

Area 8 - St Malachy

School Improvement and Equity Plan: 2021 – 2022

Principal Name: Paul Sullivan

Date of SIEP consultation with CSPC: May 2022

Our Board and School Improvement and Equity Plans are rooted in the themes of our Pastoral Plan. “Walking with Christ: with eyes of faith and hope, with hearts of kindness and love and with minds of justice and peace” reminds us that we are called to continue to strengthen our sense of belonging to God and one another, and to work to achieve our goals as people on a common mission. We are called to service as caring, responsible, compassionate members of our community, exemplifying love of God, neighbour and self, through our efforts to increase equity, inclusion and care for each other. “Walking with Christ” inspires all of us, as we focus together on the sanctity of life in connection with student success, mental health and well-being, and with our interconnectedness with God and each other.

Board Improvement and Equity Plan Priority: Achievement (Instructional Equity)

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.

School Growth Goal	Learning Strategy and Monitoring Tool	Resources and Supports for Staff/School Community
By June 2022 20% of all students will show improvement in Mathematics of ½ level (i.e. 2.0 to 2.5, 2.5 to 3.0, 3.0 to 3.5). Teacher will incorporate both online tool usage in school, supported by google classroom follow up at home	Learning Strategy/Strategies Teachers will continue to use and expand their use of a variety of: <ul style="list-style-type: none">- Nelson Resources- Knowledgehook- Prodigy- Pre, mid and post assessments to inform teaching- Emphasis on descriptive feedback importance	<ul style="list-style-type: none">- Opportunities to share resources and ideas amongst staff members- Board curriculum resources explored and shared - Opportunities to share resources and ideas amongst staff members- Board curriculum resources

<p>Teachers will focus on target students to inform success of concept acquisition and application</p>	<ul style="list-style-type: none"> - Use of google classes to reinforce learning, and illicit parent support and awareness of mathematics 	<ul style="list-style-type: none"> - Variety of instructional techniques employed by all teachers - ** Greater access to technology (School block budget for device availability) - Continue deeper support for sharing online resources amongst each other - Sp Ed teachers liaising with classroom teachers for sharing of strategies
	<p>Evidence and Monitoring Tools</p> <p>Evidence and Monitoring Tools</p> <ul style="list-style-type: none"> - Feb & June Report Cards - Pre and post assessments - Case conferences - Unit tests - Student conferencing 	

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

Created in the image and likeness of God, every person possesses an intrinsic dignity which must always be respected. (Institute of Catholic Education (ICE), 2019)

All students will have an equal opportunity to succeed, thrive, and reach their God-given full potential. This requires boards to address systemic discrimination and eliminate disparities in educational experiences for students who are underserved by the education system, revealed by the collection and analysis of demographic data.

School Growth Goal	Learning Strategy and Monitoring Tool	Resources and Supports for Staff/School Community
<p>Staff to lead and facilitate a variety of equity and learning experiences over the course of the year. This will be highlighted by well publicized schoolwide projects and learning. 100% of students involved</p>	<p><i>Learning Strategy/Strategies</i></p> <p>Staff to lead and facilitate a variety of equity and learning experiences over the course of the year.</p> <p>Staff will lead students on a more in-depth learning and exploration of issues such as: - Indigenous Issues: September Every Child Matters, Treaty Recognition Week, African Canadian History & Contributions all year, with emphasis in February, Pink Shirt Day(s), Pride Awareness.</p> <ul style="list-style-type: none"> - Schoolwide PA Announcements with equity focus; schoolwide Art Projects, Front Bulletin Board Shared Monthly 	<ul style="list-style-type: none"> - NCC Team and access to Board Resources re-emphasized by Principal - Continued excellent sharing amongst staff of online resources and ideas - Staff education opportunities <p>NCC Team; Staff shared resources and learnings; TCDSB Support Staff</p>
	<p><i>Evidence and Monitoring Tools</i></p> <p>Staff Evaluation of success of depth of student awareness and year-long learning on equity issues. Safe and caring Climate Survey to be reviewed. May/June review of successes of topics such as: - Indigenous Issues: September Every Child Matters, Treaty Recognition Week, African Canadian History & Contributions all year, with emphasis in February, Pink Shirt Day(s), Pride Awareness.</p> <ul style="list-style-type: none"> - Schoolwide PA Announcements with equity focus; schoolwide Art Projects, Front Bulletin Board Shared Monthly 	

--	--	--

Board Improvement and Equity Plan Priority: Mental Health, Well-Being and Engagement (Faith and Wellness)

Catholic education encourages an understanding of human life as an integration of body, mind and spirit and fosters the search for meaning as a lifelong spiritual and academic quest. Health, wholeness and well-being contribute to students’ ability to learn to be life-long learners and live healthy, Faith-filled active lives. (Institute of Catholic Education (ICE), 2020)

All students will be supported to improve mental health, well-being and engagement, which requires boards to foster a sense of belonging and a positive school environment that provides students with appropriate, timely and quality school-based mental health supports, using a tiered approach to intervention.

School Growth Goal	Learning Strategy and Monitoring Tool	Resources and Supports for Staff/School Community
<p>Support student Mental Health through deliberate and focused discussions of social emotional needs with all students.</p> <p>Goal is that the large majority (75-80%) of students in the Gr 6 & 8 Safe and Caring Survey indicate a positive self-image and view on school/life</p>	<p>Learning Strategy/Strategies</p> <ul style="list-style-type: none"> - At Risk students flagged through staff (connecting with siblings’ teachers, case conf) - Dedicated instruction on social/emotional needs, and positive self-image. - support for parents (encourage staff to consciously reach out to parents to identify at risk families/students) - Promotion of practicing wellness strategies - Schoolwide art theme (poster creation contest) 	<p>Support from TCDSB team (Social Work, Psych, Guidance) & TCDSB Mental Health and Well-Being strategy support</p> <ul style="list-style-type: none"> - Journals (goal setting, reflections) - “I can” statements - TCDSB Support Team: guidance, social work, psych - TCDSB Mental Health and Well Being strategy; connection to TCDSB support leads

- Pink Shirt Day, Pride awareness
- Building confidence through effective differentiated instruction

- Bell Let's Talk utilized

Evidence and Monitoring Tools

Safe and Caring Survey. Staff evaluation and feedback.

Board Improvement and Equity Plan Priority: Pathways and Transitions (Ontario Catholic School Graduate Expectations in Action)

In the discovery of our gifts we discern who we have been called to be. (Institute of Catholic Education (ICE), 2020)

All students will have the skills, knowledge and confidence they need to succeed in the future, as they transition from elementary to secondary school and to their postsecondary pathway: apprenticeship, college, community living, university or the workplace.

School Growth Goal	Learning Strategy and Monitoring Tool	Resources and Supports for Staff/School Community
<p>Human Rights and Equity focus to increase student awareness and appreciation for the various pathways and transition opportunities</p>	<p><i>Learning Strategy/Strategies</i></p> <p>Staff will be cognizant of the following emphases: - My Blueprint usage increased in junior grades</p> <ul style="list-style-type: none"> - All About Me re-emphasis - Exchange of Info with H.S. - Celebrate student voice on PA and in cohort classes - Welcome to Kindergarten Presentation to Parents - Utilize Ontario Catholic Graduate Expectations as a framework for student growth and self-realization <p><i>Evidence and Monitoring Tools</i></p>	<p>Staff Connect with High School Guidance for support and deeper understanding of High School needs and expectations.</p> <p>My Blueprint All About Me Guidance presentations to Gr 7 & 8 and target other groups in school Review of transition Guide with Gr 7 & 8</p>

	Safe and Caring Survey; Staff Feedback & Identification of remaining gaps	
--	---	--