2024-2025

A Year of Student Achievement and Well-Being





Director's Message

The Waterloo Region District School Board is proud of the work we do in partnership with students, staff, parents, families, caregivers and community members to support student achievement and well-being. Building on our shared successes, the implementation and monitoring of the **Math Achievement Action Plan (MAAP)** and the **Structured Literacy Multi-Year Plan (SLMYP)**, continues to be a focus, as well as fostering a sense of belonging in WRDSB schools and learning environments to build on future pathways and opportunities for students to thrive.

Continue Reading



Chair's Message

The Board of Trustees is committed to collaborating with staff, parents, families and community members to best support the needs of students as partners in education. We are building a stronger Waterloo Region together and will continue to serve our communities through advancing student achievement, well-being and equity across the WRDSB.

Continue Reading



Student Trustees' Message

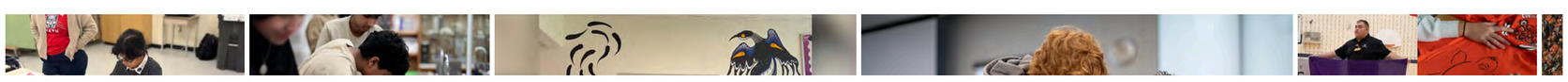
Student voice is central to shaping the future of education. On behalf of our fellow students, we are working with staff and community members to build an inclusive education system that supports and empowers all students.

Continue Reading

Waterloo Region District School Board Strategic Plan

The WRDSB is proud to work collaboratively with students, staff, families, caregivers and community members in support of the **Strategic Plan**. Together, we are committed to serving the diverse learning needs of the students of Waterloo Region. The six **Strategic Directions** provide a roadmap for how we engage with all members of the WRDSB community to promote student achievement and well-being. In partnership with parents, families, caregivers and communities, we aim to create learning environments where all students achieve success in their future pathways.

Learn More





Board Improvement and Equity Plan

The WRDSB **Board Improvement and Equity Plan** (BIEP) is the roadmap to achieving the **Strategic Directions** and priorities identified by the Ontario Ministry of Education. The WRDSB has incorporated the **Student Achievement Plan** requirements within the 2024-25 BIEP.

WRDSB creates the BIEP each school year to guide our work and outlines measurable indicators, strategies and examples of actions to support student achievement and well-being.

The WRDSB BIEP has performance indicators in four key areas:

- Achievement
- Pathways and transitions
- Sovereignty, human rights and equity
- Mental health, well-being and engagement

The BIEP is one of the ways WRDSB reviews its progress and the outcomes of specific strategies to support student achievement and well-being in alignment with the Strategic Plan.
We focused on the use of evidence-based instructional practices and implementation of:

- **Multi-year Structured Literacy Plan**
- **Math Achievement Action Plan**

WRDSB is committed to ensuring that identity and social location no longer predict outcomes. We work in partnership with students, staff, parents, families and communities to support students to feel a sense of belonging and achieve academic success.

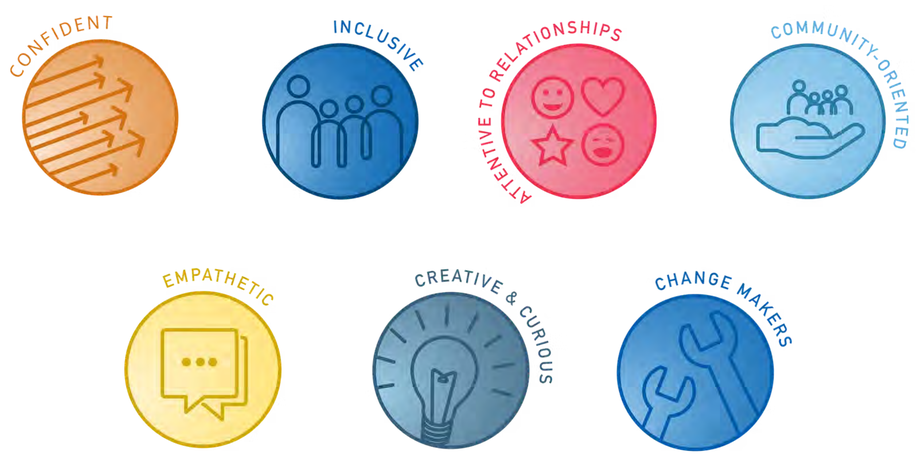
Learn More



Learner Profile

The learner profile is made up of the skills and attributes students need to be successful in learning and in life as we move toward the 22nd century. The Learner Profile is designed to ensure students have the ability to succeed academically in the classroom, and have the skills to excel in their future careers, whatever their chosen pathway. It was developed in direct consultation with students, to ensure it responds to their needs.

When they graduate, WRDSB students will be:



Annual Report

Numbers from the 2025-26 School Year



64,010
Total Students



43,890
Elementary Students



20,120
Secondary Students



2,694*
Extended Day Enrollment



11,000*
Total Number of Employees



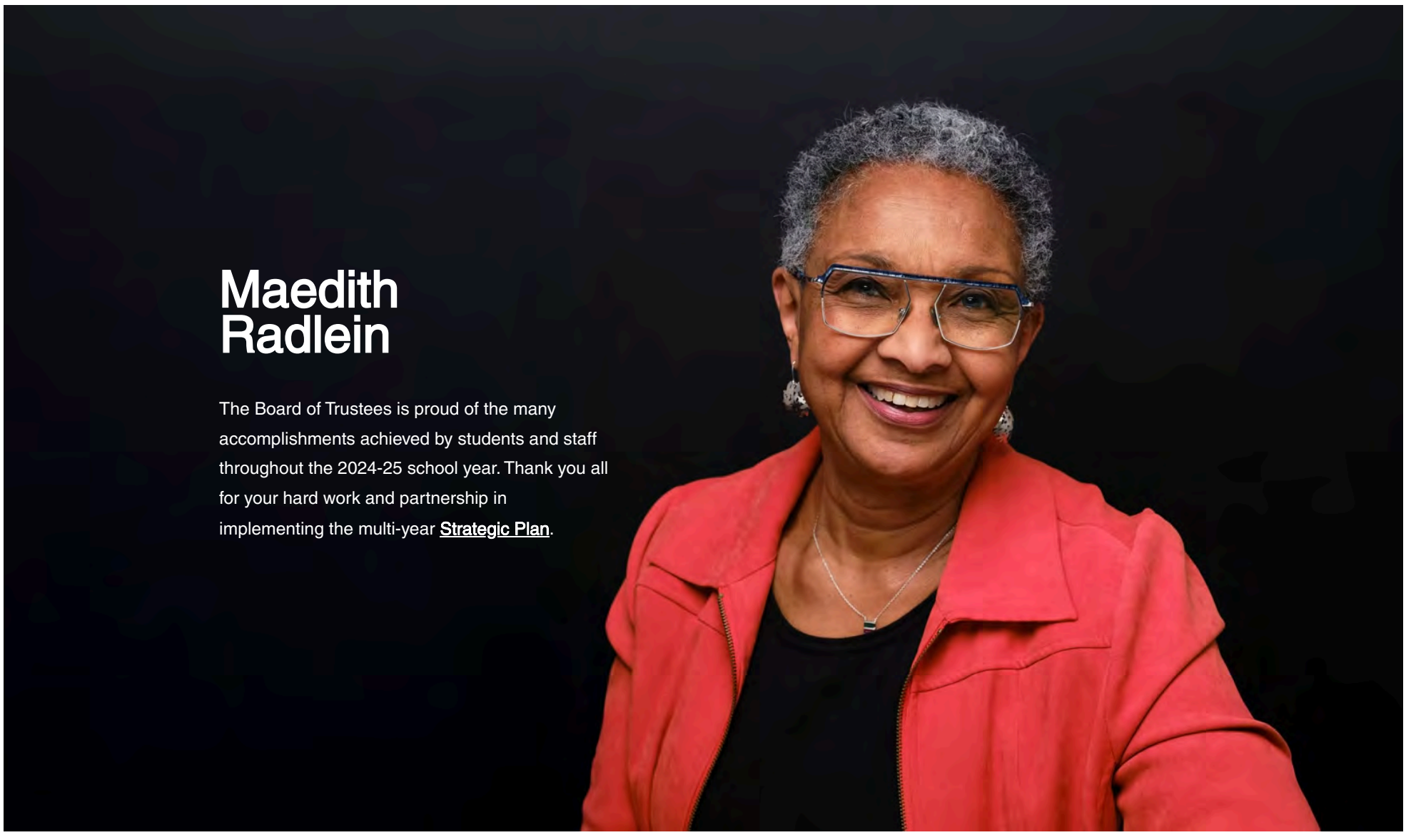
123
Total Number of Schools

*Based on estimates

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A Message from the Chairperson of the Board of Trustees



Each day, we celebrate every student by creating opportunities for them to flourish, and grow. We collaborate with staff, parents, families, caregivers and community members by working together towards our shared goal of supporting the achievement and well-being of all students in the WRDSB.

As a Board of Trustees, we focus on the Strategic Directions to inform our decision making:

- Centring students
- Support for student and staff well-being
- Equitable opportunities and outcomes
- Strengthen connections through family and community engagement
- Increase student learning through engagement
- Collaboration and compassion for transformation

WRDSB commits to fostering learning and working environments that allow all students to encounter academic success, feel a sense of belonging and explore their future pathways.

As Chair, I am proud of the accomplishments of the 2024-25 school year. The WRDSB's progress on its Board Improvement and Equity Plan, the Math Achievement Action Plan and Structured Literacy Multi-Year Plan has created a solid foundation for students to succeed academically and promote well-being. Throughout the 2024-25 school year, Trustees heard updates on these plans and I continue to be impressed with the evidence based approach of staff and their steadfast commitment to helping students succeed on their chosen pathway. We will continue to focus on evidence based practice. The balanced budget approved by trustees supports these commitments. It meets provincial requirements and focuses on student learning and well-being.

Thank you for continuing to create school environments where students and their families feel welcome, seen and heard. It is important that our schools create a culture of human rights, equity and belonging, as well as to nurture learning environments where students' can be curious and creative learners.

Improving academic outcomes and opportunities is a collective effort involving staff, students, parents, families and community. Together, we create learning and working environments that meet the needs of each student and staff member. It is rewarding to play a role in building a quality public education system that gives students the pathway to success.

Trustees are responsible for providing accountability and transparency for our communities by practising good governance. Our process for policy review includes regular feedback opportunities from staff, parents, families, caregivers and community. The live stream of Board Meetings helps to make Board decisions and governance accessible and transparent to all. There are many other ways for students, staff and families to stay informed and engaged. Building relationships between school and home is crucial to student success. I encourage parents, families and caregivers to reach out following the Process for Addressing Concerns if you have any questions or want to discuss your child's needs. I also encourage parents, families and caregivers, where possible, to visit your child(ren's) classrooms, get to know their teachers, and volunteer when possible. Becoming a member of your school community increases your ability to support your child and advocate for them when needed.

Trustees continue to advocate for increased funding to school boards as well as centring issues that are important to our communities. We are committed to creating a culture of consultation and transparency with the community and to offering opportunities for feedback.

The Board of Trustees appreciates you all and thanks you for the many demonstrations of student success that you have led in the past year. A special thanks to those on the ground; EAs, teachers, CYWs, school secretaries, principals and vice-principals, custodians and other facilities' staff. Thank you too to all of you who work from the Education Centre. You make sure the system works. Last, but not least we thank senior leadership; the Director, associate directors and superintendents for their continued commitment to supporting WRDSB students' academic success and well-being.

Maedith Radlein
Chair, Board of Trustees

The Waterloo Region District School Board of Trustees

WRDSB commits to fostering learning and working environments that allow all students to feel a sense of belonging and explore their future pathways.



Maedith Radlein
Chair
Municipality: Kitchener



Meena Waseem
Vice-Chair
Municipality: Kitchener



Bill Cody
Municipality:
Cambridge/North Dumfries



Samatha Estoesta
Municipality:
Waterloo/Wilmot



Carla Johnson
Municipality:
Cambridge/North Dumfries

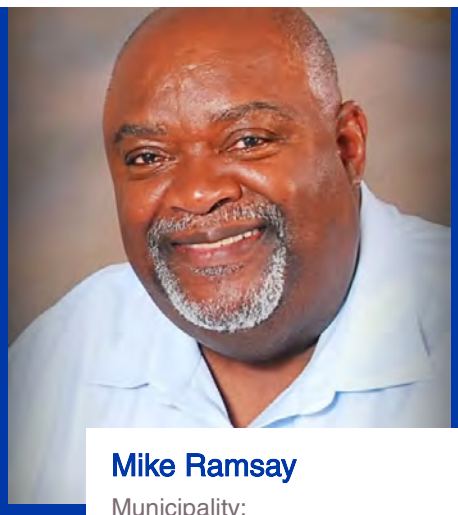


Joe Meissner
Municipality:
Woolwich/Wellesley



Scott Piatkowski

Municipality:
Waterloo/Wilmot



Mike Ramsay

Municipality:
Kitchener



Cindy Watson

Municipality:
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A Message from the Director of Education



Scott Miller

Looking back at the 2024-2025 school year, I see so much that we have to be proud of when it comes to the academic achievement and well-being of Waterloo Region District School Board (WRDSB) students. The Annual Report is an opportunity to share a selection of highlights that help to bring the strategies of the Board Improvement and Equity Plan (BIEP) to life. Throughout our school board, we are seeing student academic success, well-being and belonging in all WRDSB schools.

I appreciate the collective contributions of staff, students, parents, families and caregivers throughout the WRDSB to provide opportunities for students to explore their future pathways. At every school, in every classroom and workplace I see a consistent focus on supporting students by creating opportunities for them to experience success at all stages in their learning journeys. Students know that at their school, there are staff who see them and are committed to supporting their success.



Promoting Student Success

As a learning organization, we rely on a range of data points to help us understand how we can better support students in reaching their goals in learning. At the WRDSB, we are encouraged by results that show that more students are encountering success in their learning thanks to our comprehensive plans and strategies in support of literacy and numeracy.

The WRDSB Structured Literacy Multi-Year Plan (SLMYP) demonstrates the evolution of our work to help all students learn to read and write. This work began ahead of the Ontario Human Rights Commission's Right to Read Report, but was bolstered by the understanding that literacy is a fundamental human right. The SLMYP offers literacy instruction that is aligned with recommendations from the Right to Read Report, Ministry direction and the Ontario Language Curriculum.

In 2024-2025, I had the privilege of visiting a number of WRDSB schools, and saw teachers embracing the structured literacy approach to teaching reading and writing. The resources and strategies made available as part of the SLMYP are being used by students and staff, as we work to ensure that every student has access to the learning opportunities they need to see their reading and writing skills grow.



This work is not being done alone. We are fortunate to partner with parents, families and caregivers who support sparking a love of reading and writing for students. These efforts include community literacy nights, information sharing with the Parent Involvement Committee (PIC) and Waterloo Region Assembly of Public School Councils (WRAPSC), and learning opportunities through regular **Lunch and Learn sessions**. We also ensure that parents, families and caregivers have access to helpful **early reading screening data** to help them make informed decisions about how they support student literacy at home. Literacy is life-changing and something we are helping more students acquire each day in WRDSB schools.

Similarly, our **Math Achievement Action Plan (MAAP)** offers an enhanced approach to supporting all students in building a foundational understanding of mathematics. We are proud that the WRDSB MAAP builds upon the Ministry of Education expectations by offering an enhanced strategy for all students, and all schools, while providing access to additional resources for those who need them.

In our schools and classrooms, educators are bringing the MAAP to life for their students, and the results speak for themselves. In 2024-2025, 25,000 students learned more than 2 million math facts through the use of the Reflex digital learning platform. This is a tool that helps to make acquiring math knowledge fun and engaging. As part of this plan we ensure that key resources, such as math facilitators and intervention teachers, are allocated where they will make the biggest impact. This means we can ensure that more students have the foundational understanding of mathematics that helps them reach graduation and the knowledge they need to embark on their chosen post-secondary pathways.



Building Relationships and Belonging

We remain focused on working to make our schools and workplaces ones where every student and staff member feels that they belong and can rely on relationships with people they know are invested in their success. Importantly, we know that the well-being of our students and staff has a direct connection to academic achievement. We work together with students, parents, families and caregivers to make our schools and classrooms places where every student knows they will be supported in finding success on their learning journey.

Each year, students from secondary schools throughout our school board come together for a day of collaboration and learning about mental health and well-being at the **Student Wellness Conference**. These student leaders then bring their learning and ideas back to their schools with them, to help extend the impact of this event throughout the WRDSB.

We know that parents, families and caregivers are important partners in supporting students. With this in mind, throughout the school year expert staff from the WRDSB psychology department offer virtual **lunch and learn sessions** on a range of topics designed to help support mental health and well-being.

We support all students, staff, parents, families and caregivers in feeling a sense of belonging, by demonstrating an understanding of the celebrations and recognitions that are important to them. Throughout the school year, staff are supported in understanding and marking religious and creed-based dates of importance, and these help to guide them when planning special events, trips, tests or evaluations.



A System Designed for Student Success

Throughout the WRDSB, our efforts continue to make our school board one that is built with student success in mind. This includes numerous projects led by Facility Services at schools to make changes to the physical environments to help ensure that students have access to the latest technology, and that schools can be enjoyed by all members of the school community.

The environmental sustainability of our school board remains a key focus, reinforced by what we hear from students about what matters to them. Our partnership with Sustainable Waterloo Region (SWR) continued to bring **new microforests to WRDSB schools**, creating new outdoor educational spaces and learning opportunities for students and educators. In June 2025, we were honoured to be recognized by SWR with **the Roots and Shoots Award** for this collaboration that has brought microforests to 22 schools across our board, so far.

Students and staff were **recognized by EcoSchools** for their efforts in support to nurture student leaders; reduce the environmental impact of schools; and build sustainable school communities. WRDSB schools have been participating in EcoSchools since 2008, and we've grown to 19 certified schools in 2025, supported by the Sustainability Steering Team.



In May 2025, we **broke ground at the future location of the New Cambridge Joint Elementary School in Cambridge**, joined by Minister of Education Paul Calandra, representatives from the Waterloo Catholic District School Board (WCDSB), the Region of Waterloo, City of Cambridge, and YWCA Cambridge. I look forward to welcoming students to the WRDSB's new elementary school and childcare space when the school opens in September 2026.

Thanks to the generous support of so many throughout the WRDSB community, the **Waterloo Education Foundation Inc. (WEFI) was able to donate $50,000** to help address food insecurity, and ensure that all students had access to warm clothing during the winter season. By supporting our partners at Food4Kids Waterloo Region, the May Court Club of Kitchener-Waterloo, Nutrition for Learning and the WEFI Winter Wear program, we helped to reduce barriers to academic achievement and well-being.

The WRDSB has so much to be proud of as we look back at all we accomplished together in 2024-25, and I look forward to continuing to foster improved student achievement and well-being, through community connections in 2025-26.

Sincerely,

Scott Miller
Director of Education

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A Message from Student Trustees



Kinjal Kaur and Krishna Trivedi

We are proud to serve as the voices of students on the Board of Trustees for the Waterloo Region District School Board (WRDSB). Looking back on the 2024-25 school year, many accomplishments have contributed to supporting students' academic experiences and creating positive conditions for learning.

We now find ourselves well into the 2025-26 school year, with a few months now behind us in our roles as Student Trustees. Representing our peers and bringing new student perspectives to the forefront of the Board's decisions has been a privilege beyond words.

We are motivated by our shared commitment of helping connect students across schools and build community throughout the WRDSB. Understanding that the student experience in the WRDSB is about more than just the learning that takes place in the classroom has helped guide our approach to representing students at the Board table, from voicing initiatives to policy writing and drafting.

We're honored to represent all WRDSB students, many of whom are taking the initiative in making positive and meaningful impacts for their schools and communities. Gurnoor, a Grade 10 WRDSB student, represented Canada on the world stage at the Regeneron International Science and Engineering Fair with her invention designed to detect and treat hospital-induced delirium. On another note, students are driving the conversation about artificial intelligence (AI) literacy through Youth Tech Labs, a group founded by WRDSB students. We are building skills and taking part in opportunities that help students build connections to post-secondary pathways, through experiences like the electric vehicle challenge hosted by the University of Waterloo. Students are making a positive difference for their school communities through student-led initiatives that help to support the environment and ensure all students have the opportunity to feel confident and comfortable in what they wear.

As Student Trustees, we are advocates for all WRDSB students. We work to echo and amplify student voices at the Board table and across the school board every day.

A significant part of our advocacy involves participating in various WRDSB committees. Alongside passionate students, staff, and community members, we are proud to contribute to and celebrate various leadership and youth-led projects in our schools and at the Board level.

As we continue into the 2025-2026 school year, we remain committed to working as dedicated advocates to champion every student in the WRDSB. Each of you deserves to have a voice in shaping the future of your educational experiences, and looking back at the past school year, we see so many examples of students working together and playing an active role in turning our school spaces into places where every student has access to the supports and resources they need to not just succeed, but to thrive.

We ask and encourage all WRDSB students to connect with us through email to provide insightful feedback, ask ample questions, or seek any support.

As Student Trustees, we extend our heartfelt gratitude to everyone who has supported our mission to prioritize students. To the wonderful students of WRDSB, it is an honour to serve you and we can't wait for what this school year has to bring!

Sincerely,

Kinjal Kaur and Krishna Aarya Trivedi
2025-26 WRDSB Student Trustees

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By the Numbers

At the June 23, 2025 Special Board Meeting, Waterloo Region District School Board (WRDSB) trustees approved a balanced budget. The 2025-26 school year budget includes $958 million in operating expenses and a capital budget of $90 million.

The development of the WRDSB's operating budget includes many factors which can change over the course of a school year. The process to develop the annual operating budget include:

- Obtaining Ministry funding and directives
- Establishing the WRDSB's financial position (accumulated surplus and deficit)
- Alignment with the WRDSB's Strategic Plan

The 2025-26 budget prioritizes investments in key areas, including early literacy, mathematics, classroom safety, and mental health.

Targeted investments of $1.5M will be made to support the implementation of the Math Achievement Action Plan, including school-based staff and support for educator training, digital math tools and resources.

The WRDSB is committed to ensuring that every student is reading at grade level by the end of Grade 2. In support of that goal, targeted investments of $2.9M will be made to support the WRDSB's Structured Literacy Multi-Year Plan. The funding will support school staff to build their capacity, and educators working directly with students to leverage high yield instructional strategies to improve their literacy.

In November 2025, the WRDSB announced additional investments totalling approximately $12.9M. These strategic investments, which will occur during the 2025-26 and 2026-27 school years, further demonstrate our commitment to improving student achievement through our focus on literacy and math. They also demonstrate our responsive approach to concerns that have been raised regarding student behaviour and classroom safety, by increasing the number of in-school staff available to respond to challenges as they arise.

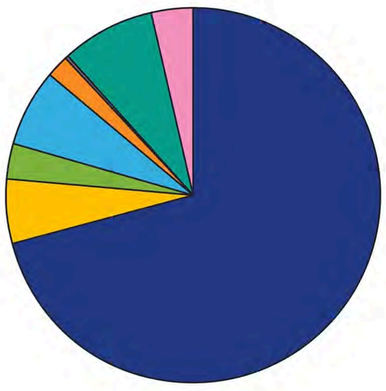
We want to ensure that we continue to prioritize the long-term financial stability of the WRDSB, while making strategic investments that support students and staff. This approach ensures stability while enabling impactful, system-level improvements aligned with the WRDSB's multi-year strategic objectives.

Learn more about the WRDSB 2025-26 Budget.

Budget Breakdown (by Millions of $)

Classroom Instruction	$680.5
School Facilities	$53.7
Transportation	$28.1
School Administration (Salaries (P, VP, Secretaries), Supplies & Services)	$63.7
Central Administration (Trustees, Central Administration and Support Services Staff)	$20.6
Continuing Education (Summer School, Languages, Supplies and Services)	$2.7
School Operations (Salaries, Supplies & Services, Contracts & Utilities)	$75.9
Other Expense Categories (Extended Day Program, School Generated Funds)	$33.4

Total Budget: **$958.6 million**



Annual Report

Numbers from the 2025-26 School Year



64,010
Total Students



43,890
Elementary Students



20,120
Secondary Students



2,694*
Extended Day Enrollment



11,000*
Total Number of Employees



123
Total Number of Schools

*Based on estimates

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Achievement

Throughout the 2024-25 school year, Waterloo Region District School Board (WRDSB) students, staff, parents, families and caregivers worked collaboratively to support student achievement and well-being.

We continue to support the implementation of the **Structured Literacy Multi-Year Plan** (SLMYP), including building administrator and educator capacity in structured literacy and implementing and monitoring evidence-based reading practices in classrooms. The SLMYP implements a tiered approach to supporting students. This aims to provide high quality literacy instruction for all, while also catering to diverse learning needs.

Structured Literacy Multi-Year Plan: An Overview
WRDSB

Watch on

One of the key indicators is the percentage of students who are reading at grade level by the end of Grade 2, which builds on the **Ontario Human Rights Commission's Right to Read Report**. We know that building a strong foundation for literacy at a young age has lifelong benefits and supports students' access for future opportunities.

We continue to provide professional learning for educators to support the integration of reading intervention programs (such as Lexia and Empower) and the development of early reading skills.



The **Math Achievement Action Plan** (MAAP) provides students across all grade levels with a foundational understanding of mathematics, through:

- Knowing the mathematics learner
- Educator math content training
- Curriculum implementation

Building on mathematics education, the MAAP ensures that all students have access to high-level, equitable and inclusive math instruction. Using a tiered intervention plan, the MAAP supports educators to address individual student needs, including using data to inform small group (classroom embedded) targeted instruction; support for students in key content areas; and a coaching model for building classroom teacher capacity.

We have aligned our literacy and mathematics strategies to the priority actions outlined by the Ministry of Education. We continue to take a system-wide approach to supporting literacy and mathematics.

Students experience learning environments with high expectations, meaningful learning opportunities, and the right supports and resources for the students who need them. Through the implementation of **destreaming** in Grades 9 and 10, we ensure that students have expanded opportunities for learning. By implementing this practice, all students will have access to all pathway options in their Grade 11 year.

Opening More Pathways, For More Students with De-streaming
WRDSB

Watch on

The results of the **2024-25 Education Quality and Accountability Office (EQAO) assessment** provide us with one of many measurements to build a comprehensive understanding of student achievement and determine areas of focus. The 2024-2025 EQAO results showed that WRDSB students performed at or above our 2023-24 results. The progress in Grades 3, 6, 9 and 10 highlight the success of our enhanced instructional efforts guided by the **Structured Literacy Multi-Year Plan** and the **Math Achievement Action Plan**. The efforts of staff, in collaboration with parents, families and caregivers, to implement these two key

strategies in support of reading, writing and mathematics learning mean that more students are experiencing success.

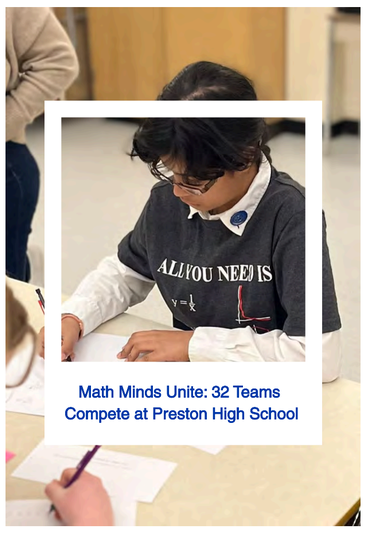
The results of the EQAO assessments provide us with a valuable data set and helps us determine areas of focus. We are informed by the multiple data sets we collect to determine how we can best support student learning.



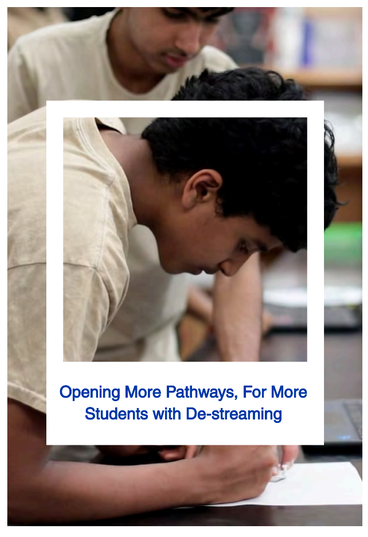
We are proud to celebrate **students**' and WRDSB **graduates**' achievement and success alongside their families and communities. Current students and **alumni** are making significant impacts on their communities and beyond. Through experiential learning opportunities and **extracurricular activities**, students are expanding their learning through hands-on opportunities, such as Elmira District Secondary School Robotics Team competing in the **FIRST Robotics Competition**; Grand View Public School students engage in **outdoor learning** to develop connections to the environment and responsible stewardship; building an awareness of how language and culture are interconnected within the **French Language curriculum** at Glencairn Public School; **Eastwood Collegiate Institute's senior songwriting and recording class** and **Laurel Heights Secondary School's vocal class** each placed first in the CBC Music Class Challenge; and secondary student participation in the **Electric Vehicle Challenge**.

Read more about how we're supporting student achievement:

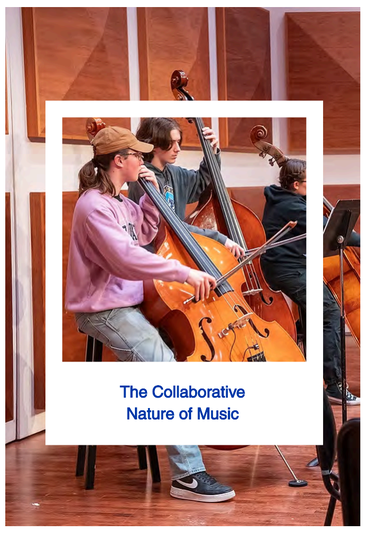
- **Math Minds Unite: 32 Teams Compete at Preston High School**
- **Opening More Pathways, For More Students with De-streaming**
- **The Collaborative Nature of Music**



Math Minds Unite: 32 Teams Compete at Preston High School



Opening More Pathways, For More Students with De-streaming



The Collaborative Nature of Music

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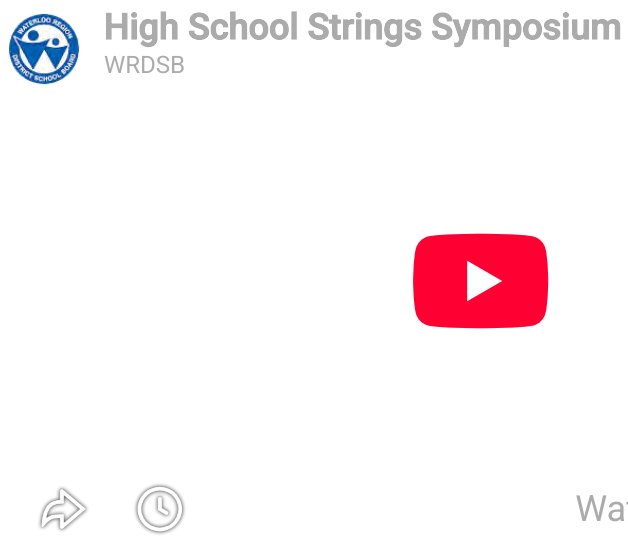
The Collaborative Nature of Music



March 25th, 2025

Music can be many things. It can be emotive, transformative, and expressive. In addition to all of these qualities, when it comes to our schools, music is also collaborative.

In partnership with Wilfrid Laurier University's Faculty of Music and the Penderecki String Quartet, students from Eastwood, Grand River, and Waterloo Collegiate Institutes attended a two-day workshop. They learned how to perform three musical pieces, one of which might have you (rick)rolling your eyes!



« Older: **WCI Graduate Reflects on Envirothon Experience | #StudentVoice (https://www.wrdsb.ca/blog/2025/03/24/wci-graduate-reflects-on-envirothon-experience-studentvoice/)**

Newer: **Introducing the 2025-2026 Student Trustees Who Aim to Make Change (https://www.wrdsb.ca/blog/2025/03/25/introducing-the-2025-2026-student-trustees-who-aim-to-make-change/)** »

This information expires once printed. Please always refer to the online version for the most current information.

Mental Health, Well-being and Engagement

WRDSB wants to ensure that all students and staff are able to learn and work in environments that engage them and support their mental health and well-being.

We know that mental wellness is a condition for learning. The WRDSB engages in multiple strategies in support of students' mental health and well-being. This includes increasing the capacity of administrators, educators and staff in topic areas such as:

- Mental health literacy
- Mentally healthy classrooms
- Student social emotional learning, mental health literacy and well-being
- Safe Schools

We have strong community partnerships with our mental health organizations and continue to seek new opportunities to foster equitable access to services for all of our students. In addition to providing student wellness support in schools, support for students through Social Workers and additional school-based resources, when appropriate and necessary, we connect students and families with local resources.

We are committed to ensuring that students' voices are prioritized in conversations about student mental health and well-being. We want all WRDSB students to feel a sense of belonging and inclusion at school, particularly those who are historically marginalized, as we know this will support their overall academic success and well-being. These supports include:

- Attendance support
- Black graduation coach
- Community engagement tables
- Community partnerships to support student mental health and well-being
- Free period products in all schools
- Partnerships in support of student nutrition
- Professional learning sessions related to resources from School Mental Health Ontario
- School-based groups (e.g. Affinity Groups, GSAs, Student well-being teams)
- School mental health clinicians led learning opportunities for staff to develop mental health literacy
- Social workers with an Indigenous focus
- System Navigators

Throughout the school year, WRDSB supported Student Roundtable discussions to engage students on issues important to student achievement and well-being. It is an opportunity to centre student agency and voice, as well as bridge connections between staff and students, and foster student leadership.



Students from secondary schools across WRDSB gathered to participate in the annual Student Wellness Conference. The event brought together students, staff, and community partners for a day focused on mental health and well-being. The topics explored during the conference included test anxiety; navigating life's curveballs; self-esteem and healthy relationships; dealing with change and loss; and knitting and crocheting for wellness. The conference is designed to equip students with the knowledge and tools to not only support their own mental wellness, but also share this information with other students at their schools.

As part of our ongoing efforts to support WRDSB families and caregivers, our psychology staff offered a number of Lunch and Learn sessions. These webinars aim to equip parents, families and caregivers with useful tips and information to assist them in supporting their children.

Throughout the year, WRDSB provides opportunities for staff to engage in employee wellness information sessions. Resources are shared monthly to staff to support education and awareness about well-being in the workplace, building resiliency, safety and promoting work-life balance. Additionally, training and resources have been provided to system leaders and school administrators to provide a leader learning network for service and school leaders. Mental Health and well-being supports are also available to staff through the Employee and Family Assistance Program.

Student engagement in school learning promotes healthy community communities. WRDSB continues to give back through various initiatives that support a safe, healthy, welcoming, and inclusive Waterloo Region.



Preston High School students raised more than $18,000 for the Canadian Cancer Society as part of the Inside Ride event, a high-energy indoor cycling challenge. As well, WRDSB raised nearly $40,000 in support of Nutrition for Learning, which partners with WRDSB to provide universally accessible school food programs during the school day. Waterloo Education Foundation Inc. was pleased to donate $50,000 to support local community partnerships and programs that support students in Waterloo Region. The donations directly benefited: Food4Kids Waterloo Region; May Court Club of Kitchener-Waterloo; Nutrition for Learning; and WEFI Winter Wear.

We are proud of the many ways WRDSB students are supporting their communities. Students at Jacob Hespeler Secondary School created Fabled Fashion, a school-based store offering clothing for students to access for free, which promotes sustainability, inclusivity, self-expression and community. Student Trustee Feiyang Luo created a book drive to help inmates access the world through books. He partnered with fellow students and founded Bright Pages, a youth-led non-profit dedicated to enhancing education accessibility and supporting rehabilitation and reintegration.



WRDSB students and staff are committed to promoting sustainability and environmental responsibility. Eastwood Collegiate Institute hosted its second annual "UNSDG Expo," in collaboration with the Outdoor and Environmental Education Department. Secondary students, including Grade 9 geography classes and members of eco clubs, were invited to learn about how they can have an impact on our local community and the 17 United Nations Sustainable Development Goals. Several WRDSB schools participated in the EcoSchools program in the 2024-25 school year, supporting teachers and students with addressing the UN Sustainable Development Goals through environmental action. WRDSB schools have been participating in EcoSchools since 2008, and we've grown to 19 certified schools in 2025, supported by the Sustainability Steering Team.



Five Kitchener-based secondary schools were awarded $1,200 each to support their eco clubs student-led initiatives through the City of Kitchener Bloomberg Youth Climate Action Fund. This program is aimed at helping Kitchener youth ages 15 to 24 design, produce and govern urgent climate solutions in their cities. WRDSB has been recognized with the Roots and Shoots Award by Sustainable Waterloo Region for our collaboration in bringing microforests to 22 schools across our board. These microforests create new outdoor educational spaces and learning opportunities for students and educators. One of the participating schools, Groh Public School, planted a new micro-forest in the school's yard. The hope is the forest will encourage students to learn and play outside. Students and staff across WRDSB are taking action to be good stewards for the natural environment and communities around us.

Read more about how we're supporting Mental Health, Well-being and Engagement:

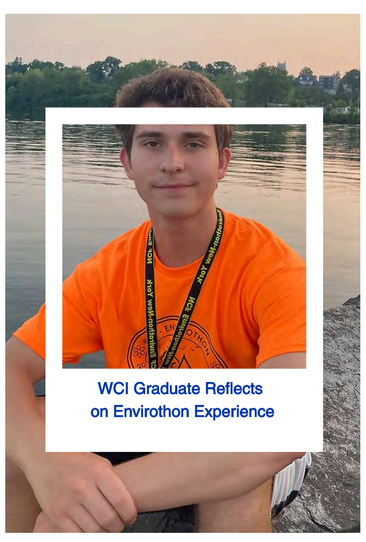
- Vista Hills PS Brings Energy to the Coldest Night of the Year Walk in Kitchener
- Jacob Hespeler Secondary School Winter Clothing Drive Helps Students, Community Stay Warm | #StudentVoice
- WCI Graduate Reflects on Envirothon Experience | #StudentVoice



Vista Hills PS Brings Energy to the Coldest Night of the Year Walk in Kitchener



Jacob Hespeler Secondary School Winter Clothing Drive Helps Students, Community Stay Warm



WCI Graduate Reflects on Envirothon Experience

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Sovereignty, Human Rights and Equity

Waterloo Region District School Board (WRDSB) is committed to building a culture of human rights, equity and belonging. In alignment with the WRDSB Strategic Plan, the Education Act, the Truth and Reconciliation Commission of Canada: Calls to Action for Education and the Ontario Human Rights Commission, WRDSB is creating learning and work environments where every student and staff member has equitable opportunities in an environment free from discrimination. Every day, WRDSB staff are focused on ensuring that identity and social location no longer predict students' outcomes.

WRDSB staff, along with 120 educators, local Indigenous community members, and partners participated in the Indigenous Voices Spring Learning Symposium. The day was filled with learning, listening, dialogue, and reflection and centered on the cultural knowledge and personal narratives of local First Nations, Métis, and Inuit voices. This professional development session is one of the many ways the WRDSB is building relationships rooted in reciprocity, respect, and responsibility.



As an organization we understand the importance of providing identity affirming spaces where Indigenous youth can see themselves reflected, celebrated, and supported. Indigenous students in Grades 7 and 8 gathered to explore cultural teachings related to hand drums, learn hand drum songs, and create their own drum to take home. These types of spaces offer a community where students can gain a sense of confidence and pride in their identity, which will help them as they navigate their educational journey.

Students across the WRDSB are also engaging in interactive learning opportunities through stories, teachings, and conversations to further their awareness and intercultural understanding of First Nation, Métis and Inuit cultures, histories and lived experiences.

Huron Heights Secondary School students in the Alternative Continuum of Education (ACE) program inspired the broader school community to learn about reciprocity through the co-creation of a mosaic representing cultural understanding and support. In partnership with Indigenous artist Kelsey Powless, classes joined together to create a lasting impression on their school community and develop artwork for the school.

Building an Inclusive Community at Huron Heights Through Art
WRDSB

Watch on

Students in Grades 7 and 8 from across the WRDSB joined together for the O.U.R. Human Rights Symposium, which was centered on the principles of observe, uphold, and respect. These principles served as the foundational elements guiding discussions and actions. The students gathered to discuss ways to address discrimination, harassment and inspire actions that can contribute to more positive and inclusive school communities.



The Human Rights Branch released its Annual Report, which outlines how the WRDSB and specifically the Human Rights Branch, is building a culture of human rights. The report shares how the Human Rights Branch is:

- Supporting the WRDSB to identify and address systemically-based human rights and equity issues
- Building the WRDSB's capacity to ensure compliance with the Ontario Human Rights Code

As an extension of their learning, students at Grade 7 students at Groh Public School embarked on an ambitious year-long journey to create a stunning piece of public art now proudly displayed in the school's front foyer. The art piece reflects themes of immigration, belonging, and unity gathered from interviews with immigrant families in their community.

WRDSB students and staff hosted several events during the 2024-25 school year to celebrate the diversity of their school communities. Elmira District Secondary School hosted the third annual Asian Heritage Month Celebration Event, which centred on the theme of "One Asia, Many Cultures." Students from 16 WRDSB secondary schools attend the event for a day of celebration, culture, and connection. Every day, we strive to recognize and celebrate Black Brilliance in our schools and classrooms. WRDSB students participated in various events and activities held throughout the district, creating an environment where African, Caribbean and Black-identifying students and staff see their brilliance highlighted, represented and celebrated. As well, the Muslim Student Association at Glenview Park Secondary School hosted their first Islamic Heritage Event, welcoming around 200 guests from 11 WRDSB schools for a day filled with education, entertainment, and cultural appreciation. The event's goal was to bring people together while celebrating Islamic history, culture, and contributions.

We know that supporting WRDSB staff in being their best selves, directly supports the achievement and well-being of the students we serve every day. WRDSB released the results of the 2024 Workforce Census, which helps the WRDSB better understand our employee demographics (including cultural and social identities) and perceptions about the workplace. Working alongside system leaders and union partners, we have a shared commitment to creating a culture of human rights and equity, supporting employee accommodations and increasing accessibility, providing professional development opportunities and promoting inclusive workplaces. Responses to the census will help WRDSB to support professional development, staff services and recruitment.

The WRDSB continues progress on its Accessibility Plan, which outlines our plans to meet obligations as outlined under the Accessibility for Ontarians with Disabilities Act (AODA), and promotes and ensures respect for every person's human rights, dignity and independence.

WRDSB Facility Services staff are improving accessibility and maintaining the spaces where students learn each day. This ensures equitable access to our buildings, programs and services for all of the students, families, staff and community members who learn and work in the WRDSB.

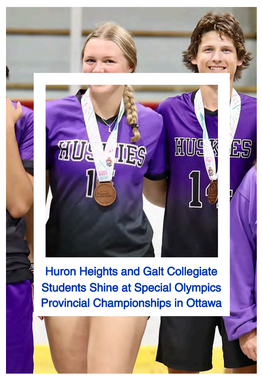
Building inclusive and accessible learning spaces is more than just the school facilities. WRDSB provides equitable and accessible learning opportunities for students through programming that promotes positive academic growth and well-being. The annual Tinman Triathlon at Elmira District Secondary School brought together over 200 students and volunteers from schools across the Waterloo Region in a celebration of perseverance, community, and inclusive athleticism. Students from Huron Heights Secondary School and Galt Collegiate Institute proudly represented their schools and the WRDSB at the Special Olympics Ontario Provincial Championships in Ottawa. Students shared that the experience provides an opportunity to make new friends, encouraging participation, teamwork, and community.

Read more about how we're supporting Sovereignty, Human Rights and Equity:

- Course Sparks Creativity at Elmira District Secondary School | #StudentVoice
- Huron Heights and Galt Collegiate Students Shine at Special Olympics Provincial Championships in Ottawa
- Grade 9 Students at Jacob Hespeler Take Steps Towards Truth and Reconciliation



Course Sparks Creativity at Elmira District Secondary School



Huron Heights and Galt Collegiate Students Shine at Special Olympics Provincial Championships in Ottawa



Grade 9 Students at Jacob Hespeler Take Steps Towards Truth and Reconciliation

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Pathways and Transitions

WRDSB is preparing students for the next step in their elementary and secondary education and their postsecondary pathway.

Students are demonstrating leadership in their schools and communities. WRDSB provides engaging experiential opportunities and extracurricular activities to encourage students to extend their learning.

The WRDSB aims to ensure more students have broader options available to them as they prepare for success after graduation. Through implementation of high-impact strategies focused on credit accumulation, including providing transition supports; offering credit rescue and credit recovery interventions in secondary schools; and eLearning options for students, we are able to differentiate based on students' needs and support students to achieve the necessary credits to achieve graduation. We also offer System Navigator support for students, staff and families to help students progress towards graduation.

Secondary students are able to access programs to support different pathways, including "Build a Credit" program; co-operative education; participation in Dual Credit (College) programs; Ontario Youth Apprenticeship Programs (OYAP); and School Within a College (SWAC) program with Conestoga College; and Specialist High School Majors (SHSM).

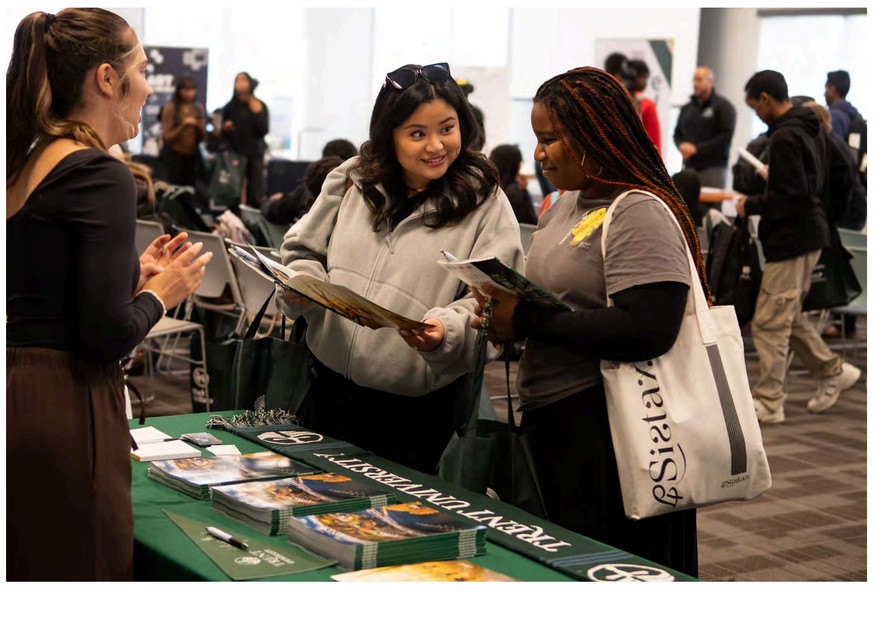
We believe in the power of experiential learning to transform students' educational journeys. Programs such as the SHSM allow students to engage in real-world learning, explore diverse sectors, develop essential skills and personalize their education. Students from Cameron Heights Collegiate Institute in the SHSM program had the opportunity to venture offsite and tour a local manufacturing facility to engage in experiential learning. Throughout the day, students took part in widget making with a robotic arm, running simulators, viewed a probing demonstration and had their resumes reviewed by industry professionals.



Students from Grand River Collegiate Institute, Eastwood Collegiate Institute and Forest Heights Collegiate Institute collaborated during a Sector Partnership Experience workshop focused on the transportation industry. They designed and built working prototypes, created business cases, and pitched their solutions to a panel of judges.



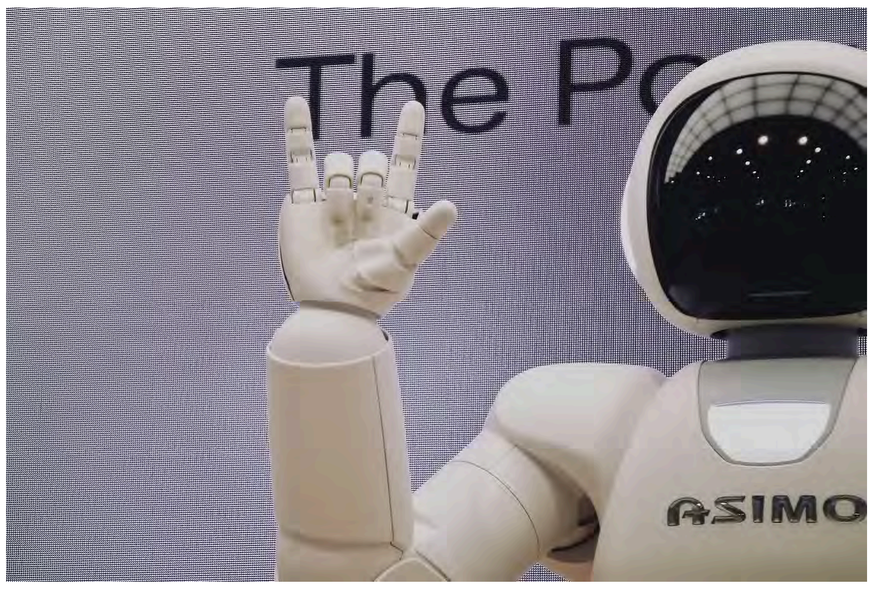
It is important to provide students opportunities to explore potential postsecondary pathways. In 2024-25, WRDSB hosted the inaugural Black Brilliance Pathways to Post-Secondary Fair where hundreds of African, Caribbean and Black students in Grades 10 to 12, alongside their families and caregivers, learn more about post-secondary pathways. The event was organized by the Indigenous, Equity and Human Rights Department.



This event is one of the many ways WRDSB is providing opportunities for students to achieve their chosen pathways and support academic achievement and well-being, in alignment with the Ontario Human Rights Commission Report: Dreams Delayed: Addressing Systemic Anti-Black Racism and Discrimination in Ontario's Public Education System.

We are proud of the many ways WRDSB students are making an impact on their community and their commitment to improving the lives of those around them. Gurnoor, a Grade 10 WRDSB student, participated in the Regeneron International Science and Engineering Fair, representing Canada on the world stage. Chosen by Youth Science Canada Gurnoor presented her invention, SynaptiQ. The invention aims to detect and treat hospital induced delirium. As well, Charlotte, a graduate of Waterloo-Oxford

District Secondary School, received the 2024-25 Laurier Scholars Award for academic achievement and demonstrated leadership in extracurricular activities and accomplishments.



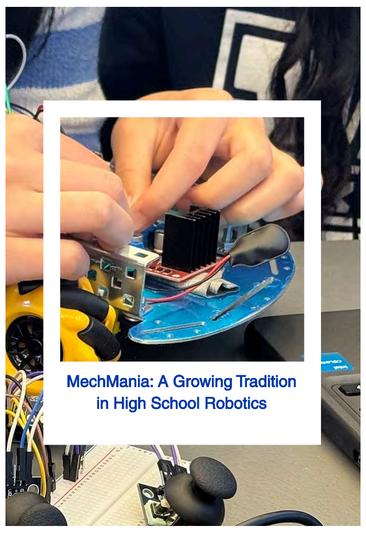
WRDSB students are also leading conversations about the future of Artificial Intelligence. Youth Tech Labs is a youth-driven community for AI literacy, founded by WRDSB students. It is building a movement that equips students and youth with the skills, mindset, and tools to not only understand AI, but also to be able to build with it, shape it, and lead its future. This student-led initiative builds connections between education, community and innovation and is designed to make AI education hands-on, accessible, and impactful.

We continue to partner with students, staff, parents, families, caregivers and community members to build a school system where all students are able to succeed academically and feel a sense of belonging.

Read more about how we're supporting Pathways and Transitions:

- Exploring Pathways Through Experiential Opportunities
- MechMania: A Growing Tradition in High School Robotics | #StudentVoice
- WRDSB Celebrates Recipients of the 2024-25 Past-Directors' Bursary to Support Trade Education


Exploring Pathways Through Experiential Opportunities


MechMania: A Growing Tradition in High School Robotics


WRDSB Celebrates Recipients of the 2024-25 Past-Directors' Bursary to Support Trade Education

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WRDSB Senior Team

The Waterloo Region District School Board (WRDSB) Senior Team is committed to supporting student success and well-being. Through building their leadership capacity grounded in sovereignty affirming and equity competencies, WRDSB's Senior Team continues to provide direction for the system to ensure that our school and work environments are responsive to student and staff needs, as well as those of the Waterloo Region community.

Using an evidence-based approach, members of the Senior Team support administrators and schools in improving the achievement and well-being of all students. The implementation of the Strategic Plan is guided by the **Board Improvement and Equity Plan**, in alignment with the Ministry of Education's Student Achievement Plan.

As we continue to work together with students, staff, parents, family and caregivers, WRDSB's Senior Team is committed to:

- Building strong foundations for learning and achievement
- Prioritizing student and staff well-being
- Supporting students' pathways
- Collaborating with parents, families, caregivers and communities
- Ensuring fiscal responsibility, transparency and accountability



Scott Miller
Director of Education & Secretary of the Board



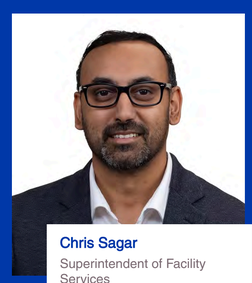
Alison Gaymes-San Vicente
Associate Director, Student Achievement and Well-being



Bill Lemon
Associate Director, Business Services



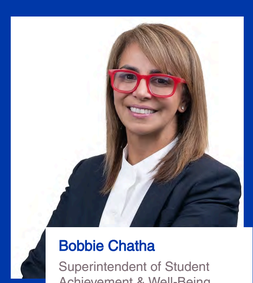
Nick Landry
Superintendent of Business Services & Treasurer



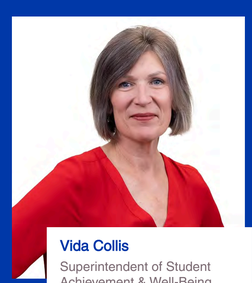
Chris Sagar
Superintendent of Facility Services



Jodi Albrecht
Superintendent of Student Achievement & Well-Being



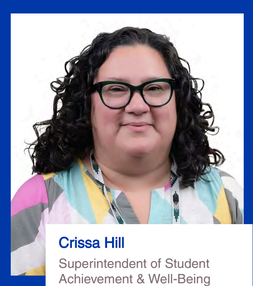
Bobbie Chatha
Superintendent of Student Achievement & Well-Being



Vida Collis
Superintendent of Student Achievement & Well-Being



Jay Fedosoff
Superintendent of Student Achievement & Well-Being



Crissa Hill
Superintendent of Student Achievement & Well-Being



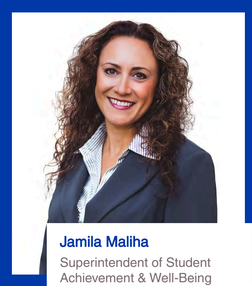
Michelle Newlands
Superintendent of Student Achievement & Well-Being



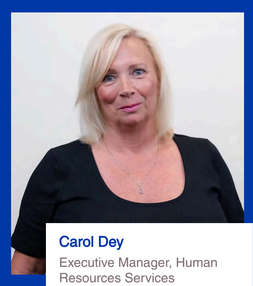
Ryan Hume
Superintendent of Student Achievement & Well-Being



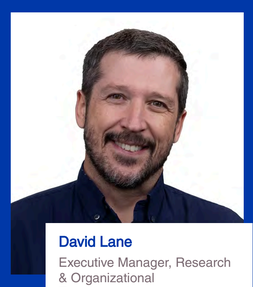
Kimberley Pividor
Superintendent of Student Achievement & Well-Being



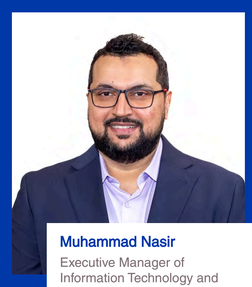
Jamila Maliha
Superintendent of Student Achievement & Well-Being



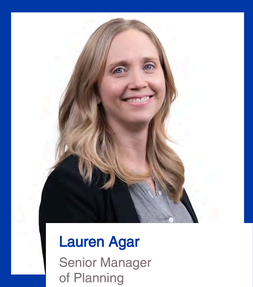
Carol Dey
Executive Manager, Human Resources Services



David Lane
Executive Manager, Research & Organizational Transformation



Muhammad Nasir
Executive Manager of Information Technology and Digital Transformation (CIO)



Lauren Agar
Senior Manager of Planning



Deepa Ahluwalia
Human Rights & Equity Advisor



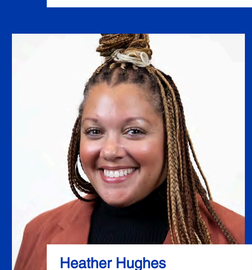
Miruna Armellini
Controller, Financial Services



Justin Brown
Senior Manager, Human Resource Services



Ron Dallan
Manager of Capital Projects



Heather Hughes
Senior Manager, Communications

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