



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

ST. ANNE SCHOOL

# School Education Plan

2022-25

YEAR III UPDATE



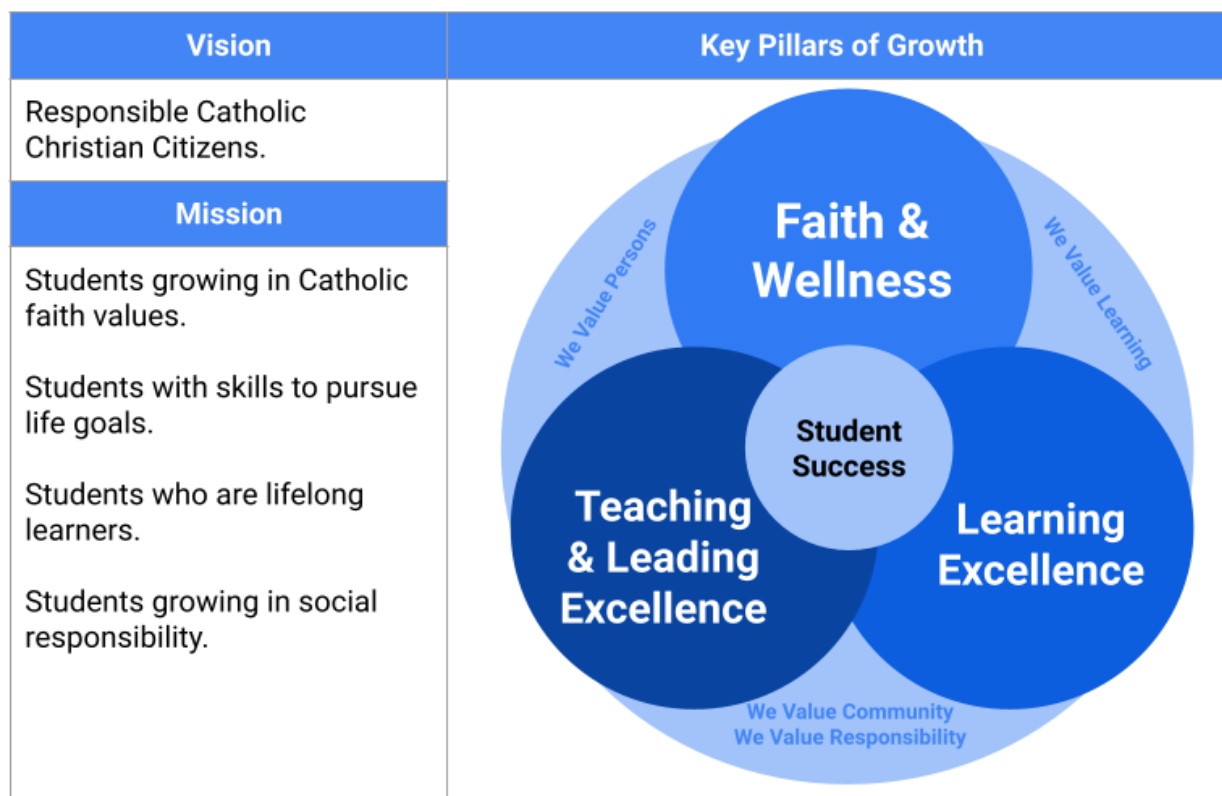
FORT McMURRAY  
CATHOLIC SCHOOLS

## 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 375 students and a team of 40 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 an experienced music education specialist who works 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                                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <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> </ul> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |



## PILLAR #2:

# Teaching & Leading Excellence

| OUTCOME I                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>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><i>responsive instruction model</i></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                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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                                                                                                                                                                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>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                                                                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 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 for 2024-25 School Year

---

### Pillar I - Faith & Wellness

**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.**

#### ***Reflection on Year 2 of Implementation (2023-24)***

During the 2023/24 school year, we continued to have great success with our Four Core Value award program. The program was designed to address data from our stakeholder surveys that suggested our students and families were no longer aware of FMCS D's Four Core Values. We believe that the program reached its intended target and we will retire it as a primary focus for the upcoming school year although it will continue to be a part of our success assemblies.

This year we also continued our reevaluation of our liturgical celebrations in an attempt to make them more impactful and engaging and were able to make significant adjustments to our celebrations. We continued with our annual outdoor Stations of the Cross and Rosary groups and our plan is to add additional school wide faith based activities in 2024/25. Time spent on incorporating our division theme of "Do Small Things With Great Love" was also fruitful as it encouraged us to focus our Advent and Lenten seasons creating opportunities to give to several local charities.

#### ***Updates for Year 3 of Implementation (2024-25)***

In an effort to better address student, staff, and family wellness and faith development we will be implementing a full year encounter and empowerment program that we are calling "You Were Made For Greatness". Based on a passage written by Pope Benedict, the themed program will see our students, staff, and families encounter Jesus and build their faith by participating in weekly reflections and monthly activities designed to enhance their understanding that we were all created in God's image and he "made us for greatness" by gracing us all with gifts and talents to share. An important part of this program will also be the establishment of stronger relationships with our parish and our priests.

### Pillar II - Teaching & Leading Excellence

**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.**

**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.**

***Reflection on Year 2 of Implementation (2023-24)***

During the 2023/24 school year we continued to make diversifying our instructional and assessment approaches a priority. This was reflected in our PLF plan and we saw some excellent growth in our teaching team as well as our support staff in how we support diverse learners in and out of the classroom. The creation of our Adventure Club for our neurodiverse students and the implementation of “Thinking Classroom” strategies allowed us to further support all of our students. We continued to explore elements of Guided Math and renewed our investment in Guided Reading as proven methods of differentiated instruction. Our student growth in both literacy and numeracy is indicative of these efforts.

In addition, by focusing a significant portion of our PLF on collaborative work time, we have been able to further strengthen the collective efficacy of our teaching team by fostering the development of a connected, collaborative, cooperative work environment. The building of this collaborative environment, aided as well by Division initiatives and support, has allowed us to more effectively tackle new curriculum implementation.

***Updates for Year 3 of Implementation (2024-25)***

We will continue to prioritize our work in this pillar as the bulk of our student success can be linked to the goals and strategies set for this section of our plan. Our work on implementing responsive instructional approaches will advance with a deeper dive into Liljedhal’s Thinking Classrooms and a return to a focus on Guided Math implementation. With the introduction of new assessment tools to support literacy instruction and new curriculum, we will focus our attention on learning how to maximize the data collected to better inform targeting instructional techniques. We will also focus our attention on better maximizing the usefulness of the EICS math assessment as a tool for targeted intervention.

**Pillar III - Learning Excellence**

**All students will feel empowered to be successful and confident learners and leaders and see themselves as champions of their own learning.**

**Students will learn, grow, and excel in a numeracy and literacy rich environment.**

***Reflection on Year 2 of Implementation (2023-24)***

During the 2023/24 school year we continued to make advancements in goals under this pillar. Although we shelved our “Power of Yet” Growth Mindset program, we worked hard to provide our students and school community with many opportunities to focus on their own wellness and learning. We renewed our focus on helping the students develop their positive self-talk skills when encountering both academic and social challenges and we continued to publicly celebrate student success at our monthly assemblies - both through our Four Core Value Awards and our Mathematician of the Month Awards.

We continued our work on creating literacy and numeracy rich environments through the introduction of our Century Club Challenge, where each class was encouraged to read 100 books a month, the purchase of many new books for our school library (based on student feedback), and by using our bulletin board and public facing spaces to highlight the work our students are doing in both literacy and mathematics.

***Updates for Year 3 of Implementation (2024-25)***

We are excited for our plans to support our school goals under this pillar for the new school year. The creation and implementation of our school wide theme and connected activities under the umbrella of “You Were Made For Greatness” will expose our students and staff to many wellness opportunities designed to enhance their resilience and positive self image. Our focus on creating literacy and numeracy rich environments will continue with the introduction of our newly created “Math Ninja Challenge - Multiplication Edition” that will see students from grades 3-6 challenge for colored “belts” by mastering their times tables. We will also be reintroducing an extended and enhanced literacy festival as well as math family nights supported by our School Council.