

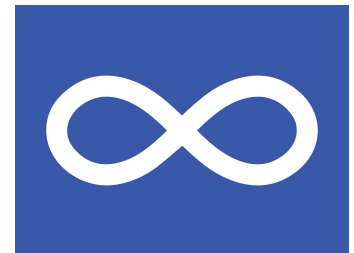


Father Henri Voisin School

2022-2023

SCHOOL IMPROVEMENT PLAN

Red Deer Catholic Regional Schools would like to thank God for all of creation. We acknowledge that we are on two territories: Treaty Six territory to the North of the Red Deer River and Treaty Seven territory to the South of the Red Deer River. We acknowledge the many First Nations, Métis, and Inuit whose footsteps have marked these lands for centuries and whose respectful stewardship have enabled us all to enjoy the riches of the Creator's blessings.



Principles of Practice

We honour our children.

We provide a safe and secure environment.

We live and proudly proclaim our Catholic Christian faith.

We provide quality education in a Catholic environment.

We pray as an educational community.

We practice servant-leadership.

We focus on our mission through clarity of purpose.

We value our staff.

Vision:

The staff of Father Henri Voisin envisions a school community that has a foundation of faith, strong relationships, a sense of safety and belonging, and positive attitudes that instill a love of life and learning in each student.

Mission:

In the day to day environment of Father Henri Voisin, our school staff is committed to establishing a strong leadership community in which we make Christ known to children, ensuring academic excellence and creating a safe and caring school.

This will be accomplished by maintaining a positive attitude—treating challenges as learning opportunities and stepping stones. The practices, which will ensure that we accomplish this, are as follows:

- Genuine compassion for each other
- Being present to each other
- Support and acknowledgement
- Compassionate listening
- Patience and flexibility
- Confidentiality
- Group problem solving

School Profile:

Father Henri Voisin is a Catholic school that serves 376 students from Kindergarten to Grade Five.

Father Henri Voisin School exemplifies the Eight Characteristics of Catholic Identity (Humanness, Community, Hospitality, Justice, Spirituality, Tradition, Sacramentality, Rationality). Faith permeates all that we do at Father Henri Voisin. "Let the Little Children Come to Me" Matthew 19:14 is our motto and is lived in thought, word and action. It is modeled, and reinforced by students and staff. Through faith

permeation in all subject areas, teachers help students become closer to Jesus and become evangelized disciples. We begin each day with prayer, we pray at lunchtime and at the end of our day. Our staff prays together every Tuesday morning prior to the students arriving. We are committed to having a deep relationship with Jesus through our involvement with Sacred Heart Parish and through our school celebrations. Our partnership with Villa Marie - Covenant Care provides us with many Social Justice projects and the opportunity to put into practice the characteristics of an ethical citizen and an evangelized disciple. The Father Henri Voisin School community wants to recognize the honour we share being on Treaty 7 land north of the Red Deer River which so many people utilized before us, including the First Nations, Métis, and Inuit people, whose footsteps graced these lands for centuries. The care they showed for the land has allowed us to be here together to honour the Creator and enjoy His ongoing blessings. As a people living on Treaty 7 land, we proudly display our Treaty 7 flag and Metis flag. As a staff, we have been working towards building our foundational knowledge about our Indigenous people to assist in our teachings in the classroom and to grow in continued understanding towards 'Truth and Reconciliation'.

Father Henri Voisin is committed to providing an excellent, inclusive education for each one of our students. Our students have varying degrees of academic, social, and physical abilities that are monitored on an on-going basis through formative and summative assessment. We are implementing a variety of instructional strategies in our classrooms with the support of our Literacy, Inclusion, Faith, Technology (LIFT) team and Learning Commons. Our classroom timetables are designed to be fluid so that supports can be adjusted in the classrooms, allowing for co-teaching, and for grade level collaboration among teachers.

Regular safety practices, guest speakers, and programs are an essential part of school life. Our Grade 5 leadership team continues to come up with innovative ways to foster school spirit with school wide activities and programming. Father Henri Voisin staff are committed to providing the greatest support for all students to ensure continued success in a safe environment.

Assurance Framework Report Card

Alberta Ed Required Measures	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)	Achievement	Improvement	Overall
Student Learning Engagement	92	90.4	n/a	85.1	85.6	n/a	n/a	n/a	n/a
Citizenship	92.3	96.5	94.7	81.4	83.2	83.1	Very High	Maintained	Excellent
3-year High School Completion	n/a	n/a	n/a	83.2	83.4	81.1	n/a	n/a	n/a
5-year High School Completion	n/a	n/a	n/a	87.1	86.2	85.6	n/a	n/a	n/a
PAT: Acceptable	n/a	n/a	n/a	67.3	n/a	73.8	n/a	n/a	n/a
PAT: Excellence	n/a	n/a	n/a	18	n/a	20.6	n/a	n/a	n/a
Diploma: Acceptable	n/a	n/a	n/a	75.2	n/a	83.6	n/a	n/a	n/a
Diploma: Excellence	n/a	n/a	n/a	18.2	n/a	24	n/a	n/a	n/a
Education Quality	94	96	96.2	89	89.6	90.3	Very High	Maintained	Excellent
Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	93.9	97.1	n/a	86.1	87.8	n/a	n/a	n/a	n/a
Access to Supports and Services	86.9	91.7	n/a	81.6	82.6	n/a	n/a	n/a	n/a
Parental Involvement	88.8	84.3	85.6	78.8	79.5	81.5	Very High	Maintained	Excellent

RDCRS Families are Inspired by Christ on a Journey to Encounter, Nurture and Serve

RDCRS Families are Inspired by Christ on a Journey to Encounter, Nurture and Serve	2021/22	2020/21	2019/20	3 Year Average
I learn about the Catholic Faith at my school.	98.17%	97.79%	100.00%	98.65%
Prayer helps me feel closer to God.	96.58%	97.36%	98.64%	97.53%
I believe that God created me.	95.31%	97.23%	96.76%	96.43%
I believe that the Catholic Faith teaches me a good way to live.	95.38%	97.97%	100.00%	97.78%
The Catholic faith is a focus in my school.	97.78%	65.91%	61.67%	75.12%
I learn about God in all my classes. (Grade 4 students)	89.60%	93.71%	97.87%	93.73%
Catholic viewpoints and connections are integrated into my school subjects and activities. (Grade 7 & 10 students)	N/A	N/A	N/A	
My teachers show me what it is like to be friends with Jesus. (Grade 4 students)	95.19%	92.45%	97.92%	95.19%
My teachers show me what it is like to develop a relationship with Jesus. (Grade 7 & 10 students)	N/A	N/A	N/A	
I learn that we all need to play a part in helping to make our world a better place for everyone.	99.05%	N/A	N/A	99.05%
I learn the importance of the traditions of our faith such as scripture reading, liturgies, sacraments, and celebrations.	97.14%	N/A	N/A	97.14%
I would recommend my school to a friend.	95.24%	N/A	N/A	95.24%

AERR Comments

We enriched our school community's Catholicity by focussing on the characteristics of Community and Tradition. Our longstanding relationship with the community of Villa Marie continued with the use of technology that allowed our students and the Seniors at Villa Marie to enjoy each others' company as well as the opportunity to share traditions i.e. - Christmas. To further staff and student understanding of Community and Tradition our Faith Coach met on a weekly basis with Kindergarten to Grade 5 classes; she incorporated authentic faith-based activities and discussions that resulted in the continued conversations in the classroom. Our Faith Coach has been an excellent source of support and knowledge in assisting our Grade 1 and Grade 2 teachers as they journeyed together in the implementation of the Fully Alive program. We had 15 of our students in the tradition of our Faith receive their Sacraments of Reconciliation and First Communion.

Based on our Schollie data our Grade 4 and 5's were excited about learning about our Catholic Faith and that has been maintained throughout our results. There is still a decrease in the question "I learn about God in all my classes" with an 8% drop from last school year. As well, in a very similar question, "I believe that God created me" we had a 6% drop this year. Moving into next year we will continue our strong permeation throughout our school with a focus on student comprehension and understanding of God's encompassing love for them.

Comment on School Goals

In order to enrich our school community's Catholicity, we have begun a journey following our Division Theme "Inspired by Christ on a Journey to Encounter, Nurture and Serve." We will continue our longstanding relationship with the community of Villa Marie. We had our first in person visit to celebrate Halloween. It is our connections with each other on staff, and relationships with students, parents and our greater community that make Father Henri Voisin a strong faith filled school. Our Faith Coach has been meeting on a weekly basis with Kindergarten to Grade 5 classes through Chapel time; she incorporates authentic faith-based activities and discussions that result in continued conversations in the classroom. Our Faith Coach has coordinated opportunities during our PD days to participate in daily Mass at Sacred Heart Parish. Our Faith Coach has been an excellent source of support and knowledge in assisting our Grade 1 and Grade 2 teachers as they continue the journey together in the Fully Alive program. As well, our Faith Coach will be an excellent source of support and knowledge for our Grades 3-5 teams as they begin to implement the Fully Alive program in their respective classrooms.

Division Goals

Create learning environments that reflect the characteristics of our Catholic identity inspiring our students, staff, and families to see the world in a way created by God and sustained by God's love.

School Goals

Father Henri Voisin School Families are Inspired by Christ on a Journey to Encounter, Nurture and Serve.

Alberta's students are successful.

Alberta Ed Required Measures	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)
PAT: Acceptable	n/a	n/a	n/a	67.3	n/a	73.8
PAT: Excellence	n/a	n/a	n/a	18	n/a	20.6
Diploma: Acceptable	n/a	n/a	n/a	75.2	n/a	83.6
Diploma: Excellence	n/a	n/a	n/a	18.2	n/a	24
Citizenship	92.3	96.5	94.7	81.4	83.2	83.1
3-year High School Completion	n/a	n/a	n/a	83.2	83.4	81.1
Diploma Exam Participation Rate (4+ Exams)	n/a	n/a	n/a	n/a	n/a	56.6
Lifelong Learning	88.3	88	79.7	81	82.1	72
Rutherford Scholarship Eligibility Rate	n/a	n/a	n/a	70.2	68	66.4

AERR Comments
<p>Father Henri Voisin Administration refined the model of LIFT (Literacy, Inclusion, Faith, Technology) to a fluid system rather than static through professional conversations and referenced student data. As the dynamic of our students evolved as a result of the pandemic, our philosophy shifted with the LIFT model and Student Response Team model through knowing, understanding and responding to all learners became more apparent. In particular, we incorporated common language and common understanding with our staff so that high impact teaching strategies were consistent across the school for all students. We provided a focus for three common documents to support students that were 'at risk' in our school - Strength Based ISP, Student Regulation Support and Safety Plan, Individual Student Plan (ISP). We focussed on Numeracy/Literacy to establish a common language and common understanding across Division I (Kindergarten - Grade 2) and Division II (Grade 3 - Grade 5).</p> <p>1. Literacy Expectations -Reading/Writing conferences to occur with every child once every 2 weeks. Use grade level materials based on student's F & P data. Reading, Writing, Word Work & Comprehension - Comprehensive LA program</p> <p>2. Numeracy Expectations - Division I - Math Manipulatives and Mathology/Division II - Open-ended questions and Daily 3</p> <p>Our weekly Professional Learning Communities (PLC) provided a structure to share, support and learn alongside same grade level colleagues. Those conversations grew professionally as "New Curriculum" and student data were at the forefront of these discussions. Teachers implemented practices to enhance each student's learning journey.</p>

Comment on School Goals
<p>Father Henri Voisin Administration has continued to evolve with its model of LIFT (Literacy, Inclusion, Faith, Technology) with new team members joining and a continued collective direction outlined for the team. With the</p>

evolving dynamic of our students we continue to challenge our LIFT team to review the LIFT model and Student Response Team model through knowing, understanding and responding to all learners. In particular, we are looking to continue with our staff's use of common language and common understanding so that high impact teaching strategies are consistent across the school. Our weekly Professional Learning Communities (PLC) provides a structure to share, support and learn alongside same grade level colleagues. During these weekly professional meetings, teachers discuss their progress and implementation of the 'new curriculums'. As well, discussions are guided by data that we have gathered regarding our students Literacy/Numeracy. In particular, Grades 2-3 teachers have been reviewing LENS/CC3 and Numeracy data to inform practice and plan appropriate LIFT supports.

Division Goals

Champion high learning expectations for all students in all programs while creating conditions to support creativity, innovation and evidence-based practice drives learning.

School Goals

Father Henri Voisin staff will create an inclusive environment designed to achieve students' fullest potential through knowing, understanding and responding to all learners.

First Nations, Métis, and Inuit students in Alberta are successful.

Alberta Ed Required Measures for Indigenous Students	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)
PAT: Acceptable	n/a	n/a	n/a	46.4	n/a	54
PAT: Excellence	n/a	n/a	n/a	6.4	n/a	7.4
Diploma: Acceptable	n/a	n/a	n/a	68.7	n/a	77.2
Diploma: Excellence	n/a	n/a	n/a	8.5	n/a	11.4
3-year High School Completion	n/a	n/a	n/a	59.5	62	58.4
Drop Out Rate	n/a	n/a	n/a	4.9	5	5.3
Diploma Exam Participation Rate (4+ Exams)	n/a	n/a	n/a	n/a	n/a	24.6
Lifelong Learning	n/a	n/a	n/a	n/a	n/a	n/a
Rutherford Scholarship Eligibility Rate	n/a	n/a	n/a	41.1	39.5	38.6

AERR Comments

We continued to enhance our learning of foundational knowledge about First Nations, Métis and Inuit for the benefit of all students. The Indigenous Education Team was a wealth of information and support in particular with lessons specific to the book “Stolen Words”, drumming lessons as well our journey of the acquired Tipi for our Learning Commons. We were very blessed that the Knowledge Keeper Dean accepted our offer of tobacco September 30, 2021. Through the Creator, Knowledge Keeper Dean acknowledged our learning commons as a Sacred space for our tipi.

Comment on School Goals

Our school community is committed to enriching our learning through building a foundational knowledge about First Nations, Métis and Inuit for the benefit of all students and building the capacity of staff. We are relying on the support of the Indigenous Education Team to guide our actions, events, environment and understanding. Our students and staff have been accessing/using the Tipi since construction of it was completed on May 27th. As well, we have connected with our Indigenous Educational Team to assist us in using our Tipi, as a sacred teaching space in our Learning Commons.

Division Goals

The achievement gap between results of self-identified First Nations, Métis and Inuit and Division-wide results is closed and all self-identified students feel welcome, connected, and belong.

School Goals

Provide authentic, and professional learning opportunities connected to local Indigenous stakeholders to build

foundational knowledge about First Nations, Métis and Inuit for the benefit of all students and build the capacity of staff.

Alberta has excellent teachers, school leaders, and school authority leaders.

Alberta Ed Supplemental Measures	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)
In-Service Jurisdiction Needs	93.7	100	94.4	83.7	84.9	85.1

AERR Comments

The administration of Father Henri Voisin continued to reference the four pillars of Instructional Leadership as the guiding principles throughout the school year. The goal of bringing our school community to “common language” and “common understanding” specific to all aspects of each child’s needs was reviewed and revamped throughout the school year with moderate success. With the increase in professional conversations, our school community will continue to work on “common language” and “common understanding” in the coming school year in particular with the implementation of the 'new curriculum' and 'Schoolology'.

Comment on School Goals

As an administrative team we continue to reference the four pillars of Instructional Leadership. In order of importance with Collective Leadership being the 'big rock': Collective leadership, Setting the Direction, Leading Learning, Instructional Walkthroughs. The goal is to continue to bring the school community to 'common language' and 'common understanding' specific to all aspects of meeting each child's needs through our Literacy, Inclusion, Faith, Technology (LIFT) model and our instructional leadership.

Division Goals

Quality learning experiences for students are fostered through a shared, collective responsibility of teachers and school leaders, in a continuous improvement of evidence-based teaching and learning practices.

School Goals

Enhance the Instructional Leadership practices (Setting the Direction, Leading Learning, Instructional Walkthroughs, Collective Leadership), and deepen the understanding and implementation of professional practice standards with a focus on optimum student learning.

Alberta's education system is well governed and managed.

Alberta Ed Required Measures	Current Result	Prev Year Result	Prev 3 Year Average	Current Result (Alberta)	Prev Year Result (Alberta)	Prev 3 Year Average (Alberta)
Education Quality	94	96	96.2	89	89.6	90.3
Welcoming, Caring, Respectful and Safe Learning Environments (WCRSLE)	93.9	97.1	n/a	86.1	87.8	n/a
Parental Involvement	88.8	84.3	85.6	78.8	79.5	81.5
Safe and Caring	95.3	97.1	95.5	88.8	90	89.2

AERR Comments

Throughout the past school year we have worked on 'common language' with students and staff specific to mental health and awareness through our weekly I-Mind classes. Our school counselor and Family School Enhancement Counselor (FSEC) were an integral part of all that we did at Father Henri Voisin (FHV) to support growing and evolving mental health needs throughout the school year. With the shifting dynamic, we journeyed becoming a Trauma Informed School. We had two staff members that received training in Comprehensive School Threat Assessment Guidelines (CSTAG). In collaboration with our community partners and our parent community we hosted a very successful Career Fair for our Grade 3 - 5 students. Our School Council meetings were a hybrid model with in person/google meet available to increase participation and flexibility for parents to attend. As we transitioned from the pandemic we requested parent feedback on the Spring Parent Teacher Interviews. Through that process parents informed us that a hybrid model (Google Meet/Phone call/in person) was preferred with over 70% of respondents supporting this option. We provided parents a voice in next year's class list creation through our Parent Request planning google document. This allowed parents to provide us with feedback and information regarding their child. We had 53 parents participate in filling out the feedback form which reduced the amount of emails/communication that homeroom teachers would have received in the past.

Comment on School Goals

We continue to offer support for at-risk students with teacher-directed small group "check-in" systems to address anxiety, executive functioning, and regulation needs. Our school counselor and Family School Enhancement Counselor (FSEC) are an integral part of all that we do at Father Henri Voisin (FHV) to support growing and evolving mental health needs. FHV Admin team and counselor are trained in the Comprehensive School Threat Assessment Guidelines (CSTAG). Our Support Staff are learning through professional development how to support our at-risk students with training in executive functioning skills and Handle with Care.

Division Goals

Enhanced educational experiences through effective communication, ongoing collaboration, and strategic partnerships.

School Goals

Target student and staff mental wellness in developing an understanding of mental wellness and creating the

capacity to respond to identified mental health needs.

Ensure staff, students and parents are provided opportunities to have a voice in decisions that impact our school community through communication and engagement.