

Elk Island Catholic Schools will ensure Success for all Students

[Elk Island Catholic Assurance Plan 2018-2022 \(updated April 2021\)](#)

<p>Goal: Working with home, school and both parishes we will continue to provide a faith permeated environment where everyone can grow and contribute as active citizens.</p>	<p>Faith Formation:</p>
<p>Provide students, staff and community with a faith permeated environment and enhance the Faith Formation of all staff and students.</p>	<p>Strategies:</p> <ol style="list-style-type: none"> 1. Engage students in relevant Religious education and curriculum faith integration which promotes hope and engagement in students 2. Develop a deeper understanding of the connection between our spiritual life and our wellness. <p>Targeted Success Measures:</p> <ul style="list-style-type: none"> ● Students Model Active citizenship ● Catholic School Review results ● Student Faith Formation ● Staff Faith Formation ● School Faith Environment
<p>Reflection on (Previous) Year Results:</p> <p>Successes:</p> <p>The school's most significant successes and initiatives which improved our measurable results include, but are not limited to the following:</p> <ul style="list-style-type: none"> ● Measures: <ul style="list-style-type: none"> ○ 90% Success with Student Faith Formation ○ 92% Success with Staff Faith Formation ○ 94% Success with School Faith Environment ● Weekly class masses with priests held in the school chapel. ● Priest visits virtually in Religion classes. ● Three Whole school masses with Middle School partners in EICS to create community. ● Weekly reflections for Religion classes on Gospel reading of the week. ● Continue to have Homeroom teachers teach their own Religion class when possible. ● Greater engagement with video productions such as The Beggar's Heart Vlog from Archdiocese. ● Care and Love initiatives to support our community including Thanksgiving Food Drive, Hunger Heroes Human & Pet Food Drive, Support our Troops Christmas letter campaign, Grins for Grands card campaign for Shepherd Care, Spread Joy Advent Challenge where students created cards for seniors, shovelled driveways, and reached out virtually to support those in isolation. <p>Opportunities for Improvement:</p> <ul style="list-style-type: none"> ● Measures: <ul style="list-style-type: none"> ○ 82% Model Active Citizenship ● Continue to support the role of our school Chaplain to increase and foster faith development. ● Focus on empathy to support understanding of our need for Social Justice. ● Work with teachers to integrate faith into their teaching especially in areas where our call to respond can be recognized such as environmental issues, current events that focus on inequality and poverty. 	

Implementation Plan:	Activities	Milestones
<p>Shared Vision <i>Examine the present situation</i></p> <ul style="list-style-type: none"> ● <i>What are we doing well and what is the evidence?</i> ● <i>What are we not doing so well, and what is the evidence?</i> ● <i>What might be possible?</i> 	<ul style="list-style-type: none"> ● Engage students in relevant Religious education and cross-curriculum faith integration. ● Continue to work closely with OLPH and St. Sophia parishes. ● Share at least one traditional whole school Ukrainian Catholic celebration. ● Build partnership with the Youth Minister at OLPH to connect with our students. ● Create a student wellness team to focus on faith and virtues that we can promote in the school and community. ● Have classes lead an assembly based on the theme of the month which focuses on Seven Sacred Teachings and the Gifts of the Holy Spirit. (Build upon last year.) ● More involvement of the local priests for relational ministry. To hang out. ● Create a deeper awareness of our Patron Saint through daily prayer and whole school activities. ● Draw connections between cultural programs such as FSL, Ukrainian bilingual program, ESL families and our liturgical calendar. 	
<p>Leadership Required <i>What leadership is required to support the goal?</i></p>	<ul style="list-style-type: none"> ● Chaplain 0.2 FTE ● Administration continue to model Catholic leadership ● FNMI Lead ● Health & Wellness Lead ● EICS/OLPH parish team meetings ● Chaplain meetings with Religion Consultant. 	
<p>Research and Evidence <i>What data, including research, evidence, lesson learned, is being used to inform your plan? Rationale? Sources of evidence?</i></p>	<ul style="list-style-type: none"> ● Align Student Wellness team goals with Division theme and faith development goals. ● Formed.org ● Five Marks of an Excellent Catholic Teacher ● 	
<p>Resources <i>What resources will be needed to support? (e.g., staff, supplies, etc)</i></p>	<ul style="list-style-type: none"> ● Priest visits ● FNMI Lead ● Health & Wellness Champion ● School Chaplain ● Updated curriculum and resources ● District Faith and Wellness Consultant ● Linking Generations ● Catholic Social Services 	
<p>Professional Growth <i>What professional learning supports are needed?</i></p>	<ul style="list-style-type: none"> ● Faith days and monthly assemblies to promote themes. ● Partnerships with non-profit organizations to create an understanding of the needs. ● ATA Workshops ● Parish Visits 	
<p>Time <i>What is the timeframe needed to support the implementation of the plan?</i></p>	<ul style="list-style-type: none"> ● Ongoing ● Daily prayer ● Faith permeated throughout the day ● Virtues promoted through assemblies monthly 	
<p>Community Engagement <i>What strategies are in place to share with stakeholders?</i></p>	<ul style="list-style-type: none"> ● Parish visits ● Basilica ● OLPH ● St Sophia ● Continue to extend invitation to 	

	<p>parents/families to attend and participate in faith related activities</p> <ul style="list-style-type: none"> • Continue with presentations/activities with Indigenous leaders/elders 	
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<p>Goal: To ensure a learning environment that reflects individual learning needs through quality teaching and inclusive supports.</p>	<p>Quality Teaching and Learning</p>
<p>Division Outcome: Provide appropriate supports to ensure success for all students.</p>	<p>Strategies:</p> <ol style="list-style-type: none"> 1. Support staff collaboration to engage and improve in numeracy and math teaching practices across curricula and for all students, K-12 ((CTQS, CLQS) <ol style="list-style-type: none"> a. Middle Rich Math Strategies 2. Support staff collaboration to engage and improve in literacy teaching practices across curricula and for all students, K-12 (CTQS, CLQS) <ol style="list-style-type: none"> a. Middle School Interventions <p>Targeted Success Measures:</p> <ul style="list-style-type: none"> • Support all students in an inclusive environment with appropriate accommodations, adaptations and modifications. • Student reading level data • Student Math Intervention Programming Instrument (MIPI) data • Overall quality of basic education *Provincial achievement test results

<p>Reflection on Previous Year Results:</p> <p><u>Strengths:</u></p> <p>The school's most significant successes and initiatives which improved our measurable results include, but are not limited to the following:</p> <ul style="list-style-type: none"> • Measures: <ul style="list-style-type: none"> ○ 87% Overall quality of basic education. Student data well above division average. • Collaborative Response allows teachers to collaborate on numeracy supports and literacy supports for their students. • Staff Professional Development focused on areas of Literacy, ELL supports, and Universal Supports for students. <p><u>Opportunities for Improvement:</u></p> <ul style="list-style-type: none"> • Measures: <ul style="list-style-type: none"> ○ 82% Students Engagement (9% decrease from last year.) ○ 78% Progress from Student Interventions (4% decrease) ○ 84% Satisfaction with Professional Development and Collaboration (7% improvement from last year, but still almost 10% below division average.) ○ 75% Student Interventions for ISP students. • Use assessment data (STAR, BAS, MIPI, PAT's, etc.) to target areas of concern and create strategies to address these concerns through vertical alignment and interventions. • Create learning groups to support the instructional leadership and coaching for implementing numeracy and literacy strategies in the classroom. • Professional Development that builds in progression with integrated support and follow up through coaching of consultants and instructional leaders.

- Professional Development that focuses on tangible scripted strategies to introduce numeracy and literacy support.
- Increased focus on walkthroughs to provide instructional coaching, celebrating and supporting teacher growth.

Implementation Plan:	Activities	Milestones
<p>Shared Vision <i>Examine the present situation</i></p> <ul style="list-style-type: none"> ● <i>What are we doing well and what is the evidence?</i> ● <i>What are we not doing so well, and what is the evidence?</i> ● <i>What might be possible?</i> 	<ul style="list-style-type: none"> ● Staff are engaged in collaboration for CRM meetings. ● Focus on building collaborative time that attends to Universal Design and pedagogy within Collaborative Response Time. ● With input from consultants and key staff members, CRC and Admin, develop a literacy and numeracy framework for the school ● Build learning groups that work with Division consultant to build on numeracy and literacy strategies ● Use data driven results to determine next steps ● Implementation of Pathways to provide targeted support and instruction for complex needs students. 	
<p>Leadership Required <i>What leadership is required to support the goal?</i></p>	<ul style="list-style-type: none"> ● CRM sessions dedicated to staff collaboration for inclusive supports. ● CRM sessions dedicated numeracy and literacy interventions to help bridge the gap. ● Timetable CRM (provide collaboration opportunities) ● Responsive teaching strategies ● CRC and Specialized Pathways team. 	
<p>Research and Evidence <i>What data, including research, evidence, lesson learned, is being used to inform your plan?</i></p>	<ul style="list-style-type: none"> ● Overall standard of Basic Education rated at 87% ● Student Engagement rated at 82% ● STAR Reading ● F&P results ● MIPI results ● CAT4 results ● Anecdotal records ● Teacher observations ● ELL benchmarking 	
<p>Resources <i>What resources will be needed to support? (e.g., staff, supplies, etc)</i></p>	<ul style="list-style-type: none"> ● F&P kits ● STAR resources ● Literacy Continuum, Numeracy Continuum and Pyramid of Intervention ● Staff leads in the areas of ELL, LLI, CRC, FWW and pathways. ● SLS supports for teacher professional development 	
<p>Professional Growth <i>What professional learning supports are needed?</i></p>	<ul style="list-style-type: none"> ● Align school PD plan to provide numeracy, literacy and CRM professional development (inside and outside district) ● Create PD Committee to align PD Plan with Staff Assurance Development Plans and Assurance Goals. ● Utilize CRM time to offer ● Utilize division personnel and consultants on an ongoing basis 	

Time <i>What is the timeframe needed to support the implementation of the plan?</i>	<ul style="list-style-type: none"> • Creation of PD Plan June/September • Fall and Spring testing to support student interventions. • Embedded CRM's in timetable will ensure ongoing supports. 	
Community Engagement <i>What strategies are in place to share with stakeholders?</i>	<ul style="list-style-type: none"> • Accessing EICS consultants • Outside agencies to support PD • Successes and Celebrations shared with parents and school community through regular communication 	

Goal: Create an environment where students and staff want to learn and engage in community.	Wellness
Division Outcome: Elk Island Catholic Schools is committed to providing students, staff and community with a safe and caring environment.	Strategies: <ol style="list-style-type: none"> 1. Engage Wellness Teams in the Division and Schools to prioritize workplace wellness. Targeted Success Measures: <ul style="list-style-type: none"> • Employee engagement survey • Staff health and wellness as measured by absenteeism • Student attendance as measured by the attendance dashboard • Success with Comprehensive Student Health programs • Success with educational transitions

Reflection on Previous Year Results:

Strengths:

The school's most significant successes and initiatives which improved our measurable results include, but are not limited to the following:

- Measures:
 - 88% Success with Safe and Caring Schools (Maintained)
- Continue to focus on outdoor play initiatives during winter and for faith celebrations to support wellness
- Maintain a timetable that supports more time with Homeroom students to build stronger connections and relationships.
- Continue to support Wellness Lead to create opportunities for promoting mental health in the school for students and staff.
- FWW to continue the process of sharing circles with classes to focus on healthy relationships in person and online.

Opportunities for Improvement:

- Measures:
 - 82% Success with educational transitions (8% decrease from last year)
 - 83% Student Health and Wellness
 - 79% Employee Engagement (4% decrease from last year, 14% below division average)
 - 79% Staff Wellness (14% below division average).
- Focus on ways to build connections for staff and students. Sense of isolation and lack of socialization due to Covid-19 has had a negative effect on wellness in the school.
- Increase Spirit activities and class challenges to build play literacy.

- Meaningful collaboration that brings staff together to plan, implement and share feedback thus building efficacy.
- More movement breaks within the timetable. Revisit possibility of recess.
- Field trips and retreats for students and staff.

Implementation Plan:	Activities	Milestones
<p>Shared Vision <i>Examine the present situation</i></p> <ul style="list-style-type: none"> • <i>What are we doing well and what is the evidence?</i> • <i>What are we not doing so well, and what is the evidence?</i> • <i>What might be possible?</i> 	<ul style="list-style-type: none"> • Engage staff in prioritized activities • Build relationships with student and staff retreats and field trips. • Empower staff to develop instructional leadership through coaching and learning groups. • Increase walkthroughs to enrich relationships • Provide Year-at-a-Glance checklist for staff. • Work to reduce expectations and streamline activities to reduce initiative fatigue. 	
<p>Leadership Required <i>What leadership is required to support the goal?</i></p>	<ul style="list-style-type: none"> • Staff Health Champion lead • Lead a wellness/faith retreat • Establish open communication and a connected environment • CLS supports -- Faith & Wellness Team • SLS Consultants to help streamline activities to reduce initiative fatigue. 	
<p>Research and Evidence <i>What data, including research, evidence, lesson learned, is being used to inform your plan?</i></p>	<ul style="list-style-type: none"> • Surveys will reflect a high level of satisfaction • Staff engagement and attendance will increase • ATA/UofA - Hope Research Project 	
<p>Resources <i>What resources will be needed to support? (e.g., staff, supplies, etc)</i></p>	<ul style="list-style-type: none"> • Division leaders in faith and wellness • Professional learning opportunity supports (ATA) • In school expertise • School Health Champion • 	
<p>Professional Growth <i>What professional learning supports are needed?</i></p>	<ul style="list-style-type: none"> • Professional associations ie) RMEC, HPEC • EICS Connections Team • CRM team meetings 	
<p>Time <i>What is the timeframe needed to support the implementation of the plan?</i></p>	<ul style="list-style-type: none"> • Ongoing and infused throughout the year 	
<p>Community Engagement <i>What strategies are in place to share with stakeholders?</i></p>	<ul style="list-style-type: none"> • Through surveys with staff, students and parents • School Council • School Health Champion • Strathcona County partnership 	

<p>Goal: To collaborate with community partners to</p>	<p>Engagement and Improvement</p>
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<p>explore initiatives that increase engagement.</p>		
<p>Division Outcome: Provide partners with the opportunity to contribute to student success.</p>	<p>Strategies:</p> <ol style="list-style-type: none"> 1. Enable ongoing communication through various mediums between the division, classroom and home. <p>Targeted Success Measures:</p> <ul style="list-style-type: none"> ● Satisfaction with communications ● Success of community Engagement in Divisional decisions ● Success with School and parish partnerships ● Satisfaction with parental involvement ● Satisfaction with school improvement 	
<p>Reflection on Previous Year Results:</p> <p>Strengths:</p> <p>The school's most significant successes and initiatives which improved our measurable results include, but are not limited to the following:</p> <ul style="list-style-type: none"> ● Measures: <ul style="list-style-type: none"> ○ 91% Success with school facilities (21% increase from last year) ○ 91% Success with transportation services (6% increase from last year, 9% above division average) ○ 90% Tech Integration (Though staff showed a decrease in this area, there was a 5% increase for parents.) ○ 89% Communications (5% increase from last year) ● Increased engagement with Social Media. ● Weekly memo for parents with important dates and notices. ● Homeroom teacher week at-a-glance communications sent weekly. ● Continue with short videos to show parents how to support students online, how to access Google Classroom, etc. ● Continue with video messages for major liturgical holidays and breaks. ● Continue partnership with OLPH parish through bi-monthly Chaplain/Admin meetings. <p>Opportunities for Improvement:</p> <ul style="list-style-type: none"> ● Measures: <ul style="list-style-type: none"> ○ 56% Satisfaction with school improvement (Staff ranked 10% lower than last year) ○ 70% Staff believe that they have the equipment and materials to do their job effectively (10% decrease from last year) ● Create spaces with resources for mild moderate students so teachers are not re-creating the wheel. This is the "equipment" teachers are wanting. ● Use Google Forms to elicit parent feedback. ● Seek Parent Council class reps as a way of building engagement and parent involvement. 		
<p>Implementation Plan:</p>	<p>Activities</p>	
<p>Shared Vision <i>Examine the present situation</i></p> <ul style="list-style-type: none"> ● What are we doing well and what is the evidence? ● What are we not doing so well, and what is the evidence? ● What might be possible? 	<ul style="list-style-type: none"> ● Revisit the vision and mission of the school to bring the community together. ● Ensure ongoing and open conversations with staff ● Change home/school weekly communication to include visuals/movies that show celebrations in our school. ● Create class reps for Parent Council to increase engagement. ● Work with FWW, CRC, to build parent engagement activities. (Eg. Parenting in Social Media age, etc). ● Continue relationship with Linking 	

	<ul style="list-style-type: none"> Generations. • Work with Strathcona County Mental Health Capacity Building Project. • Promote • Promote activities that support Ukranain Bilingual Program by working with BUCPS. 	
<p>Leadership Required <i>What leadership is required to support the goal? The activities to achieve the goal?</i></p>	<ul style="list-style-type: none"> • Promote district and school wide initiatives • Admin led instructional leadership • FWW roles and responsibilities • Lead open communication with all stakeholders • Collaborative Response Coordinator 	
<p>Research and Evidence <i>What data, including research, evidence, lesson learned, is being used to inform your plan?</i></p>	<ul style="list-style-type: none"> • Satisfaction surveys • Budget allocations • Accountability Pillar results • Staff feedback • Q12 results • Engagement stats on Social Media 	
<p>Resources <i>What resources will be needed to support? (e.g., staff, supplies, etc)</i></p>	<ul style="list-style-type: none"> • Internal and external agencies (county and provincial) • Parish visits • Parent Council • BUCPS Partnership • Visual form of weekly communication. 	
<p>Professional Growth <i>What professional learning supports are needed?</i></p>	<ul style="list-style-type: none"> • Team building and PD through retreat. • Continue to attend parish/school connection meetings • PD with staff focusing on how to more effectively communicate with parents. • Technology tools for enriching home/school communication and engagement. 	
<p>Time <i>What is the timeframe needed to support the implementation of the plan?</i></p>	<ul style="list-style-type: none"> • Ongoing 	
<p>Community Engagement <i>What strategies are in place to share with stakeholders?</i></p>	<ul style="list-style-type: none"> • Continue to enhance all relationships with County agencies (ie. Saffron), Mental Health Capacity Building Project • Special committee of parents to look at initiatives to increase parent engagement. • Continue connections with Bedford Village and Linking Generations and Sherwood Care 	