

Annual School Development Report 2017-2018

Holy Redeemer Elementary

P.O. Box 905
Spaniard's Bay, NL
A0A 3X0



Our School's Vision

To maximize learning opportunities for all students in an environment that is safe and just.

Our School's Mission

Holy Redeemer School is an active partnership of students, staff, parents, and community dedicated to providing a safe, secure, and enjoyable learning environment which maximizes student potential intellectually, emotionally, morally, physically and socially to allow them to function effectively in our global community.

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Principal's Message, Parents, Teachers and Students of Holy Redeemer:

Message from Principal

I'm very happy to present our annual report for 2017-2018 school year. We completed School Development Internal/External review process this year through various PD sessions at school and have a new 5 year plan for 2017-2022. Our 5 year plan and year plan with outlined goals, objectives, and strategies surrounding enhanced student achievement in a safe and caring environment is shared below. Our school continued to maintain its position of leadership within Positive Behavior Supports (PBS)-Rocket Rewards in efforts to create a Safe and Caring learning environment for all students. WE continued to post individual rocket winners in our porch area for all entering our building to see and appreciate. This school-wide discipline is the emphasis on school-wide systems of support that include proactive strategies for defining, teaching, and supporting appropriate student behaviors to create positive school environments. Our Matrix and Code of Conduct is posted throughout the school. We are pleased to inform that in keeping with the district and school academic achievement goals and 21st Century Learning initiative's our school has enjoyed our commitment with the Department of Education Learning Skills Generation Next Project. We have 5 staff members on our team and all welcome the implementation of 21st Century learning in their classrooms.

We are always so very grateful that our relationship with school community continues to overwhelmingly support us in areas such as providing donations to our Kids Eat Smart Breakfast Program, volunteering to assist with special events and functions. Our treasured partnership with the Spaniard's Bay Legion continues to grow into its 39th year as they contribute to Remembrance Day awards and assist with fundraising for academic awards at the end of the year. We were very successful in our school based fundraising efforts; for example our revenues enabled us to purchase new leveled literacy books, literacy software, furniture for our library and supplies for each classroom. Our Local Fire Dept continues to support us with traffic control safety during special events, during Fire Drill practices, Christmas Breakfast and student safety education.

We have a wonderful team of supporters: community organizations, families, teachers, support staff, and our students. Our entire school community continues to us help educate and raise our students. We are always thankful for volunteer school council members who serve on our school council. Our teachers volunteer in various committees such as Safe and Caring, Leadership and Healthy Living, Sports etc to ensure our school is an educational environment where student feel safe and can learn to their full potential. Teachers continue to volunteer to coach teams whereby students are provided opportunity to develop into well-rounded individuals. We have great school pride and positive school culture which is easy to observe and sense as you enter the school. We love our Memorial Wall that continues to be a focus for all as people enter our school. We are reminded every day to be thankful and remember those that gave their lives for our freedom. We look forward to the 2018-2019 school year and working with all stakeholders.

We will ensure our students continue to have multiple learning opportunities and strive to become lifelong learners.

Sincerely yours,

Catherine Downey B. Ed., [B.P.E.](#), M.Ed.

Principal

Holy Redeemer School Council

Annual Report 2017-2018

Council Members:

Kim Crane	Chair/Community Representative
Jeri Hiscock	Parent representative
Marie Sheppard	Community representative
Carolyn Hiscock	Parent representative
Tina Drover	Parent representative
Candias Clarke	Parent representative
Sharon Abbott	Parent representative
Danny Smith	Parent representative
Amy Parsons	Parent representative
Mary Rankin	Teacher representative
Stephanie Lawlor-Menchions	Teacher representative
Cathy Downey	Principal

Holy Redeemer Elementary School Council has regularly met during the 2017-18 school year. There were also additional committee meetings to respond to various required District Survey questionnaires and school/school council events.

Once again, we are very happy to report a very successful and exceptionally busy school year, as we continue to operate on core themes- informing school community, school development, breakfast program, staff appreciation, fundraising, and safe and caring schools.

School Community & School Development:

The school council uses effective communication strategies to communicate with our school population and community, through social media, our monthly school newsletter which is also available online, the school website and NLESD website, memos, assemblies and social/community events. Twitter and the local radio station seem to be the most popular form of communication for the school community. Council members are encouraged to communicate with parents/guardians and or any community member or school population where to find information regarding school activities, events and the school development plan.

Fundraising:

Fundraising is a key player in many school programs, including the breakfast program, upgrading library, classrooms and equipment all to ensure an effective, safe learning

environment for our school population. Fundraising efforts through our recycling program with help from staff, students and the community have been successful; we continuously try to promote our recycling program through education and media, while incorporating it in our global responsibility education. Our recent Walk-a-thon was very successful, as well as a gas/grocery voucher ticket sales.

The School Council also held its 2nd Annual Crafts in the Cove Craft Fair, in which community vendors were invited to rent tables and sell their goods at our school. The fair takes place on a Saturday afternoon in November and its theme is usually Christmas. We also held an Easter craft fair in the spring. Both of which have been immensely successful. Vendors have made comment as to how well it is organized and run and how successful their day is. It is a very busy, but fun day for our school and its volunteers and an opportunity to connect with our school and surrounding communities in a fun and festive way, all the while raising monies to support the programs and services for our children and staff.

We continue to work in partnership with our local Royal Canadian Legion to support the scholarship program, while also maintaining and building good partnerships with them and the community. This piece of work is vital in that it maintains the link between the students and their education and knowledge of the sacrifices that those who have served and continue to serve, make for us each day.

Staff Appreciation:

Our community and school population as a whole take pride in the relationships, community and learning experience that we are building for our children. Staff being an integral part of this process are important to the parents, guardians, families and community. A planned week-long celebration and appreciation was once again very successful in demonstrating just how appreciated not only our teaching staff is, but also our entire support staff. Many volunteers, students and local business participate to make this successful event bringing not only treats, but much deserved acknowledgement and appreciation.

Safe and caring (Breakfast Program, Recourse acquisition, various initiatives etc):

This core element has and continues to be a vital component to our school environment, relationships and learning that is supported by staff, council members and our school population including the community.

Projects this year include:

- Library upgrades
- New furniture for the library & staffroom and PL room
- Upgrading of some classrooms with equipment/resources/ desk/chairs
- Upgrading of some learning supplies i.e.: workbooks/agenda/web software (RAZ Kids & Starfall)
- Grade 6 DARE program/Various guest speakers
- Anti-bullying campaign
- Positive education week activities to promote learning, physical activity and relationship building
- Donations to the local food bank several times during the year

- Donations to Breakfast Program and preparation to a new Breakfast Program format
- Recruitment and retention of Breakfast Program Volunteers, successful in the recruitment of 3 new and very active members this school year
- Safe Food Handling and Preparation with Kids Eat Smart Foundation for School Council Members and Breakfast Program Volunteers
- Physical activity/outdoor play enhanced with the placement of fences to prevent injury and promote a better play area for all ages
- Donation of food and personal care items to O'Shaughnessey House (Shelter for Women and families Fleeing Violence)
- Donation to the Janeway
- Weekly rocket awards
- OPTIS program to schedule parent teacher interviews grades K-3, very successful
- Pull tab program to aid with Ronald McDonald house in partnership with Penney's courier

Proposals for 2018-2019

We plan to continue with many of the above initiatives and will introduce some new innovative ideas along the way with input from our council and school community.

After another successful year, I look forward to seeing everyone back again for the 2018-2019 year. I would like to thank all council members, Holy Redeemer staff, parents, community groups and members and of course the students for a wonderful year.

Submitted by

Kim Crane

Chair, Holy Redeemer School council

December 17, 2018

Overview of School

Holy Redeemer School is located in Spaniard's Bay, NL and provides educational opportunities for students in grades Kindergarten to Nine. The school is considered by many as a genuine community school as it serves the communities of Spaniard's Bay and Tilton. The enrolment of Holy Redeemer at the end of September 2017 was 294 students. This represented an increase in enrolment from 2016. Holy Redeemer continues to offer a quality program to all students.

Our School Community

Holy Redeemer Elementary is part of the Newfoundland Labrador English School District. The school currently has an enrolment of 294 students and offers grades kindergarten to nine. Additionally we also offer a free Breakfast Program as well as a low cost prepared hot lunch five days a week by Seaview Café Ltd. Our school this year houses 4 offices and one boardroom for school district personnel.

Our school had a total of 13 regular units, 4.25 units special services personnel, 1.25 administrative units, 0.6 unit guidance counselor, 1.67 specialist teachers in the areas of music, physical education, technology education, 0.28 LRT as well as the support of 6 student assistants. The school also has the services of secretarial and janitorial personnel. The school has a Full Time Equivalent Pupil Teacher Ratio (PTR/FTE) of 14. Our staff and their respective positions are listed below;

Stephanie Menchions	Kindergarten
Lorna Dwyer	Kindergarten
Mary Rankin	Grade 1
Deanne Drover	Grade 1/2
Mary Hutchings/Danielle McDonald	Grade 2
Marion Sheppard	Grade 3
Ronald Fagan	Grade 4
Terrilynn Delaney	Grade 4/5
Dave Dawe	Grade 5
Deanne Deering	Grade 6 & Elem. French
Norma Jean Burden	Grade 7 HR & Instructional Res Gr 4-9
Kelly Clarke	Grade 8 & Int. Mathematics
Paul Sheppard	Grade 9 & Int. Language Arts
Lewis Dawe	Physical Education
Paul Brown	Primary Instructional Resource
Chad Stokes	Guidance
Brenda Hunt	Music/Classroom
Susan Bartlett (Desiree Mercer)	Pervasive
Kerilynn Mercer	IRT
Robert Bishop	Vice-Principal
Catherine Downey	Principal

Student Assistants:

Yvette Bradbury	Deanna Baker
Gloria Peddle	Effie Rose
Olga Drover	Shelly Drover

Secretary: Marie Sheppard

Caretakers: Dave Delaney, Robert Walsh

CDLI: Andrew Mercer (Music)

Special Services

Our Special Education Program spans all ages and grade levels and has two main components: (a) Pervasive Needs supported through Ms. S Bartlett (Sept-Oct) & D. Mercer (Oct-June) and (b) Instructional Resource support through Mr. Brown, Ms. K. Mercer, Mr. Stokes, and Ms. Burden. This component is designed to support students who need support over and above the regular class through modifications to courses or programs, or alternate courses especially in the areas of Language Arts and Mathematics.

District Based Support

In addition to our school based staff we also have access to specialist personnel from our district office. These include (but are not limited to) an Educational Psychologist, an Itinerant for Speech Language, Inclusion Itinerant, and an itinerant for the Hearing Impaired. Our District personnel work with our students and staff throughout the year, targeting their individualized needs to ensure that they are achieving to their maximum potential.

Programs Provided

Our school offers the entire provincially prescribe curriculum in Kindergarten through Grade 9. The following table shows the number and the percentage of eligible students enrolled in some selected programs offered at Holy Redeemer Elementary. Number (percentage of eligible students enrolled*)

Program	Number (percentage of eligible students enrolled*)					
	2012-2013	2013-2014	2014-2015	2015-16	2016-17	2017-18
French Immersion	0 (0%)	0 (0%)	0 (0%)	0 (0%)	0(0%)	0(0%)
Technology Education	276(100%)	270(100%)	269(100%)	282(100%)	280 (100%)	294 (100%)
Art	276(100%)	270(100%)	269(100%)	282(100%)	280 (100%)	294 (100%)
Music	276(100%)	270(100%)	269(100%)	282(100%)	280 (100%)	294 (100%)
Science	276(100%)	270(100%)	269(100%)	282(100%)	280 (100%)	294 (100%)
Religion	276(100%)	270(100%)	269(100%)	282(100%)	280 (100%)	294 (100%)
Special Education	61 (22.1%)	56 (20.7%)	56 (20.7%)	62 (22%)	70 (25%)	74 (25%)
Social Studies	276(100%)	270(100%)	269(100%)	282(100%)	280 (100%)	294 (100%)

*Percentage refers to the percentage of students who were eligible to take the courses or programs specified. For example, the percentage of students taking Technology Education in 2017-18 (100%) represents a percentage of all the students in all the grades in our school. The percentage of students receiving special education for the year 2017-18 (25%) is a percentage of the entire school population.

Key Highlights/Special Projects

What special distinctions have been awarded to our students?

The primary focus of Holy Redeemer School is student academic achievement, specifically Literacy and Numeracy. We strive to help all students develop to their full potential. In an effort to meet these objectives, we believe that a comprehensive program of awards and recognition will encourage students to develop both academically and socially. Included in this document are primarily academic/citizenship awards. Our athletic awards have been in place for quite a number of years. Our staff makes every effort to ensure that all awards are allocated on the basis of strict adherence to the established criteria. Students who have an average of 90 % in the core subjects of Math, Science, Language, French and Social Studies would qualify for the honor roll. Parents will be informed, of the required criteria, in the opening edition of our Thursday Tribune in September 2018.

Partnerships

Holy Redeemer School is quite proud of the partnerships fostered within the school community. Special mention and appreciation for all the support given by the Corporal Matthew Brazil Branch #9, Royal Canadian Legion, Spaniard's Bay. This partnership is ongoing with the school, and their annual monetary contribution to the School's awards program is in excess of a thousand dollars. The Spaniard's Bay Fire Department continues to provide services to our school over and above the regular fire protection. Our firemen are routinely providing extensive educational/safety presentations, traffic control, Christmas decorations, etc. on a regular basis. In addition, the Kids Eat Smart Foundation offer support to our very effective breakfast program.

The Town Council, Recreation Committee, Special Events Committee and Heritage Committee work closely with the school to provide and share services that assist in the education of our children and the betterment of our community.

Kids Eat Smart Breakfast Program

We have a wonderful new system of volunteers and support for our newly revamped program. Volunteers have been instrumental in providing nutritious snack at our school for 5 days out of 5 each week. Our community is very generous in providing donations via food items and cash for this program.

Grade 9 Legion Annual Visit

Each year the local Spaniard's Bay Legion invites our grade 9 students to a special event where members share stories of local history, focusing on Remembrance Day and the history of local war veterans. Students are treated to a lunch provided by legion.

Legion Remembrance Day Special Event

Each year the local branch of the legion provides financial contribution of \$600 for class winners of Remembrance Day poster and Essay

contest. Each class submits winners and during the assembly the members present students with certificate and monetary cheque. A special award goes to our top two grade 9 essay winners (Gary Churchill Memorial Awards). These two students and parents are invited with school staff to the Legion Dinner whereby they read their winning essays to all those in attendance at the Legion. A very special evening for our school and Legion.

Student Leadership

Student Council was established again for this current school year. Students in grade 6-9 vote upon student council members. Students are provided with leadership roles and opportunities by speaking at all concerts and assemblies thought-out the year.

MOODLE Web Site

Our Web server help create a user friendly course management system for students, staff and guests alike. This Course Management System has surpassed our dreams by providing our students with new innovative means to collaborate and communicate via their courses using this 21st Century tool.

KinderStart

Our school offered the KinderStart program for students entering kindergarten in 2018-2019. Due to changes communicated through school district our Kinderstart sessions changed slightly. We offered 4 sessions for our students –parent’s informational sessions were provided by public health and school guidance counselor during 2 of the 4 sessions while students were engaged in student sessions. For other sessions, we offered parent education sessions while the children were participating in their sessions with the kindergarten team.

Book Fairs

We provide student/parents a special opportunity twice a year to purchase books during our book fair. We incorporated a Family Night session so that families may attend and purchase books together. The proceeds go back into our divisional areas for the purchasing of Literacy material.

Bullying Awareness Week

Our Safe and Caring Committee arranged Wear Pink Day and holding specific conversations during class as well as by providing Internet links and resources for teachers to use.

Epilepsy and Autism Days

Our Safe and Caring Committee helped bring awareness to our student body through special days by wearing special colors and having classroom discussions and resource material.

Skills Team

This was our first year we participated that the Intermediate Skills Challenge in St. John's. We entered students in the following areas: Photography, Graphic Design, Coding, Job Skills Demonstration, TV Video Production, Wind Turbine and Job Search. We look forward to participating in the 2018-2019 competition.

Turning Points

Our Grade 7 Language Arts students wrote essays that describe a turning point in their lives. This initiative provided wonderful discussions and a strong display of personal writing by our students.

Public Speaking

Grade 7-9 Language Arts classes, speeches were researched, written and delivered to their classes. Winners were invited to NLTA awards night held by local branch

Music Program

All students were involved in concerts and assemblies throughout the year and grew in their appreciation of music and public performance as a result. Our regular assembly program included Thanksgiving and Remembrance Day. We also held two Christmas concerts and a Spring concert.

Drama Troupe

Our school had a wonderful year with our drama troupe as they participated at the Drama Festival in Carbonear and also help a special evening performance for our own community. Students and coaches really enjoyed the year and created wonderful memories, A special shout out to our Back Stage crew as they did a fabulous job this year with various concerts and events

Intramural Program

Our students in grades five and six were involved in our intramural program again this year. Each day, students from these grade levels gather in our gymnasium under the direction of the physical education teacher, to participate in team sports. There are no tryouts for these activities – all students in these grade levels are encouraged to participate.

Extracurricular Sports Program

Cross country running, badminton, basketball, volleyball, and softball programs were offered to our grade 4-9 students during various times of the year. Staff volunteered their time afterschool practicing with student s and attending various tournaments to conclude their seasons.

Recycling Program

We have several areas of our recycling program. Our special needs students participate in recycling daily as a part of their programming. All students are encouraged to bring a bag of recycling to school monthly, where school council members collect and deliver them to Green Depot. Teachers sign up for one of 4 Saturday large Blitz where community members donate vehicle for collection and delivery of items to Green Depot.

DARE

Our grade six students participated in the Drug Abuse Resistance Education (DARE) program that was facilitated by an officer from the RCMP and axillary officers. This program consists of ten lessons surrounding decision making on issues of peer pressure and living productive drug and violence free lives.

Heritage Fair

Our Elementary grades participated in a special heritage event welcoming community to view and ask questions to students as they explain their projects.

Healthy Living Commotion

The school took part in a day of fun activities focused on promoting active living amongst our student body and school community.

Internal Assessment Data (synthesis of report card data to report trends)

Holy Redeemer Elementary continues to promote academic success for all in a safe and socially Just Environment. Staff takes great pride in doing everything possible to ensure that all students are achieving to the best of their abilities by employing responsive teaching daily. This is evident by the importance placed on academic interventions when students aren't achieving to their potential. Staff are relentless in encouraging students to do their best, work hard and avail of any additional support needed to help them succeed. Once identified as not achieving to their potential staff begin meeting with the students, contacting parents, making themselves available for tutoring, as well as encouraging other avenues of supports such as the Ascension Collegiate Tutoring for Tuition Program as an option for helping them achieve to the best of their abilities. Teachers also provided tutorials afterschool prior to assessments should students wish to avail of extra help. A lunchtime "Catch-Up" Club will be established for those students having outstanding assigned work for teachers.

In analyzing our report card data our K-6 results indicated the following: At grade K-6 level we are pleased to report we had very few students at low grade level in many of the ELA and Mathematics strands. We will continue to utilize the Benchmark Assessment reading kits to further our Literacy goal objectives as a school. We were also pleased that high percentage of students in grades K-6 are reading at or above grade level by the end of the year. We will continue to focus in primary division on reading and viewing strands and more focus on number operations and problem solving in Mathematics. Also, in the elementary division, we will focus on demand and persuasive writing providing cross-curricular opportunities and modeling. We will increase use of math manipulatives in our focus on improving number operations and problem solving. We will move forward with establishing Literacy Block in the Elementary division.

In our Grade 7-9 division approximately 15 students at the Intermediate level were identified as not performing to their best of their ability and requiring academic intervention support. Home contact was made via formal letter to parent/guardian. This number was reduced in each of the next 3 reporting periods, which was a direct reflection of the emphasis placed on supporting students and their academic growth. The interventions were so successful that at the conclusion of the year only 6 students were unable to achieve the necessary outcomes required to be promoted.

An area of focus specifically in Language Arts for intermediate will be to improve demand writing assessments. Particularly, after reviewing our internal data finding two focus areas of concern in Grade 8 Health and Grade 7 Math. In Grade 7 Mathematics, we will focus on ways to explore strategies to improve results in the Statistics and Data Management Unit. In Grade 8 Health, we plan on using interventions during the school day to encourage students to submit assigned work. We noticed after deeper investigation that items such as projects and portfolios have not been submitted for grading thus resulting in students achieving lower overall possible grades in those two course areas in intermediate.

The school also has very positive result in the PMF climate and culture survey that is administered by the Department of Education. We will use specific areas to focus activities and initiative to continue and increase these results for this year. These results are very important as

they assist the school in maintaining a safe environment conducive for student learning.

As can be observed throughout this report, the School Development Plan is constantly looking at strategies to help staff and students ensure that all students are provided with opportunity and challenged to be the best they can be while achieving success along the way.

Report on School Development Plan for 2017-18 *(Internal/External Review & Peer Validation)*

Holy Redeemer Elementary completed a very comprehensive Internal/External Review and Peer Validation Report during the 2017-18 school year that produced our final School Development Plan for the 2017 – 2022 school years found at the end of this report.

The following section is a comprehensive evaluation of our school development plan for the 2017–18 school year. It includes an evaluation of goals and strategies and actions for change of the 2017-18 plan which was an integrated into our 2017-18 Internal/External Review and Peer Validation Report that produced our final School Development Plan for the 2017 – 2022 school years found at the end of this report.

Goal 1: To improve student achievement within an inclusive environment.		
Objective 1.1: To continue to increase the knowledge and utilization of Differentiated Instruction and assessment strategies through sharing of best practices within and outside the school.	Objective 1.2: Analyze all sources of student data to direct instruction and increase levels of achievement.	Objective 1.3: Increase opportunities for staff collaboration and the sharing of best practices within and outside the school.
Strategies: 1.1.1 Continue staff/divisional sharing sessions of current and newly acquired knowledge on differentiated instruction and assessment practices both within and outside the school. 1.1.2 Provide opportunities for Clusters to take place through scheduling of instructional resource teachers and classroom teachers whenever possible to meet the needs of the diverse learners.	Strategies: 1.2.1 Continue to review Provincial Assessments, Common Assessments, report cards and individual teacher assessments (formative/summative assessments) to guide instruction. 1.2.2 Continue to identify areas of strengths and weaknesses according to subject and Grade level.	Strategies: 1.3.1 To provide opportunities for the sharing of best practices at Divisional Meetings and Professional Development sessions within the school. 1.3.2 To provide a least one PD session for the development of best practices.

<p>1.1.3 Continue to engage in district/divisional/subject based collaborative planning on instruction and assessment.</p>	<p>1.2.3 Further develop ‘DI’ strategies and activities to increase levels of achievement in an inclusive environment.</p>	<p>1.3.3 To continue to provide opportunities for the sharing of best practices at Professional Development Sessions/Close-Out Days.</p>
<p>Evaluation</p> <p>1.1.1</p> <p>Inside school: “Daily 5” sessions are implemented in primary grades. Some staff availed of our professional development library of DI resources, assessment strategies, and how to reach the diverse learners. Increase in classroom practices included flexible grouping, tiered lessons, IRT co-teaching and cluster sessions.</p> <p>1.1.2</p> <p>Teachers availed of co-teaching opportunities with IRT.</p> <p>Scheduling restrictions reduced co-teaching in the school timetable. Availed of the Inclusion Itinerant during the school professional development.</p> <p>1.1.3</p> <p>The IRT played an important role in instruction and assessment in ensuring all students experienced success.</p> <p>Staff availed of PD on Assessment and</p>	<p>Evaluation</p> <p>1.2.1</p> <p>Reviewed Provincial Assessments, report cards, and individual teacher assessments to direct instruction.</p> <p>1.2.2</p> <p>Math and Language Arts initiatives were discussed from K-9 looking for areas to target for improvement and direct instruction.</p> <p>Areas of strengths and weaknesses were identified according to subject and Grade level and were used to direct instruction.</p> <p>1.2.3</p> <p>Further developed ‘DI’ strategies and activities to increase levels of achievement and direct instruction to foster an inclusive environment.</p> <p>A successful family of schools professional development day across all grade/subject</p>	<p>Evaluation</p> <p>1.3.1</p> <p>Some opportunities were provided at monthly divisional meetings for teachers to share best practices.</p> <p>Inclusionary literature was been made readily available to all staff.</p> <p>1.3.2</p> <p>Staff embraced continued iPad exploration and Smart Notebook/Team board throughout the year.</p> <p>Opportunities were provided during Divisional Meetings and during PD sessions within the school for teachers to share best practices.</p> <p>1.3.3</p> <p>Opportunities were provided for the sharing and creating of best practices at PD Sessions/Close-Out Days (outside the school), Family of Schools PD and at</p>

<p>Teaching Strategies in ELA. Staff collaborated on evaluation and assessment strategies amongst common grades, courses, and divisions.</p>	<p>areas on DI teaching/assessment strategies with connections to staff PGP plans.</p>	<p>grade level pd sessions.</p>
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<p>Goal 2: To continue to foster wellness, respect and responsibility for learning, in a safe, caring and socially-just school environment.</p>		
<p>Objective 2.1: Continue to develop character education in conjunction with the guidance program.</p>	<p>Objective 2.2: To continue to enhance Positive Behavioral Support Initiatives.</p>	<p>Objective 2.3: Promote student/staff and parental involvement in wellness and active, healthy living activities.</p>
<p>Strategies:</p> <p>2.1.1 Continue with character building activities.</p> <p>2.1.2 Continue to ensure continued partnerships with community organizations.</p>	<p>Strategies:</p> <p>2.2.1 Continue the “Rocket Reward” Program, by ensuring weekly draws and enhancing the variety of prizes for students.</p>	<p>Strategies:</p> <p>2.3.1 To continue to increase participation in various school sponsored healthy living activities and to encourage more involvement amongst the three divisions.</p>

	<p>2.2.2 Continue the “year end” prize (recreation related) draw and expand to include a big prize at each division.</p> <p>2.2.3 Continue using the Behavior Matrix and code of conduct as a foundation for behavior.</p>	<p>2.3.2 To continue to ensure that parents are welcomed and are encouraged to engage in school planned activities.</p>
<p>Evaluation:</p> <p>2.1.1, 2.1.2</p> <p>There were many very successful character building activities throughout the year which included:</p> <p>Kids Eat Smart program, Stand Up to Bullying Day, Literacy Day, Autism Awareness Day, Presentations: Learn not to Burn, Easter Seals, and Mental Health Presentation, Swim to Survive program, Epilepsy Awareness Day, Janeway Day, Turning Points, DARE program, School Wide Inclusionary practices, RCMP presentations, GMO presentations, Recycling Blitzes, Pancake Breakfast/Breakfast program and our Rocket Rewards program, Remembrance Day Assembly, Buddy Reading, Tech Buddies</p> <p>2.1.3</p> <p>Continued partnerships was maintained and increased with a large variety of community organizations as shown listed in section 2.1.1 and 2.1.2 above.</p> <p>The team continued to focus on school-wide initiatives and where appropriate divisional approaches.</p>	<p>Evaluation:</p> <p>2.2.1.</p> <p>Continued improvement by staff and student participation and awareness of the “Rocket Reward” program.</p> <p>A noted improvement in student behavior.</p> <p>The Rocket Rewards program continued to be linked directly to the Behavior Matrix.</p> <p>2.2.2.</p> <p>Staff continued and increased student praise and rewarded students during teachable moments.</p> <p>Students did not create posters promoting the “Rocket Reward” program.</p> <p>The anticipation of big Rocket rewards at the end of the school year created excitement in students and helped students continue their positive behavior well into the month of June.</p> <p>2.2.3.</p> <p>Staff continued to reinforce and increase awareness of the Behavior Matrix by reinforcing</p>	<p>Evaluation:</p> <p>2.3.1</p> <p>Students/ staff were successfully involved in several health and wellness initiatives pertaining to recreation throughout the school year which included Kids Eat Smart Program, Christmas Breakfast, Walkathon Fundraiser, Grade 2 Swimming program, Ski Trip, two skating parties,</p> <p>2.3.2</p> <p>Increase in parent’s participation at skating, swimming, school concerts, and French café, Heritage Fair and book fairs.</p> <p>Parent volunteer participation increased was very welcomed at in school activities such as Christmas Breakfast, Pancake breakfast, Recycling Blitzes,</p> <p>2.3.3</p> <p>There was a noted general increase in divisional skating parties at Christmas this year.</p> <p>Fruit frenzy day</p> <p>Grades 6 – 9 students participated in the ski trip to white hills.</p>

	positive expectations.	
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Actions for Change

<p>Goal 1: To improve student achievement within an inclusive environment.</p>		
<p>Objective 1.1: To continue to increase the knowledge and utilization of Differentiated Instruction and assessment strategies through sharing of best practices within and outside the school.</p>	<p>Objective 1.2: Analyze all sources of student data to direct instruction and increase levels of achievement.</p>	<p>Objective 1.3: Increase opportunities for staff collaboration and the sharing of best practices within and outside the school.</p>
<p>Actions for Change 1.1</p> <ul style="list-style-type: none"> • Continue to establish staff and divisional sharing of best practices. • Continue to share current and newly acquired knowledge on differentiated instruction and assessment practices both within and outside the school. • When possible allow staff members to attend any professional development that is available as outlined in their personal PGP. • Continue to build and encourage staff to utilize the professional library. • Continue to avail of board personnel and outside agencies. 	<p>Actions for Change 1.2</p> <ul style="list-style-type: none"> • Continue to review Provincial Assessments, Common Assessments, report cards and individual teacher assessments via Power School Gradebook. (formative/summative assessments) to guide instruction. • Review internal data from NLESD power school templates to direct instruction. • Continue to utilize the numeracy itinerants across the divisions. 	<p>Actions for Change 1.3</p> <ul style="list-style-type: none"> • Continue the sharing of information in a collegial manner, where teachers can feel comfortable to discuss their success and challenges that they experience within their classroom. • Continue to provide scheduled time during divisional meetings for teachers to present best practices. • Continue to provide opportunities for

<ul style="list-style-type: none"> • Continue to build a bank of shared resources that all staff can avail of. • IRT will continue co-teaching periods with classroom teachers when possible. • Continue to embark on more district level professional development based on collaborative planning on instruction and assessment. • For staff to continue to collaborate amongst divisions, grades, and courses to ensure common assessment practices. • Continue to implement the “Daily Five” DI strategy in our primary division to further enhance literacy. • Introduce “Daily Five” to Elementary. 	<ul style="list-style-type: none"> • Continue to analyze and identify areas of strengths and weaknesses from a subject and Grade level perspective to direct teaching and learning. • Bev Tables • Continue to develop and implement DI strategies in all divisions. 	<p>teachers to attend PD Sessions targeting areas outlined in the School Development plan as well as their own Professional Growth Plan.</p>
<p>Goal 2: To continue to foster wellness, respect and responsibility for learning, in a safe, caring and socially-just school environment.</p>		
<p>Objective 2.1: To continue to develop character education in conjunction with the guidance program.</p>	<p>Objective 2.2: To continue to enhance Positive Behavioral Support Initiatives.</p>	<p>Objective 2.3: Promote student/staff and parental involvement in wellness and active, healthy living activities.</p>
<p>Actions for Change 2.1</p> <ul style="list-style-type: none"> • To continue to develop character education in conjunction with the Safe and Caring committee. • Continue with the character building activities: Kids Eat Smart program, Stand Up to Bullying Day, Literacy Day, Autism Awareness Day, Presentations: Learn not to Burn, Easter Seals, and Mental Health Presentation, Swim to Survive program, Epilepsy Awareness Day, Janeway Day, Turning Points, DARE program, School Wide Inclusionary practices, RCMP presentations, GMO presentations, 	<p>Actions for Change 2.2</p> <ul style="list-style-type: none"> • Continue to improve staff and student awareness and participation in the rocket reward program. • Continue the “Rocket Reward” Program, by ensuring weekly draws and enhancing the variety of prizes for students and twice yearly draw for staff members. • Survey students for prize suggestions. Reward staff for submitting students rewards, drawn twice a year at large 	<p>Actions for Change 2.3</p> <ul style="list-style-type: none"> • Continue to have high student participation in the many health and wellness initiatives pertaining to recreation throughout the school year. • Continue with and encourage completion of recreational initiatives supported by NL Recreation, School Board • Continue to ensure that parents are welcomed and are encouraged to engage in school planned activities.

<p>Recycling Blitzes, Pancake Breakfast/Breakfast program and our Rocket Rewards program, Remembrance Day Assembly, Buddy Reading, Tech Buddies</p> <ul style="list-style-type: none"> ● Continue to explore other character building initiatives. ● Continue to evaluate and adjust the Rocket Reward program for all students. ● Continue to ensure continued partnerships with all community organizations listed above. 	<p>reward draws.</p> <ul style="list-style-type: none"> ● Continue keeping the collection boxes outside of the office to allow students to take ownership. ● Continue a big prize per division at the end of the year. ● Continue to reinforce and increase awareness of the Behavior Matrix by reinforcing positive expectations. 	<ul style="list-style-type: none"> ● Continue with the swimming program, ski trip, walkathon fundraiser. ● Continue with the Christmas skating parties for next year, more outside play throughout the school year, and to increase participation in school lunchtime activities.
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Holy Redeemer Elementary School Development Plan 2017- 2022

Goal 1: To improve student achievement across the curriculum in an inclusive environment.	
Objective 1.1: Enhance the instructional practices used on a regular basis to improve teaching and learning.	Objective 1.2: Enhance the collation, analysis and response to internal and external student achievement data to inform instruction.
Strategies: 1.1.1 Continue to implement Differentiated Instruction at all grade levels. - Action Plan 1.1.2 Continue to develop more learning and innovation skills at all grade levels. Action Plan 1.1.3 Effectively implement various technologies into the instructional practice at all grade levels. Action Plan	Strategies: 1.2.1 Write subject/strand specific SMART action plans to address identified instruction/student learning needs determined from data. Action Plan 1.2.2 Continue to respond to students who are academically at-risk. Action Plan

Goal 1. Support Plan	
Financial	Professional Development/Time Required
Mac OS Server (\$30.00), Dreambox(\$900.00), Starfall (\$150.00), Razkids(300.00), Generation Next Projects - Decals/Posters(\$200.00), Classroom supplies for DI (\$1200.00), Chrome Books(\$250.00 per unit) and Mobile Cart(\$1600.00), LLI Kit(\$4000.00) Bricks for Kids (450.00) Music Instruments (\$4000.00)	Generation Next PL (15 days provided by Dept. of Ed.) Staff will avail of any PD in their PLP: G-Suite, Combined Grades Planning, Smart/Teamboard, Moodle, Go and Grow, Subject/Grade Curriculum PD, School Development, BAS training for data analysis, DreamBox PD, Play Based Learning, Music Conference, Autism

Ski Trip(\$800.00) Classroom materials (\$2000.00) Field Trip support (\$100.00 per class Total = \$1300.00)	
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Goal 2: To continue to foster wellness, respect and responsibility for learning in a safe, caring, healthy, and socially just school environment.	
Objective 2.1: Continue to develop a safe, caring, healthy and inclusive environment to increase students’ sense of belonging and wellness.	Objective 2.2: Continue to develop physical, social and mental wellness initiatives to increase students’ health and overall wellness.
Strategies: 2.1.1 Consistently communicate and implement appropriate standards for student behavior at all grade levels. Action Plan	Strategies: 2.2.1 Encourage students to become more physically active. Action Plan 2.2.2 Promote positive mental health activities and programs for students and staff. Action Plan 2.2.3 Promote students’ and parents/guardians understanding of healthy eating and overall healthy lifestyle choices. Action Plan

Goal 2. Support Plan	
Financial	Professional Development/Time Required
Rocket Rewards/Behaviour Matrix Posters (\$200.00) Year end Rocket Reward prizes(\$300.00) Skating (\$600.00) Ph. ED. Budget(\$800.00) Fitness room (\$5000.00) Inclusive/ Social Justice Activities (\$200.00) , Awareness Week (\$200.00) NLCPA conference registration (guidance \$300.00) Dare Graduation (\$100.00)	A refresher during staff meeting of behavioral matrix and review 360. CPI PD provided Autism PD NLCPA conference (guidance) Swim to Survive

KES Breakfast Program (\$5000.00)	
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Operational Issues for 2017- 2022

Operational Issue	Intended Action
Install Outside Equipment for play area on school property.	School committee design physical and financial plan.
Gym Floor repairs on uneven surfaces.	Request to board maintenance supervisor.
Wheelchair Ramp to the stage.	Request to board maintenance supervisor.
Lights for the stage/music room.	Request to board maintenance supervisor.
Staff parking lot graded/paved on opposite side of road.	Request to board maintenance supervisor.
Need for storage space and meeting space.	Board request.