017	86%
Objective 3 : Increase interest in administrative positions	From 3 new applicants by June 2012 to 8 by June 2017	10 new applicants

Goal 2 : Recognize the hard work, devotion, and success of ETSB personnel	Targets	Results (June 2017)
Objective 1 : Develop a culture of employee recognition throughout the ETSB	To sensitize all schools/centres to develop a means of recognizing employees by June 2017	There are seven instances during the year where all schools/centres are sensitized and supported in recognizing various employee groups, as well as at the monthly meetings of the Council of Commissioners.
	To sensitize the system through board events recognizing employees hard work, devotion and success	Recognition events were held for years of service and retirement. 2016-2017: 23 retirees, 17 for 25 years of service Total: 40 employees

ORIENTATION 3 :**PROMOTE EFFECTIVE PARTNERSHIPS AND COMMUNICATION WITH PARENTS AND COMMUNITIES**

Goal 1 : Support parents in their engagement to ensure their children's success	Targets	Results (June 2017)
Objective 1 : Support parents in the education of their children	Develop and implement a communication plan with parents	A new Communication Development Plan for 2017-2021 has been developed. All Senior Management attended meetings of the Parents Committee. In total, seven meetings were attended by seven different directors, assistant directors and the Director General.
	Develop and implement, in collaboration with Parents' Committee, a Professional Development plan for parents	Governing Board (GB) Workshops for all GB members, including parents took place in October 2016. A GB Chair workshop also took place at the beginning of November 2016.
Objective 2 : Help parents support their children during the transition from elementary to secondary	Develop and implement, in collaboration with the Special Education Advisory Committee (SEAC), a support plan for all parents of at-risk students (coded or with IEPs) transitioning to high school	A support plan with SEAC has not yet been developed and this is a dossier that will be followed up on within the Communication Development Plan.

Goal 2 : Create community spirit by reaching out to our community partners, making them feel welcome in our schools and centres and recognizing the value of their contribution	Targets	Results (June 2017)
Objective 1 : Facilitate access to ETSB's schools for as many eligible students as possible	Increase the number of applicants for eligibility by 5% each year	The number of applications for eligibility dealt with in 2016-2017 was 731 compared to 703 in 2015-2016, an increase of close to 4%.
	Increase the registration rate of eligible students in our schools	97.3% of students with eligibility registered with the ETSB for the 2017-2018 school year, compared to 98.3% in 2016-2017.
Objective 2 : Increase ETSB's visibility	Increase the ETSB's presence (including virtually) and association with organizations and initiatives in at least five (5) "urban" centers on its territory	Many actions have been put in place to reach this objective. A promotional campaign for the registration period and high school open houses continued again this year. Media presence and press conferences helped to raise awareness of the ETSB. For partnerships, the Christian Vachon Foundation is now sponsoring 15 out of 23 of our schools and we are continuing our association with the <i>Projet PRÉE</i> , RSEQ Estrie and the Pierre Lavoie Relay.
	Develop partnerships and relationships with representatives of the MRCs on ETSB territory	During the third year of our Strategic Plan, the ETSB focused on developing partnerships through its Community Learning Centres. The CLC schools are very visible and connected in their communities.
Objective 3 : Ensure that the school board and its schools and centres are welcoming places for community members	Make all our buildings ready to welcome parents, community partners and visitors	In an effort to make our buildings more appealing for students, parents, and the community, the Buildings and Grounds Department oversaw 70 projects totalling \$4,219,922 in investments.

Financial Statements

Statement of Financial Position as of June 30, 2017

ASSETS

Bank	576,664
Operating grants receivable	10,779,215
Financing Grant receivable	28,834,955
School taxes receivable	1,000,997
Account receivable	1,279,492
Inventories for sale	<u>23,884</u>

42,495,207

LIABILITIES

Short-term loans	9,118,136
Accounts payable	9,787,145
Deferred revenues related to capital assets	3,516,448
Deferred revenues	2,045,225
Provisions for employee future benefits	5,980,108

Long-term debt subject to a promise of grant	66,662,320
Environmental liability	165,000
Other liabilities	<u>2,147,420</u>

99,421,802

NET DEBT

(56,926,595)

NON FINANCIAL ASSETS

Capital assets	53,094,996
Inventory of supplies	566,560
Prepaid expenses	<u>132,147</u>

53,793,703

ACCUMULATED DEFICIT

(3,132,892)

Revenues and Expenditures as of June 30, 2017

REVENUE

School taxes	14,453,536
Operating revenues	
Operating revenues from the <i>ministère de l'éducation, du Loisir et du Sport</i> (MELS)	52,132,715
Revenues from other ministries or governmental organizations	1,146,633
Other revenues	<u>8,852,107</u>
	<u>80,584,991</u>

EXPENDITURES

Teaching and training activities	37,387,633
Supporting activities to teaching activities	16,345,563
Complementary activities	8,799,053
Administrative activities	3,765,674
Activities relating to moveable and immoveable property	8,894,931
Related activities	4,290,487
Variation on fringe benefits provisions	<u>439,541</u>

79,922,882

Surplus (deficit) for the year

662,109

Recognitions & Events

Year after year, the ETSB holds many special events to recognize the dedication and excellence of the many people that contribute to our students' success. Here are just a few examples of activities and events held during the 2016-2017 school year:

Retirement Gala: The ETSB highlighted, at the Annual Retirement Gala held in June, the dedication and work of many of its staff members who are leaving the School Board to enjoy a well-deserved retirement. We wish them the best and cannot thank them enough.

Employee and Volunteer Recognition: This year, the 25 years of Service Recognition and the annual Volunteer recognition events were held separately. Both events were an opportunity for administrators, commissioners, and colleagues to recognize employees with 25 years of service with the ETSB at the board office in Magog. On a separate evening in Orford, members of the Parents' Committee as well as senior administrators and commissioners recognized the valuable contribution of volunteers in our schools and centres.

Recognition at the Council of Commissioners' meetings: Each month, the Council of Commissioners pay homage to the students and staff members who have participated, initiated, or contributed to significant events.

ETSB Music Festival - United in Music: The seventh edition of the ETSB Music Festival was organized by teachers and brought together more than 300 students to celebrate their collective passion for music. This year's theme was "ETSB United in Folk" .

The 28th Annual ETSB Grade 2/3 Math Competition was held at Waterloo Elementary School. This year's competition had 19 teams participating from schools across the ETSB territory. This friendly competition is designed to be a fun way to get students to think outside the box and stretch their math knowledge.

The Third Annual Mathletics Competition was held in April 2017. Preliminary competitions were held virtually with teams competing from their schools, with the final competition being held at the School Board offices in Magog and being live broadcast through Google hangout.

Many other local events were also held with the communities such as Terry Fox runs, Remembrance Day Ceremonies, plays and concerts.