



Holy Spirit Catholic Schools Continuous Improvement 2011/2012

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 2011/2012 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.

ROLE OF THE BOARD OF TRUSTEES IN THE CONTINUOUS IMPROVEMENT PLAN

The Board of Trustees promotes our Catholic Faith, student achievement 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.

2011/2012 BOARD PRIORITIES

1. **Catholic Identity** – Strong Catholic Christian faith culture within our division; Strong relationship with parishes; Faith formation and mentorship programs; Staff model, live and practice their faith.
2. **Success for All Students** - All children feel safe, welcome and supported; Exemplary teaching that prepare students for 21st century competencies; Emphasis on literacy and numeracy; Support for students with diverse learning needs through inclusive education and early intervention; Support for FNMI students.
3. **Generative Governance** - Collaboration and engagement with the community; Positive culture and relationships throughout the division; Transparency; Communication.

Each priority has goals with 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 a draft of the continuous improvement plan before the end of the 2011/2012 school year. The final plan will be approved in November 2011, when all accountability data is available. Upon final approval, regular updates on the progress of the plan will be provided to the Board of Trustees on a monthly basis. These monthly progress reports will be facilitated through the work of the Learning Leadership Team.

Priority #1 - Catholic Identity –

Strong Catholic Christian faith culture within our division; Strong relationship with parishes;
Faith formation and mentorship programs; Staff model, live and practice their faith.

Goal	Measures	Strategies	Responsibility
To enhance faith formation and permeation of faith for staff and students	<ul style="list-style-type: none"> - Schollie Survey - Anecdotal evidence 	<ul style="list-style-type: none"> - Focus on year 2 of our Division faith plan, “Do You Love Me?” - Continue to organize Eucharistic and liturgical celebrations, student and staff retreats, and other religious activities - Offer faith mentoring sessions for staff - Include and feature cultural connections to our faith - Support staff participation in Blueprints/Spice 	<ul style="list-style-type: none"> - DREC/LLT - Schools - Deputy Superintendent/ Division Principal - Schools/ Division Principal - Division Principal
To develop a strong relationship with the diocese and local parishes	<ul style="list-style-type: none"> - Number of collaborative events between division/schools and parishes - Anecdotal evidence 	<ul style="list-style-type: none"> - Joint meeting with Board and local parish priests - Joint meetings with LLT and local parish priests - Regular meetings with Bishop Henry - Collaboration with parishes on sacramental preparation - Involvement of schools in parish activities - Support for parish priests attendance at Blueprints or Spice 	<ul style="list-style-type: none"> - Board - SALT/ Division Principal - Superintendent - LLT - Schools - Board/Schools
To enhance Catholic leadership capacity	<ul style="list-style-type: none"> - Schollie Survey - Anecdotal evidence 	<ul style="list-style-type: none"> - Engage in regular faith formation activities - Further develop the leadership potential of the Division Religious Education Committee (DREC) - Encourage LLT book study led by parish priests - Provide Catholic student leadership opportunities - Offer Catholic leadership training 	<ul style="list-style-type: none"> - LLT/ Division Principal - LLT - LLT - Schools - SALT

Priority #2 – Success for All Students -

All children feel safe, welcome and supported; Exemplary teaching that prepare students for 21st century competencies; Emphasis on literacy and numeracy; Support for students with diverse learning needs through inclusive education and early intervention; Support for FNMI students.

Goal	Measures	Strategies	Responsibility
To ensure high quality teaching and learning	<ul style="list-style-type: none"> - Accountability Pillar results - Schollie Survey - PAT & DIP results - AISI Project Report 	<ul style="list-style-type: none"> - Support the role of school administration in teacher growth, supervision and evaluation - School administrators engage in regular supervision - Further develop professional learning communities within schools - Offer opportunities for various professional development in the areas of differentiated instruction, assessment and 21st century learning, high yield strategies and critical thinking 	<ul style="list-style-type: none"> - SALT - LLT - Schools - SALT/ Division Principal
To provide programming for all students	<ul style="list-style-type: none"> - Accountability Pillar results - Schollie Survey - PAT & DIP results - AISI Project Report - CAT 4 	<ul style="list-style-type: none"> - Implement CAT 4 assessment - Develop transition plans to support, “Action on Inclusion” - Build capacity in schools using a continuum of support - Develop transition plans to support, “Action on Curriculum” 	<ul style="list-style-type: none"> - LLT - Director/Committee - Director/LLT - Division Principal /Committee
To enhance FNMI learner success.	<ul style="list-style-type: none"> - Accountability Pillar results - Schollie Survey - PAT & DIP results - AISI Project Report - Attendance Reports - Anecdotal evidence 	<ul style="list-style-type: none"> - Continue to look for and implement ways to engage FNMI parents, students, and other community organizations - Continue to offer professional development opportunities on FNMI learning and share best practices - Maintain a division wide FNMI resource bank for integration into lesson plans 	<ul style="list-style-type: none"> - SALT/ Division Principal/ FNMI Lead Teacher - Division Principal/ FNMI Lead Teacher - Division Principal/ FNMI Lead Teacher
To maximize support to classrooms	<ul style="list-style-type: none"> - Accountability Pillar results - Schollie Survey - PAT & DIP results - AISI Project Report 	<ul style="list-style-type: none"> - Ensure the effective use of technology - Ensure Professional Development is linked to Board and School Improvement Plans - Ensure equitable and available access to FSLC programming - Continue to build FNMI programming 	<ul style="list-style-type: none"> - Schools - SALT/ Division Principal - Director - Dep. Superintendent/ Division Principal

Priority #3 – Generative Governance -

Collaboration and engagement with the community; Positive culture and relationships throughout the division; Transparency; Communication.

Goal	Measures	Strategies	Responsibility
To allocate budgets to support programs within a fiscally constrained environment.	<ul style="list-style-type: none"> - Quarterly reports - Accountability Pillar results - Schollie Survey 	<ul style="list-style-type: none"> - Review funding allocation model - Review facility usage and configurations 	<ul style="list-style-type: none"> - Secretary Treasurer/ Committee - SALT/ Committee
To effectively communicate with staff and stakeholders	<ul style="list-style-type: none"> - Accountability Pillar results - Schollie Survey 	<ul style="list-style-type: none"> - Engage parents in their children’s education - Information evening for immigrant/at-risk families - SALT visitations to school staff & school councils - Ensure transparency through parent meetings like FNMI, PIER, COSC with board representation - Public consultation - Develop strategies to engage students in a consultative manner - Engage in multiple methods of communication, including social media 	<ul style="list-style-type: none"> - Board/ SALT/ LLT - Schools - SALT - Board/ SALT - Board/ SALT - Superintendent/ LLT - SALT
To continue to advocate for adequate funding	<ul style="list-style-type: none"> - Accountability Pillar results - Schollie Survey - Audited Financial Statements 	<ul style="list-style-type: none"> - Regular meetings with local MLAs - Prepare facility review, communicate future capital plans, etc. 	<ul style="list-style-type: none"> - Board - SALT
To support the multi-faceted role of school administrators	<ul style="list-style-type: none"> - Accountability Pillar results - Schollie Survey 	<ul style="list-style-type: none"> - Provide professional development on school management 	<ul style="list-style-type: none"> - SALT