

# [Saint Oscar Romero CSS] School Improvement and Equity Plan: 2021 – 2022

CPSC Consultation Date: Monday April 4, 2022

All students, including those communities of students who - historically and currently - are underserved, will be given the tools to succeed academically and in life. Instructional strategies, in all subject areas and/or curricula, consider all learning styles and needs, and allow students to reach their full potential in recognizing their God-given gifts.

## Board Improvement and Equity Plan Priority: **Achievement**

School Growth Goal	Evidence/Monitoring strategies to support School Growth Goal	Resources and Supports for Staff/School Community
By June 2022, increase by 5% the number of Gr. 12 college level students who are successful in credit accumulation.	<p>Evidence of this goal will derive from final achievement, that is founded on the 7 Foundational Principles of Growing Success and pedagogical strategies that promote student growth mindset and responsive instructional design and pedagogy.</p> <p>Monitoring strategies will include ongoing descriptive feedback, teacher-student conferencing, on-going communication with home, a focus on assessment for and as learning and leveraging learning portfolio design as a modality to foster goal setting and self-regulation (Individual Pathway Plan Portfolio).</p>	<p><a href="#">Growing Success</a>            Kahn Academy – <a href="#">Growth Mindset For Educators</a>  <a href="#">Creating Pathways to Success</a>  <a href="#">Peter Liljedahl</a> – Thinking Classroom  <a href="#">School Effectiveness Framework</a></p>

## Board Improvement and Equity Plan Priority: **Human Rights and Equity**

School Growth Goal	Evidence/Monitoring strategies to support School Growth Goal/Action Plan	Resources and Supports for Staff/School Community
By June 2022, further engage students and community stakeholders as partners in creating a culturally responsive school that aligns with the Ontario Catholic School Graduate Expectations.	<p>Evidence of this goal will derive from community engagement initiatives that speak to seeing students fully, which includes learning, unlearning and relearning as it relates to the BIPOC and LGBTQS+ experience. Evidence will also include equity walks, special</p>	<p><a href="#">Ontario Catholic School Graduate Expectations</a> Aligned with the <a href="#">21C neXt Lesson</a></p>

	<p>programming for parent(s) / guardian(s), opportunities for student leadership, staff professional development, teacher instructional design and the mobilization of student voice in school and beyond through multi-modal applications such the creation of a new school website with a focus on student reflection and pedagogical documentation through text and video. Furthermore, IMPACT (St. Oscar Romero’s Safe and Accepting Schools’ Committee), will promote staff-student engagement through storytelling initiatives such as special film screenings, book talks, special guest presentations and digital media artifacts such as podcast episodes aligned with equity issues as navigated by students.</p> <p>Monitoring strategies will include ongoing community feedback based on engagement opportunities, student-teacher feedback, student participation in school initiatives and evidence of student learning as captured through pedagogical documentation.</p>	<p><a href="#">The Ark: Equity, Diversity, and Indigenous Education</a></p> <p><a href="#">A Rich SEAM</a> – Michael Fullan</p>
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**Board Improvement and Equity Plan Priority: Mental Health, Well-Being and Engagement**

School Growth Goal	Evidence/Monitoring strategies to support School Growth Goal/Action Plan	Resources and Supports for Staff/School Community
<p>By June 2022, further support and promote student social and emotional learning as an enabler of academic success with a 5% decrease in students deferred to the school social worker.</p>	<p>Evidence of this goal will derive from final achievement and student attendance, which has been impacted by mental health and well-being stressors.</p> <p>Evidence will include stakeholder engagement as it pertains to mental health and well-being. This includes special presentations with guest speakers for staff and parent(s) / guardian(s) and school-wide assemblies addressing the importance of goal setting, hope and resiliency.</p>	<p><a href="#">Mental Health and Well-Being Strategy</a></p>

Monitoring strategies, will include ongoing descriptive feedback, teacher-student conferencing and on-going communication with home and administration as needed to support student mental health and well-being

**Board Improvement and Equity Plan Priority: Pathways and Transitions**

School Growth Goal	Evidence/Monitoring strategies to support School Growth Goal/Action Plan	Resources and Supports for Staff/School Community
<p>By June 2022, further support and promote pathway and transition programming with a 5% increase of Gr. 10 and Gr. 11 applied/college students successfully obtaining all credits and planning towards post-secondary goals in Gr. 12.</p>	<p>Evidence of this goal will derive from final achievement and student attendance.</p> <p>Evidence will include connected learning instructional design that promotes experiential learning, which provides students with opportunities to master learning and be supported by community partners.</p> <p>Evidence will also include development of students' Individual Pathway Plan portfolio as supported by community partners such as portfolio experts from Disney Canada and Pilot PMR Marketing.</p> <p>Students and staff will engage in shared learning pertaining to goal setting and the Ontario Learning Skills through school assemblies, PLCs and lunch and learns.</p>	<p><a href="#">Creating Pathways to Success</a></p> <p><a href="#">Mental Health and Well-Being Strategy</a></p> <p><a href="#">Ministry of Education Experiential Learning</a></p>

The school