



Holy Spirit Catholic School Division

Continuous Improvement Plan 2016-2019

Mission: We are a Catholic Faith Community, dedicated to providing each student entrusted to our care with an education rooted in the Good News of Jesus Christ.

Guided by the Holy Spirit, in partnership with home, parish, and society, our schools foster the growth of responsible citizens who will live, celebrate and proclaim their Faith.

Our Catholic Faith is the foundation of all that we do.

Vision: Holy Spirit Catholic Schools...
Christ-centred learning communities where students are cherished and achieve their potential.

INTRODUCTION

Holy Spirit Catholic School Division's Continuous Improvement Plan for 2016-2019 reflects our system's focus on offering high quality Catholic education. This plan clearly articulates the priorities and goals of the division. It is a concise document to drive the continuous improvement of our division during the next three years. It acts as a living document; one that is consistently reviewed and refined.

ROLE OF THE BOARD OF TRUSTEES IN THE CONTINUOUS IMPROVEMENT PLAN

The Board of Trustees promotes our Catholic Faith, student learning and success, and ensures effective stewardship of the Board's fiscal resources by:

1. Engaging with the Superintendent in the development and implementation of the continuous improvement plan;
2. Developing, maintaining and reviewing Board policies; and
3. Communicating effectively with staff, parents and the community to support and build confidence in Catholic Education.

2016/2017 BOARD PRIORITIES

1. **Staff and students will grow in their faith and experience the richness of Catholic Education.**
2. **All students will develop literacy and numeracy skills that will prepare them for a changing future.**
3. **First Nations, Metis and Inuit students will achieve equitable educational outcomes.**
4. **Stakeholders will be well engaged in the educational system.**

Each priority has goals with general measures, strategies and measurement tools. The Division Three Year Education Plan (2016-2019) will provide specific targets, measures, and strategies identified to support its attainment. The specific work will be reflected in the Board and Senior Administration work plans, as well as school continuous improvement plans.

APPROVAL AND REVIEW OF THE CONTINUOUS IMPROVEMENT PLAN

The Board will approve the continuous improvement plan at the beginning of the 2016/2017 school year. The government mandated Three-Year Education Plan and Annual Education Results Report will be approved in November 2016, when all accountability data is available. Regular updates on the progress of the plan will be provided to the Board of Trustees on a quarterly basis. These quarterly progress reports will be facilitated through the work of both the Senior Administration Leadership Team (SALT) and the Learning Leadership Team (LLT).

Priority #1 Staff and Students will grow in their faith and experience the richness of Catholic Education		
Goal	Strategies	Measurement Tools
1. By the end of 2019, staff and students will indicate a deeper awareness of their faith and demonstrate an increased value of Catholic Education.	<ul style="list-style-type: none"> • Implementation of the 3-Year Faith Plan. • Enhanced prayer life in schools. • Retreat and faith formation opportunities for all staff, students and trustees. • Incorporate the <i>5 Marks of an Excellent Catholic School</i>, the <i>5 Marks of an Excellent Catholic Teacher</i>, and the <i>5 Marks of an Excellent Catholic Leader</i> into all aspects of growth, supervision, and evaluation. 	<ul style="list-style-type: none"> • ThoughtExchange • Accountability Pillar • Tell Them From Me • Local Survey
2. By the end of 2019, all Grade 1-6 religion teachers will have implemented, with a high degree of success, the new religious education curricula.	<ul style="list-style-type: none"> • Offer PD and grade level support to all Grade 1-6 religious education teachers. • Ensure schools are promoting use of the home and parish portals for the <i>Growing in Faith, Growing in Life</i> programs. 	

Priority #2 All students will develop literacy and numeracy skills that will prepare them for a changing future		
Goal	Strategies	Measurement Tools
1. By the end of 2019, 85% of students in all grades will be achieving at grade level in literacy and numeracy.	<ul style="list-style-type: none"> • Focus professional learning opportunities and supervision of instruction on high quality teaching and assessment practices. • Finalize a common assessment for literacy and establish benchmarking. • Continue to transition to a tiered response and continuum of supports model. 	<ul style="list-style-type: none"> • ThoughtExchange • Accountability Pillar • Common assessments
2. By the end of 2019, student learning will be enhanced through a focus on competencies through high quality teaching and effective use of technology	<ul style="list-style-type: none"> • Explicitly incorporate competencies into student learning. • Integrate the Learning Technology Policy Framework to guide system, school, and teacher practice. • Implement the new quality standards applicable to teachers, school, and system leaders. 	<ul style="list-style-type: none"> • Local Survey • Learning and Technology Policy Framework Toolkit

Priority #3 First Nations, Métis and Inuit students will achieve equitable educational outcomes		
Goal	Strategies	Measurement Tools
1. By the end of 2019, the gap in achievement between First Nations, Métis, and Inuit students and non-First Nations, Metis and Inuit students will be decreased by, a minimum of, 10%.	<ul style="list-style-type: none"> • Implement and continue to refine the First Nations, Métis, and Inuit Action Plan. • Ensure opportunities for off-campus education and post-secondary studies are encouraged and provided. 	<ul style="list-style-type: none"> • ThoughtExchange • Accountability Pillar • Common assessments • Local Survey
2. By the end of 2019, First Nations, Métis, and Inuit students will feel a better sense of belonging and all students and staff will have a greater understanding of culture, traditions and ceremonies.	<ul style="list-style-type: none"> • Address student and family wellness and staff professional learning by implementing the <i>Building Collaboration and Capacity in Education</i> program. • Establish a Truth and Reconciliation Committee in Year 1, with guidance and direction from our Elders, in order to develop an action plan to be implemented in Year 2. • Teachers, along with school and system leaders, will develop and apply foundational knowledge about First Nations, Métis, and Inuit culture and traditions for the benefit of all students. 	

Priority #4 Stakeholders will be well-engaged in the education system		
Goal	Strategies	Measurement Tools
1. 85% of parents are satisfied with their involvement in the schools and system.	<ul style="list-style-type: none"> • Enhance the function and role of school councils. • Utilize multiple modes of communication that highlight school and division practice. 	<ul style="list-style-type: none"> • ThoughtExchange • Accountability Pillar • Local Survey
2. By the end of 2019 85% of staff, students and parents believe the school and division have improved during the last three years.	<ul style="list-style-type: none"> • Utilize multiple modes of communication that highlight school and division practice. • Use available data to inform improvement at the classroom, school and division level. • Ensure a high degree of collaboration is extended throughout the division. 	<ul style="list-style-type: none"> • Common Assessments