



## 2017-2018 School Development Report

### St. Francis School

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#### Value Statement

We value a safe, caring, respectful and inclusive environment that promotes wellness and personal growth. We value programming with appropriate supports that meet the needs of diverse learners. We value efficient deployment of space and resources. We value communication and collaboration amongst all members of the school community.

#### Vision Statement

St. Francis School endeavors to provide a safe, caring, inclusive, and healthy environment. We encourage leadership, collaboration, and excellence in learning amongst all members of the school community.



A Message From  
**TONY STACK**  
CEO / DIRECTOR OF EDUCATION (Interim)

The school development report for the 2016-17 school year outlines your school's successes in areas such as student achievement and professional development.

School development plans align with and support the Strategic Plan of the Newfoundland and Labrador English School District, and also give guidance to individual staff growth and development plans. Producing this report is not done to simply satisfy an administrative requirement, but rather it is an important exercise that captures what has been achieved in order to frame the next steps that schools must take to continually ensure the safety, security, and success of our students so that they may have all the tools needed to realize their full potential.

Our schools are full of passionate educators and staff who give of themselves every day to see a child realize their potential. Our teachers, support staff, administrators, school councils, parents, guardians, and students are truly invaluable as we set collective goals to take us into the future. Each and every member of our school communities has a role in creating an accomplished education system and please know we appreciate your support, feedback, and continued efforts as evidenced in this report.

Sincerely,



Tony Stack  
CEO/Director of Education (Interim)

## Message from Principal

It is with great pleasure that I present the 2017-2018 Annual School Development Report for St. Francis School.

This report provides the progress achieved in the school development plan, including an overview of the school, student achievement, programs, projects and partnerships.

During the 2017-2018 school year, we started the implementation of a new school development plan. The new plan was developed during the 2016/2017 school year after going through the Internal / External Review process. After analysis of internal and external data, we updated our plan to address the areas of concern identified through the data analysis.

Our goals were:

- To increase student literacy / numeracy across the curriculum within an inclusive environment.
- To foster wellness, respect, leadership and responsibility for learning in a safe and caring environment.

The goals of the school development plan provide focus and direction, and through the collaborative efforts of our school community, we work to realize these goals. On an ongoing basis, we continue to further refine and reflect on our school development plan.

It is very important to note that we went through the Internal / External Review process last year. The Peer Validation Report was reviewed again in the fall of 2017 when Provincial Assessment and School Development results became available and used to update our current one year plan.

We are grateful for the continued support of our school community, and for the dedication of our teachers and support staff, together working diligently to ensure the success of our students and our school. We look forward to continuing to work together to create the best possible learning environment for our students and to live our motto, "Excellence Always".

Please review the School Report for the 2017-2018 school year and contact us with any comments, questions, and/or concerns.

Gary Barrett

Principal,  
St. Francis School

## Message from School Council

It is once again an honor and a privilege to bring you greetings on behalf of the school council of St. Francis School. We again have to ask ourselves “Where has another year gone?” As a school council member, I feel we serve a very worthwhile purpose in support of our school. The interest and increased numbers of our school council show its pride in our school and the passion for our students to learn in a safe and caring environment. The School Council for the 2017-2018 school year was made up of the following membership:

- Community Representatives: Don Coombs, Ashley Janes
- Parent Representatives: Roxanne Haire, Shelly Williams, Joanne Taylor, Gail Earle, Elizabeth Baker, Tammy Galway, Brenda Day Byrne, Jaime George
- Teacher Representatives: Maggie Sullivan, Paul Hamilton (Assistant Principal), Gary Barrett (Principal)

Working together as a school body with the administration, staff and support staff, we continue to strive for “Excellence Always” which of course is the motto of our school, and is certainly the goal and vision within our community.

The education and development of the students is the focus of all staff and their primary concern is for the students. As a result of this focus it has been an easy job to work with the excellent administration and staff of St. Francis School.

We, as a School Council, continue to see the efforts of the students, staff and school community as a whole working together for the common goal of a quality education for each and every student at St. Francis School. Being on School Council is an opportunity to make a difference, to assist the administration and staff of the school to continue to make education the priority within the school. I encourage every one of you who have the time to become involved. To those who don’t have the time to volunteer, come to the assemblies, drop by the school and you too, along with the students, will feel a part of the legacy of St. Francis School.

To the many volunteers who help the school community of St. Francis School, we thank you for your support. By working together, we will continue to ensure that all who enter the doors of St. Francis School will leave knowing the knowledge of the great education of our school has passed on to them as they continue on the life’s journey.

As we moved forward in the life of St. Francis, we would like to offer a sincere thank you to Mr. Gary Barrett for his dedication, commitment and leadership. We wish him all the best in his next position. You have left your mark at this school!

Don Coombs  
Chair  
St. Francis School Council

## **Overview of School**

### ***Our School Community***

St. Francis School is located in the historic town of Harbour Grace and was attended by students from Harbour Grace and Bristol's Hope. Our school had an enrolment of 269 students in grades Kindergarten to eight. We were a two stream school with exceptions in grades one, two, three and five. We had a combined grade two/three class resulting in a single stream in grades two and three.

St. Francis School had a total of 23 educational staff, which included classroom teachers, instructional resource teachers, and specialist teachers in the areas of Guidance, Music, Art, Physical Education, Math, English, French (ICF, Core French, Late French Immersion), and Technology. We also had 4 student assistants. In addition to staff based at the school, we had itinerant services for speech-language, hearing, inclusive education, safe and caring schools and educational psychology. During the 2017-2018 school year we had 7 hours of secretarial support each day and 15 hours of custodial support daily.

### ***Programs***

Students at St. Francis had the opportunity to take part in a full academic program, as prescribed by the Department of Education, including ICF in Grade 6 and Late French Immersion in Grades 7 and 8.

### ***Key Highlights/Special Projects***

Throughout the year, there were numerous activities, which supported student achievement. The highlights below are only a sampling of these. Additional activities and projects took place in other areas and supported an enhanced curriculum at St. Francis School.

### ***Art***

The Art program at St. Francis School continued to thrive and contribute to student life in a variety of ways last year. Students were exposed to a variety of media, learning new techniques and experimenting with new ways to be expressive and imaginative.

Students explored a number of media including sculpture, textiles, animation, painting, printmaking, collage and drawing. They put these to good use by helping decorate for numerous events throughout the school year including our Remembrance Day Ceremony, Christmas Concerts and our Kindness Week Activities just to name a few.

## ***French***

Our French Department kept the French language very visible throughout the year and were involved in a number of school wide and small group activities. The Grade 5 Core French class participated in a French Café. Grade 6 ICF students participated in a fashion show during the informational session for ICF. Grade 7 French Immersion students organized a Coats for Kids Campaign within the school and collected lots of items to be distributed to those in need. Grade 7 French Immersion students also collected monetary donations to provide gifts for the annual CHVO Christmas Happy Tree. Grade 8 LFI students participated in a Halloween play. Grades 7 & 8 Immersion students participated in buddy reading en français in Primary & Elementary grades. Some grade 7 and 8 Immersion students helped out in Kindergarten during recess. All grade 7 and 8 LFI students completed and presented Science projects. LFI students held auctions every 6 - 8 weeks as an awards system and Grade 7 - 8 LFI students helped run our annual year end sports day. Grade 8 Core and LFI Students (18 in total) had the opportunity to take an excursion to the island of St. Pierre for four days.

## ***Green House Program Grows at St. Francis***

During the 2016–2017 school year, we continued to explore ways to revitalize the Greenhouse program at St. Francis School. Numerous classes participated in projects in the greenhouse. Students enjoyed being able to see the results of their efforts, some of which they were able to consume and others they were able to bring home as gifts for parents.

## ***Little Green Thumbs***

This year both Grade 3 classes participated in the Little Green Thumbs Project supported by Agriculture in the Classroom, the Egg Farmers of NL, local farmers, and the Eastern Regional Wellness Coalition. Both classes received kits, which were installed by school staff. Grade 3 teachers received Professional Development on the project. Students planted their seeds with the assistance of local farmers Eugene and Anita Legge. Throughout the year, they monitored the progress of their plants and at the end harvested what they grew. Students were extremely excited to try foods they had grown and in some cases never tried before. On June 15, 2017 after a lot of hard work and practice by staff and students, there was a LGT celebration. We invited parents in to observe the celebration. The students performed songs and told the story about their growing experience. The project was a huge success!

## ***Kids Eat Smart/Breakfast Program***

The St. Francis School KES Breakfast Club continued with another successful year. Funds were received from Kids Eat Smart to support a program that was scheduled Monday to Friday of each week and was open to all students and staff. The program relied on seven volunteers made up from parents and grandparents who served a daily menu of toast, juice, milk, yogurt and cheese. Our breakfast program was open to all staff

and students many of whom avail of the program on a daily basis. We participated in the KES Walk to Breakfast in October, which served as a major fundraiser for our program. Throughout the year, we held pancake breakfasts and participated in the KES Walk to Breakfast. We received numerous donations from individuals, businesses and groups from Harbour Grace and surrounding communities. A special thank you to our parent, student, and staff volunteers who kept our program running on a daily basis.

### ***Music***

The St. Francis School Music Program 2016-17 consisted of a Primary Choir, Elementary / Junior Choir, a fiddle group, a recorder group, a guitar group, a drum group, Songsters, the St. Francis Band, the St. Francis Rock Band, as well as regular classroom music instruction.

Throughout the 2016-2017 school year, our groups had the opportunity to participate at numerous events. In September, the Primary Choir performed at the opening of the Dan Cleary Harbor Grace Community Centre, our Grade 3 class, our Guitar group and our Choir performed at our Thanksgiving Assembly. In November, our Songsters, Guitar group, and Fiddle groups performed at our Remembrance Day Ceremony. In December, our Choirs performed at several tree lighting ceremonies, the Harbour Grace Santa Clause Parade, and we had our Primary and Elementary / Junior Christmas concerts. In February, the St. Francis School Band performed during World Kidney Day at the Carbonear General Hospital. In March, Our Primary Choir, Elementary / Junior Choir, Songsters, and Fiddle Group all participated in the Kiwanis Music Festival all placing first. We also received a recommendation to compete at the Provincial / National Music Festival resulting in a first place finish in the Provincial Music Festival and the National Competition recording was submitted for August competition in Ottawa. Music is alive and well at St. Francis School!

### ***Student Services***

In addition to our regular IRTs, four student assistants provided support to our students and school. Inclusion and DI played key roles at all grade levels. Technology continued to play an integral role with the use of laptops, iPads, interactive whiteboards, etc. Alternate courses and programs were offered, with in class accommodations and accommodations for testing being provided. The student support services team met once per month. Support from the NLESD was greatly appreciated!

### ***Student Council***

Last year at St. Francis School the Student Council played a huge role in organizing activities for the students. Dances were held each month with several dances having a particular theme. Students from K-8 had the opportunity to partake in dances. The student council made up games and dances for the smaller children. All dances were very well attended and only possible because of the support of the staff of St. Francis School.

Our biggest activity this past year was Operation Christmas Child. Donations were accepted from students and parents of St. Francis School. The student council put together over 100 boxes to donate to this worthy cause.

The student council also took part in the opening of the Happy Tree at the TC Square. Money was collected and gifts bought to place under the tree.

The students also held activities during our Kindness Week held in February. The Student Council had activities planned for each day of the week with great emphasis placed on KINDNESS. They organized these days and helped to carry them out.

The student council also held PJ days, hat days and twin days to raise money for many worthy charities such as the Janeway Children's Hospital. St Francis students showed their Crusader spirit by donating money on these days.

The student council at St. Francis had a very successful year.

### ***Drama***

This year we participated in the Drama Festival, which took place at the Sheila NaGeira Theatre in Carbonear. Our Drama Troop performed "The Ever After" and was very successful receiving nominations for Best Use of Sound and Best Supporting Actor. We won Best Costume, Best Supporting Actor and Best Actor. The St. Francis School Drama Troup had a very successful year!

### ***Shave For the Brave***

Our fourth annual Shave for the Brave was held on June 9, 2017. It was a tremendous success with 16 students and staff participating. In excess of \$4000.00 was raised. It was an extremely energized event with Geoff Eaton Executive Director of YACC present.

### ***Math***

The Math Department at St. Francis School has experienced another successful year. The emphasis has been on enabling every child to be successful. In Grade 7 Mathematics, out of 38 students, 36 students were successful. Study Hall, extra time for instruction and assessment, one-on-one instruction, tutoring, typed copies of notes, home contact and support from the Instructional Resource Teacher with providing alternate settings, reading of print materials etc. were just some of the good teaching practices / interventions, which were used to help the students. In Grade 8 Mathematics, 28 of 29 students were successful.

### ***Guidance***

Our Guidance Counsellor was very active throughout the 2016-2017 school year. There were visits at the beginning of the year to introduce herself and to inform students of



available guidance services. She completed book talk talks with students in grades K-4 on character Education. She supported programming for students exhibiting school refusal. She supported IRTs and Administration in dealing with severe behavior. She was a member of NLCPA branch executive. She completed a review of all files. She delivered Friends For Life Programming in grade four. She organized and participated in IEP/ISSP meetings. She addressed dress code with all classes. She developed an assessment waitlist. She liaised with the school educational psychologist to review files and individual cases. She selected participants for an Anxiety group which was delivered by the school psychologist intern. She delivered anti bullying presentations. She liaised with public health to organize hearing and vision screenings. She presented to Kinderstart parents. She conducted individual counselling. She updated AGR codes and SSS profiles. She transitioned new students and those leaving. She met with students / teachers re: BMPs. She oversaw the Service Delivery Team. She coordinated support for students. She covered the office in the absence of admin. She coordinated partial day meetings. She delivered alternate programming. She completed documentation for student assistants and alternate transportation. She was a member of School Council, our Safe and caring Schools Committee, and our Leadership Team. She arranged numerous presentations (DARE, Get Real Presentations, Foster Families Presentations) and Kindness Week Activities.

The guidance counsellor recommends that we continue to utilize community agencies such as Public Health and the RCMP in the upcoming school year. She recommends the continued use of the Friends For Life program and the development of a social justice / peer helper group.

There is also a need for a space conducive to testing, a LBGTO safe space and the scheduling of SDT Meetings within the school day.

### ***ELA***

2016-2017 was a strong academic year for students in junior high English Language Arts. We participated in several initiatives to support the curriculum.

Remembrance Day: St. Francis supported The Royal Canadian Legion with their poetry, essay, and art contests. Our students enjoyed the work and certainly saw the value of supporting and respecting our country's military history. We had four junior high participants recommended for provincial judging. Our local Legion branch was quite proud of this fact and thanked the school for its continued involvement in the contests.

Turning Points: Students really enjoyed the unit and were consistently and deeply committed to the program. Turning Points is a unique learning and writing opportunity where grade 7's reflect, think, and write about who they are, what they want out of life, and how they will get there. As always, this incredible unit is very personal and brings out some interesting and strong observations from our students.

Scholastic Challenge: This year St. Francis School had, 29 students participate in the grade 8 Scholastic Challenge. The school winner was Kiera Legge followed by Jacob Sheehan. We only had two students receiving awards for scoring at or above the national average (52%).

### ***Friday Fun Day***

Our FFD program, which is part of PBIS at St. Francis School was a great success with over 90% participation. Students earned invitations to these events by consistently demonstrating good behavior both in and out of class. This inclusive program was open to all junior high students. It was supported by a few staff members, most notably: Paula Brushett, Denise Sweeney, Norm Littlejohn, Sherry Squires, and others. Most importantly, the events could not happen without the strong support of the administrators Gary Barrett and Carole Saunders who were committed to the program. Finally, the students were always well behaved with no discipline issues. They always enjoyed themselves.

### ***Arts Smarts***

This year's ArtSmarts project was a new direction for us this year. We committed ourselves to be more inclusive, involving all of the grade 8 students. This offered several challenges in keeping some students engaged and working, but the rewards were amazing. Several students who have never had the opportunity to experience Shakespeare really learned a lot from the project. We experienced *Romeo and Juliet* with the direction of Paul Wilson and Danielle Irvine over three days of intensive workshops.

### ***Athletics***

St. Francis students in Grades 3 – 8 were involved in numerous athletic activities throughout the school year. Students began the school year with the annual Harvest Run in Carbonear, the Blueberry Harvest Run in Harbour Grace and attended NLAA X-Country Running series for schools. Students in grades 6 – 8 were involved in Junior High Soccer tournaments, females hosting in Harbour Grace and the boys attending their tournament in Carbonear in late October.

At the conclusion of Soccer, basketball practices started to prepare for the upcoming season beginning after Christmas. Boys and Girls basketball teams competed in four games throughout the season, hosting two and traveling to other schools for two games.

Immediately after Christmas boys and girls volleyball teams were put together to attend a tournament in Carbonear. The Junior High girls' team continued to practice and attended an Invitational tournament in Arnolds Cove, winning the Tier 2 Gold. We then attended the 14 & under NLVA provincials in early April. Our school was invited to attend a Grade 7 & under invitational tournament in Mount Pearl, which allowed our students in Grade 6 to become involved in Volleyball as well.

Our school could not attend other opportunities for a number of reasons. These included loss of time due to weather closures, lack of time to provide practice opportunities, availability of coaches and conflicts with school closing activities. That being said, all students that were involved in Athletics had an enjoyable year and are looking forward to participating again next year.

### ***Partnerships***

St. Francis School created and/or maintained a number of partnerships with outside agencies. We have received great support through financial donations, resources and commitments of time from parents/guardians, local businesses and local volunteer organizations/associations, all of which enhance the educational experiences of our students. Some of these partnerships included: NLESD, Newfoundland Power, RCMP, Sea Cadets, Government of Newfoundland and Labrador, Local Businesses, Kids Eat Smart Foundation, TCP Health Foundation, Eastern Health, the Town of Harbour Grace, Royal Canadian Legion, Canadian Tire, Harbour Breeze Catering, The Canadian Red Cross, The Janeway Children's Hospital, YACC, The Terry Fox Foundation, LifeTouch Photography, St. Vincent De Paul Society, Knights of Columbus, Agriculture In The Classroom, Egg Farmers NL, numerous community groups (facility rentals) and the Harbour Grace Volunteer Fire Department just to name a few.

We are thankful to the many organizations that contribute to the success of St. Francis School.

## **Internal Assessment Data and the School Development Plan**

An analysis of the Performance Measurement Framework for St. Francis School indicates that our results were comparable (Intermediate) to the province in most areas with a few exceptions. Our results on school safety were low 63.5 in comparison to the province 71.9. It is important to note that the survey was administered at a time when we were dealing with a major incident at our school which gained national media attention. Since then, we have implemented new policies and enhanced communication to help address the areas of concern identified by parents. We implemented a pocket system for cell phones which is used in all classes from grades 5-8. We clearly communicated our policies in relation to the use of technology through several school memos, followed up with a Synrevoice message and memos were posted to our school webpage. We also met with parents through School Council to clearly communicate policies and clarify concerns expressed by parents. One of the areas of concern identified on the family survey was in relation to the level of difficulty for a student to get help if bullied (25.5% of respondents). This is despite numerous methods to report incidents including Safe and Caring School Report Forms throughout the school and online. Again, this was communicated to parents, many of whom, were unaware that these existed. It is very interesting to note that 4% of respondents indicated that drugs are a tremendous problem at St. Francis School. This is despite not having a single incident involving drugs in the 4+ years since reconfiguration to a K-8 School.

Another area in which the results for St. Francis School varied considerably in comparison to the province was teacher self-efficacy. Our achievement evaluation in this area was Very High or 75.4 in comparison to 67.7 for the province. Teachers are very confident in their abilities to manage difficult students, know content, manage time, demonstrate flexibility, have productive conversations with parents, to motivate students, to explain difficult content and meet the needs of all learners. These are extremely commendable characteristics and have a direct impact on student achievement.

With regard to Provincial Assessment student achievement, we were comparable to the province (Intermediate) in all areas except Elementary Writing (75.0 in comparison to 86.1) in which we were Low. All objectives from Goal 1 of our school development plan will address this area of concern and more specifically through the strategies and action plans identified to meet the objectives. These include: identifying at risk students, continued implementation of the Leveled Literacy Intervention System, utilizing online reading / numeracy intervention programs, support periods for literacy / numeracy, the use of technology to support the curriculum, and the continued use of ELA portfolios in K-6.

Another important note regarding the Performance Measurement Framework is that some areas in which we were comparable (Intermediate) to the Provincial Result, we were actually higher. These include Positive School Climate – Student, School Safety – Student, School Belonging – Student, School Engagement – Student, Teachers’ Expectations – Student, Self-Efficacy – Teacher,

School Fit – Family, and Elementary PA – Reading. It is interesting that many of the areas in relation to School Climate are contradictory to the survey results in the family survey.

Throughout the school year and especially at reporting periods during the year, a considerable amount of time was spent analyzing our results to determine if there were specific subject areas that would require interventions from staff and administration. Staff in department meetings and as a whole analyzed the data from BEV tables during staff meetings.

Interestingly, most classes from Grades K-8 showed an improvement from Term 1 to Term 3. It is felt that this was directly a result of the many interventions that were put in place by the teachers and administration of St. Francis School.

Our School Development Plan including action plans are reviewed on a regular basis and used as a guide for instruction. As indicated above, the objectives and strategies are intended to address areas of concern as identified through data analysis. It is the most important practice we have to keep us on track with regard to student achievement.

### **Report on School Development Plan for Previous Year and Actions for Change**

St. Francis School went through an Internal/External Review during the 2016-2017 school year. As part of the review, a peer validation was completed. The report from the peer validation including commendations and recommendations is included below as well as our one year plan for 2017-2018.

## *Current Year School Development Plan* **School Development Plan (2017-2018)**

<b>Goal 1: To increase student achievement across the curriculum within an inclusive environment.</b>		
<b>Objective 1.1:</b> Identify and implement interventions for academically at-risk students (below 60% in 7-8 and between 1-2 in K-6).	<b>Objective 1.2:</b> Increase the knowledge and use of diverse teaching and assessment practices.	<b>Objective 1.3:</b> Enhance opportunities to support curriculum implementation and student learning.
<b>Strategies:</b>  1.1.1 Use internal and external data to identify At-Risk students.  1.1.2 Use student achievement data systematically to inform instruction.  1.1.3 Implement various programs to support student learning.  1.1.4 Continued implementation of the Leveled Literacy Intervention System.	<b>Strategies:</b>  1.2.1 Improve students' proficiency in reading and answering constructed response questions across the curriculum.  1.2.2 Incorporate more reading opportunities in class.  1.2.3 Utilize online reading / numeracy intervention programs.  1.2.4 Utilize extra support periods for reading / numeracy intervention strategies.	<b>Strategies:</b>  1.3.1 Appropriately utilize specialized instructional spaces.  1.3.2 Consistently use technology to support the curriculum at all grade levels.  1.3.3 Consistently implement the LA portfolios in K-6.  1.3.4 Working resources (computers / Ipad, etc.) to enable teachers and students to access online websites and apps.
<b>Indicators of Success:</b>  1.1.1 At-Risk students identified using internal and external data. 1.1.2 Student achievement data used to inform instruction. 1.1.3 Student learning support through the implementation of various programs. 1.1.4 LLI system used at various grade levels.	<b>Indicators of Success:</b>  1.2.1 An improvement in student responses to constructed response questions. 1.2.2 An increase in reading opportunities in class. 1.2.3 Online reading and numeracy intervention programs used in grade K-6. 1.2.4 Support periods are scheduled and used for reading / numeracy intervention strategies.	<b>Indicators of Success:</b>  1.3.1 Specialized instructional spaces appropriately utilized. 1.3.2 Technology consistently used to support the curriculum at all grade levels. 1.3.3 Dated samples of student work in LA portfolios. 1.3.4 Student access to online websites and apps.

<b>Goal 1. Support Plan</b>		
<b>Financial</b>	<b>Professional Development/Time Required</b>	
<ul style="list-style-type: none"> <li>- \$1548.14 to purchase RAZ for K-3 and expand to 4-6.</li> <li>- Funding to purchase Reading Eggs.</li> <li>- \$2000.00 Funding to continue maintaining / updating technology.</li> </ul>	<ul style="list-style-type: none"> <li>- Data day to analyze internal and external data.</li> <li>- PD time for Primary teachers on the LLI system.</li> </ul>	
<b>Goal 2: To foster wellness, respect, leadership and responsibility for learning in a safe and caring school environment.</b>		
<b>Objective 2.1:</b> Increase wellness for all staff and students.	<b>Objective 2.2:</b> Increase students' and staffs' feelings of being valued, safe, cared for and respected in the school environment.	<b>Objective 2.3:</b> Increase student responsibility, ownership and active engagement in school life and learning.
<b>Strategies:</b>  2.1.1 Promote and provide healthy food choices for students.  2.1.2 Continue to use House System to foster a sense of community and camaraderie.	<b>Strategies:</b>  2.2.1 Establish procedures to formally recognize student and staff achievements.  2.2.2 Establish effective procedures for communication with staff.  2.2.3 Utilize outside agencies to support student wellness and diversity.	<b>Strategies:</b>  2.3.1 Provide more opportunities for greater parent/guardian involvement in student learning.  2.3.2 Provide more leadership opportunities for students (elementary/intermediate).  2.3.3 Fully implement PBS and Review 360.
<b>Indicators of Success:</b>  2.1.1 Healthy food choices promoted and provided. 2.1.2 House System kicked off at the beginning of the new school year and promoted continuously throughout.	<b>Indicators of Success:</b>  2.2.1 Student and staff achievements are formally recognized. 2.2.2 Enhanced communication with staff. 2.2.3 Student wellness and diversity supported by outside agencies.	<b>Indicators of Success:</b>  2.3.1 Increased opportunities for parent/guardian involvement. 2.3.2 Elementary and Intermediate students involved in more leadership activities. 2.3.3 PBS and review 360 used on a regular basis.
<b>Goal 2. Support Plan</b>		
<b>Financial</b>	<b>Professional Development/Time Required</b>	
<ul style="list-style-type: none"> <li>- \$500.00 to purchase prizes / incentives to promote House System.</li> </ul>	<ul style="list-style-type: none"> <li>- PD time to inform new staff on the use of PBS, the House System and</li> </ul>	

<ul style="list-style-type: none"> <li>- \$500.00 to purchase prizes for student achievement.</li> <li>- \$500.00 to purchase prizes for PBS.</li> <li>- \$250.00 for promotion of healthy food choices.</li> <li>- \$500.00 to attend PSLC.</li> </ul>	Review 360.
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**Operational Issues for 2016-2017**

<b>Operational Issue</b>	<b>Intended Action</b>
Acquisition and maintenance of Technology.	We will continue with the acquisition / purchase of technology to replace outdated and broken technology.
Increase Leveled Reading resources in Primary classrooms.	We will continue with the acquisition / purchase of Leveled Reading resources for Primary classrooms.