



**St. Anne School**  
*The heart of caring and sharing*

ST. ANNE SCHOOL

# School Education Plan

2022-25

2023-24 UPDATE



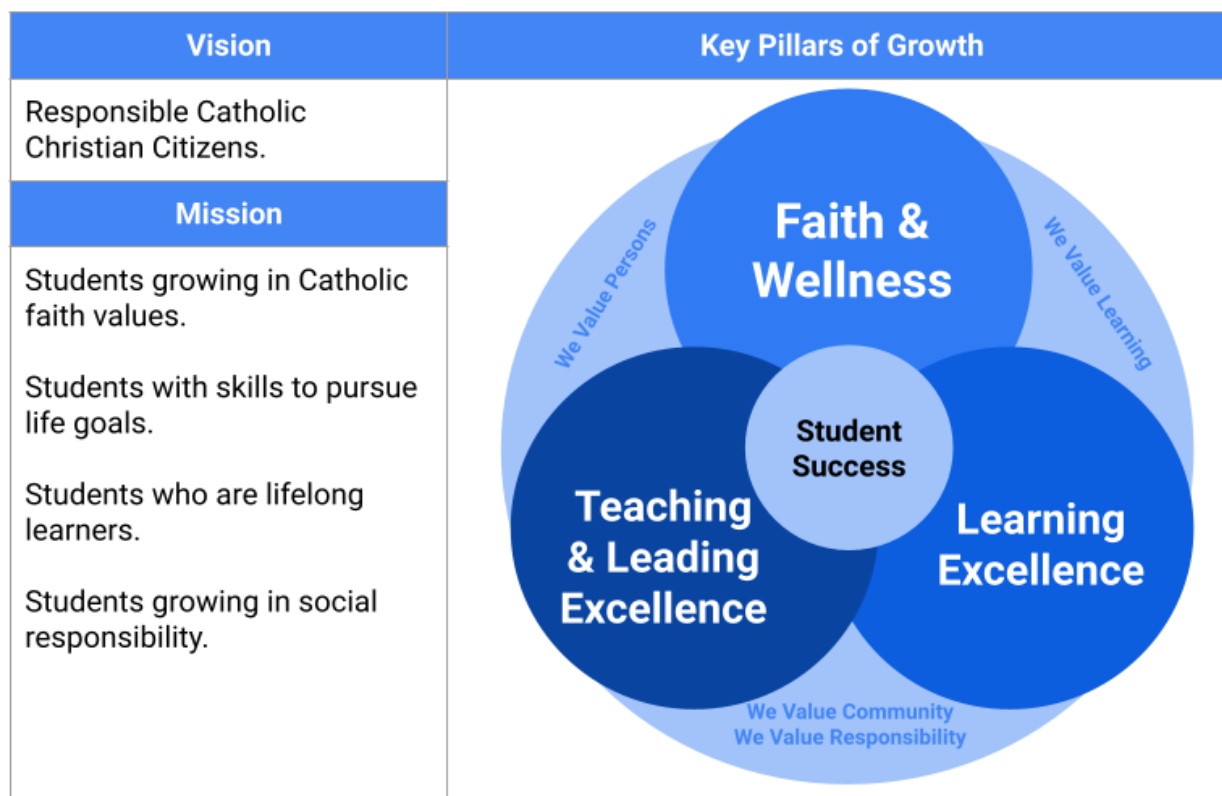
FORT McMURRAY  
CATHOLIC SCHOOLS

## School Overview

Located in the heart of Timberlea in Fort McMurray, Alberta, St. Anne School has served the surrounding community since 1983. Offering high quality programming from Early Entry to Grade Six, St. Anne School has long been a fixture of faith, student leadership, and academic success for almost 40 years.

### *At-A-Glance:*

- Our school has a student population of 400 students and a team of 44 dedicated and skilled educators.
- In addition to academic programming rooted in our provincial curriculum, we also provide faith based Catholic education through our religion classes, parish/school connections, and daily/monthly prayers and celebrations.
- We believe strongly in student empowerment and leadership and provide a wide range of activities and extra / co-curricular experiences to allow all of our students to feel welcomed, supported, and successful.
- Our school benefits from having two music education specialists who work hard to create a culture of appreciation for fine arts endeavors of our students, families, and staff members.
- Our resident Indigenous Liaison provides exceptional cultural and academic programming to support all of our students and staff on our journey through Truth and Reconciliation.



**Figure 1.** Vision, Mission, Core Values, and Key Pillars of Growth.

## Education Plan Architecture

**Key Pillar of Growth** Each pillar of growth represents the primary aims of the organization.

**Outcomes** Three outcomes have been crafted under each key pillar of growth. These outcomes reflect the state the organization hopes to attain in an effort to ensure each student has the opportunity to achieve personal excellence.

**Strategies** Each outcome includes a number of strategic actions that will be undertaken to achieve success in each pillar of growth. These actions will be implemented, evaluated, and refined on a continuous basis to ensure responsiveness to the local and societal context. The efficacy of these actions in relation to the key pillars of growth will be outlined in the 2022 AERR.

**Measures** Each outcome includes a list of measures that will be used to evaluate the efficacy of the outlined strategic actions. These measures are a mixture of provincial and local data sets.



## PILLAR #1:

# Faith & Wellness

| OUTCOME I                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| <b>1. Students, staff and families will establish a deeper connection to their faith in meaningful ways while strengthening a school culture and community that acknowledges and values the presence of God in our lives.</b>                                               |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Strategies</b>                                                                                                                                                                                                                                                           | <ul style="list-style-type: none"> <li>(a) Re-establish parish connections by inviting our priests to be present and involve school liturgies, celebrations, and classrooms.</li> <li>(b) Giving students opportunities to participate in faith driven social justice activities to support our Division faith theme.</li> <li>(c) Expanding the reach and engagement level of our monthly liturgies by examining format, style, and approach.</li> <li>(d) Diversify instruction in Religion classes by engaging active learning and responsive instruction.</li> <li>(e) Renew focus on our division's Four Core Values as the manifestation of our faith beliefs.</li> <li>(f) Provide meaningful, impactful experiences for our staff and students to connect with their personal faith lives (retreats, prayer partners, etc.)</li> </ul> |
| Measures                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>- Stakeholder Surveys (Students/Staff/Parents)</li> <li>- Regular Feedback Conversations (School Council, Staff/Students, Parish Contacts)</li> <li>- Student/Staff/Parent Engagement and Participation Levels</li> <li>-</li> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |



## PILLAR #2:

# Teaching & Leading Excellence

| OUTCOME I                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| <b>1. Teachers and leaders will become confident and skilled in the areas of differentiated instruction, programming for students with complex needs, and supporting all learners through targeted, responsive instruction.</b>                                                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Strategies</b>                                                                                                                                                                                                                                                                                                                   | <ul style="list-style-type: none"> <li>(a) Continue to focus our attention on developing and implementing our <b>responsive instruction model</b> in literacy and mathematics during our school based PLF time and afterschool.</li> <li>(b) Develop and implement a school based, staff professional development plan to build teacher/leader confidence in the areas of complex and diverse learner needs with a focus on RTI and Universal Design for Learning.</li> <li>(c) Continue to explore and utilize the comprehensive resources we have at our disposal to insure student success (Mathology, F/P Classroom, Heggerty, Jolly Phonics, Jolly Grammar, Inclusive Education Library, etc.)</li> <li>(d) Establish strong relationships with community support services and partners to build a comprehensive “toolbox” of skills and resources.</li> <li>(e) Continue to access division provided professional learning opportunities and PLC/PLF time to support growth in this area.</li> <li>(f) Create an environment of connected and collaborative educators through increased networking and relationship building opportunities (cross-school, cross-division).</li> </ul> |
| Measures                                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <ul style="list-style-type: none"> <li>- Teacher / Leader Surveys</li> <li>- Student Success Data (literacy, numeracy, anecdotal)</li> <li>- Regular Individual and Group Feedback and Sharing Sessions</li> <li>- Monthly Student Success Meetings</li> <li>- Teacher / Leader Engagement and Participation Reflections</li> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

| OUTCOME II                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
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| 2. Teachers and Leaders will establish a robust self and collective efficacy in the areas of instruction, assessment, and student/family support with particular attention on literacy, mathematics, religion, indigenous education, and new curriculum.                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| Strategies                                                                                                                                                                                                                                                                              | <ul style="list-style-type: none"> <li>(a) Continue to provide opportunities for staff to work together across grade levels and divisions (Communities of Practice Days)</li> <li>(b) Continue to create opportunities for the development of staff wellness and faith exploration (team building events, fitness opportunities, prayer moments, etc.)</li> <li>(c) Regular and purposeful celebration and sharing of classroom successes and increased staff recognition and appreciation.</li> <li>(d) Purchase a collection of required/requested resources and supplies to support instruction.</li> <li>(e) Facilitate an increase in opportunities for teachers and leaders to form strong connections with students and families.</li> <li>(f) Participation in school wide theme "The Power of Yet" Growth Mindset Challenge.</li> <li>(g) Continue to explore and develop teacher/leader understanding of Indigenous ways of knowing through community partnerships, professional development, collaboration with our Indigenous Liaison, and school/division driven Truth and Reconciliation initiatives.</li> </ul> |
| Measures                                                                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <ul style="list-style-type: none"> <li>- Teacher / Leader Surveys</li> <li>- Teacher Attendance</li> <li>- Teacher Participation and Engagement</li> <li>- Professional Growth Plan Meetings</li> <li>- Regular One on One and Group Conversations with Teacher Stakeholders</li> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |



### PILLAR #3:

## Learning Excellence

| OUTCOME I                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
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| <b>1. All students will feel empowered to be successful and confident learners and leaders and see themselves as champions of their own learning.</b>                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <b>Strategies</b>                                                                                                                                                                                                                        | <ul style="list-style-type: none"> <li>(a) Develop and implement a student success program rooted in research and best practices in the areas of fostering positive self talk and growth mindset (The Power of Yet!)</li> <li>(b) Provide regular opportunities for students in all grades to participate in leadership roles and community building activities.</li> <li>(c) Continue to create regular opportunities for students to share their personal successes with the school community in a public and supportive way (monthly success assemblies, Certificates of Pride)</li> <li>(d) Renew commitment to Student-Led Conferences</li> <li>(e) Continue to seek out community partnerships to support student mental health and wellness (fitness providers, SOS, local Indigenous organizations, Parish connections, etc.).</li> </ul> |
| Measures                                                                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| <ul style="list-style-type: none"> <li>- Student/Parent Surveys</li> <li>- Student Success Data (literacy, numeracy, anecdotal)</li> <li>- Student Engagement Levels</li> <li>- Frequent Feedback Conversations with Students</li> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |

| OUTCOME II                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
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| 2. Students will learn, grow, and excel in a numeracy and literacy rich environment.                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <b>Strategies</b>                                                                                                                                                                                                                                                                               | <ul style="list-style-type: none"> <li>(a) Develop and implement a school wide program to foster a love of reading and writing for enjoyment.</li> <li>(b) Create opportunities for students to see “math in real life” and experience it in a fun, engaging way.</li> <li>(c) Plan and present a family centered math night.</li> <li>(d) Plan and present a week-long literacy festival that targets reading and writing for fun.</li> <li>(e) Engage community partners to facilitate events/activities rooted in mathematics, literacy, and STEAM.</li> <li>(f) Seek out and create opportunities to expose all students to literacy and numeracy concepts through the lens of Indigenous Ways of Knowing and hands on/ land based learning.</li> </ul> |
| Measures                                                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <ul style="list-style-type: none"> <li>- Environmental Surveys / Audit</li> <li>- Student/Staff/Parent Surveys</li> <li>- Feedback Session with Students and Staff</li> <li>- Student Success Data (literacy, numeracy, anecdotal)</li> <li>- Student/Staff/Family Engagement Levels</li> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |

## Summary of Updates (2022/23) and Considerations for Current School Year (2023/24)

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### Pillar I - Faith & Wellness

This past year (2022/23), we had great success with the introduction of our monthly Four Core Value awards pins. The creation of these awards and the establishment and communication of the corresponding criteria reinvigorated and refreshed the understanding of how our four core values are a manifestation of our faith (1.e.) amongst our school community. We successfully diversified the format of some of our liturgical experiences as a means of reengaging our students and families in our school based liturgies (1.c.) through our outdoor Stations of the Cross and our rosary prayer groups. In addition, we successfully used our participation in our division faith theme to create opportunities for our students to engage in important faith based social justice activities through our Lenten almsgiving for local charities and fundraising for Water First (1.b.).

**Considerations for This Year:** We will continue to focus on the strategies listed under Pillar I paying particular attention to re-establishing a stronger school/parish connection and welcoming our newest priests to our school.

### Pillar II - Teaching & Leading Excellence

With new curriculum at the forefront of our school and division attention this past year, a great deal of our time and energy was spent focusing our time on improving our capacity for excellent teaching and leadership as we move forward with implementation from K-6. With a strong foundation in literacy shoring us up, we successfully turned our attention to numeracy instruction and diversification of practice in mathematics. Through our partnership with the ERLC and with support from the division leadership team, we pursued a professional development series in Guided Math with the intent of full implementation of the differentiated approach to math instruction in the Fall of 2023 (2.1.a.). We also collaboratively established a literacy guiding framework for our school that outlines our collective instruction/assessment philosophies, resource progression, and differentiated practices. This framework will inform our literacy practices for years to come (2.1.a, 2.1.b., 2.1.c.). By working together to establish this framework, as well as to learn and grow our knowledge of Guided Math, we successfully increased the collective efficacy of our teaching and learning team (2.2.a, 2.2.e.). Significant work was also undertaken to improve our understanding of indigenous ways of knowing through our continued work with our wonderful indigenous liaison and a wide variety of community resources - work that we are looking forward to continuing next year (2.2.g.).

**Considerations for This Year:** Pillar II represents the bulk of our focus and this will continue into next year. Quality, informed, diverse, and responsive instruction/assessment practices will continue to form the centre of our growth focus. Next year, we plan to further strengthen our success in these areas by digging deeper into universal instruction/assessment strategies that allow our teacher to better support our diverse learners in general and targeted ways.

### **Pillar III - Learning Excellence**

For Pillar III the 2022/23 school year, our primary focus was on the continued growth of a literacy and numeracy rich environment here at St. Anne. By intentionally immersing our students in an environment rich with opportunities to read, write, and actively engage in math, we successfully support our students in their learning journeys. What you see on the walls of the school is indicative of what is most valued, so we took great efforts to ensure that our bulletin boards, displays, and wall spaces were adorned with literacy and numeracy messages and activities. We also curated and presented an extremely successful literacy week that saw the entire school take part in reading and writing activities for fun (not assessment). We engaged an author in residence, we created and celebrated student writing publicly, and we invited community stakeholders to read with our students (3.2.a., 3.2.b., 3.2.f.). In regards to student success and achievement, we also reevaluated and restructured our monthly success assemblies to better celebrate individual and collective student success. We introduced our Mathematician of the Month award that celebrates two students from every class who demonstrated an open mind during math class as well as our Four Core Values Awards (3.1.a, 3.1.b, 3.1.c). We also began working to create a school wide program to support the growth and development of positive growth mindsets among our students, staff, and families (3.1.a., 3.1.c.).

**Considerations for This Year:** We will continue with all initiatives and strategies outlined in Pillar III to further deepen our literacy and numeracy rich environments within our school, our classrooms, and our community. We will turn our main focus, in the second half of this school year, to further establishing and progressing our “Power of Yet” growth mindset program for students, staff and families. We believe strongly in the power of having positive growth mindsets, both personally and academically, to have a significant impact on learning excellence at St. Anne.