

Baccalieu Collegiate

2018-2019 Annual School Development Report



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“Lighting the Way”

Baccalieu Collegiate is to establish through the collaborative efforts of home, school and community, a safe, nurturing, respectful environment that fosters overall student development and celebrates academic excellence.

Message from Principal

It is with pleasure that I present the following Baccalieu Collegiate (BCP) Annual School Development Report for the 2018-19 school year. We are very proud of the accomplishments that our students, staff, parents, and greater community were involved in this past year. The generous collaboration between our communities and organizations are always well appreciated, as we move forward together and build upon a safe and caring learning community.

In the 2018-19 school year we entered the second year of our three year school development plan. A main focus in our 2018-19 plan included our continuing work to improve at-risk (60% average or below) students learning and achievement. Additionally, we keyed in on developing effective “assessment for learning” strategies and practices. For a second straight year, our team successfully decreased the number of courses that included 20% or more at-risk performers. We are very satisfied with the deliberate effort our team of teachers made to develop effective intervention strategies. Amongst the notable was our implementation of the “Muster & Catchup” Cafe, increased communication with students and home, and more formal interventions and redo opportunities. Teachers were exposed to much of the literature surrounding John Hattie’s Visible Learning, as well as specific professional learning opportunities focusing on various and new formative assessment practices. Overall, we succeeded to ensure the high level standard we expect from our students was made achievable in an accountable and equitable manner. We look forward to continuing our success and developing further our positive impact on student learning and achievements.

Furthermore, our Safe & Caring school objectives matured rapidly in the past year. This past year, our staff built upon two inclusionary training sessions in LGBTQ and Go-To Training with more focus on building strong relationships for the mental health and well-being of our students. The staff at Baccalieu will continue our focus on building strong and positive relationships along with turning our attention to the social emotional learning of our students and staff alike.

As we move into the 2019-20 school year we will continue to commit ourselves to developing top-tier programming for all students. BCP has added another 24 new touch-screen Chromebooks to further enhance learning and accommodations within the classroom. We expect to further develop our support for at-risks students with more school wide design with a focus on Social Emotional Learning and relationship building practices. We are also looking forward to working through our next objective which includes redefining our Assessment for Learning practices, with a focus on the research and respective impact these practices have on increasing student achievement.

Overall, we are very pleased with the perseverance of our teachers, support of our community, and hard work from our students. A big thank-you to all of our stakeholders for a great year, and we look forward to our continuing learning and development with the best interests of our students in mind.

Sincerely,

Jeffrey E Saxby

Message from School Council

The members of School Council for 2018-2019:

Christine Barnes (Chair)	Marlene LeShane	Renee Froude
Yvonne Hopkins (Secretary)	Donna Barrett	Desmond Spurrell
Cheryl Sellars	Jeff Saxby	Sandra Peddle

I am very proud to recognize the dedication of the people who volunteer for the School Council. To them, I say thank you for the time committed to our school. It is important to recognize all other Parent Volunteers and members of the School Community who provide the necessary support to our School Council, and to the students and staff of Baccalieu Collegiate. The level of support that comes from our school community is amazing and does not go unnoticed.

Our School Council will continue to support our students school staff through the creation of the School Growth and Development Plan. We will review the plan regularly and provide input and feedback on the various aspects of the plan. The opportunity to provide feedback and help work through this process is very beneficial for the members of our School Council as it gives us a better appreciation of the focus of our school.

School Council offers sincere congratulations to the Administration and Staff of Baccalieu Collegiate on the preparation of this School Development Report, and on another outstanding school year.

Sincerely,

Christine Barnes

Overview of School

Our School Community

Baccalieu Collegiate is located in the Town of Old Perlican, NL. Students attend Baccalieu Collegiate from Winterton in Trinity Bay South, around the Bay de Verde Peninsula and South to Ochre Pit Cove in Conception Bay North. In addition, there are some students attending Baccalieu Collegiate from outside the catchment area who have special permission from the School District to attend.

We had 187 students attending Baccalieu Collegiate during the 2018-2019 school year, enrolled in various degrees of academic programming from Grade 7 to Level 3. We had the pleasure of two full-year international student enrollments from Germany and Brazil. Classes ranged in size from 9 to 35 with the average class size approximately 21 students. We continue to utilize CDLI (Center for Distance Learning and Innovation) to offer courses to our students that have very small enrollments and/or with unique program aspirations.

Baccalieu Collegiate had a total teacher allocation of 14.75 which included 7.75 regular teaching units, 1.25 administration, 1.25 specialist, 0.5 guidance, and 3.0 IRT units. We have 1 guidance counselor who is shared with Tricon Elementary and Perlwin Elementary, 4 specialist teachers in the areas of: music, physical education, and technology education, as well as the support of two student assistants. In addition to staff based at the school, we have access to District office staff including Educational Psychologists, Program Specialists, Speech Pathologists, Visual and Hearing itinerant etc. The school also has the services of one secretary and two caretaking personnel.

Partnerships

Our school is very appreciative of the immense community and organizations support including local volunteer organizations, businesses, and individuals.

The support from the above mentioned for our Awards Program is second to none with over \$12,000 offered to our students for their academic and co-curricular accomplishments.

In addition, the Baccalieu Lions Club continues to work closely with us and support our various initiatives including the annual Junior High and Senior High Speaking competitions. We continued our partnership with Kids Eat Smart to provide a Breakfast Program for our students and we appreciate the many parent volunteers who dedicate their time every morning to help prepare students food. We are very proud of our Tutoring for Tuition Program and the TWEP – Tutoring Work Experience Program. Both programs offer academic support for any and all students who may be interested. We are also proud to work closely with our regional Cadet corp as they utilize our building and provide many of our students quality programming. Furthermore, we continued to work with our local post-secondary education institutions including Memorial University, the Marine Institute, and College of the North Atlantic.

Our 2018-19 School Year also saw the continued partnership with our nearest RCMP detachment. We played our second annual Auxiliary Cup, which includes competition between our school ball hockey players and local RCMP detachment personnel. The RCMP, Transport Canada, NLC, Avalon Trailways Corporation, and St. John's Ambulance were all present over the course of the year to work with our students. In addition, we were honored to include a presentation from Senator Marshall and Andy Jones this past year as it relates or cultivating civic mindedness amongst our study body.

Report on School Development Plan for Previous Year

Goal 1. To increase student achievement across the curriculum through enhanced learning within an inclusive learning environment.		
Objective 1.1 Promote the use of Differentiated Instruction and Differentiated Assessment in all curriculum areas.	Objective 1.2 Improve Literacy skills across the curriculum.	Objective 1.3 Identify and implement interventions for academically at-risk students.
<p>Evaluation 1.1</p> <p><i>Strategy 1.1.1: Implement a variety of teaching practices to meet student learning needs.</i></p> <p>A variety of new and differentiated forms of assessment were used by teachers. We facilitated group work and reflection on new strategies used by staff. Professional development was provided with focus on formative assessment strategies. PL sessions were facilitated by Rick Snow and Scott Linehan, respectively. Integrating assistive technology was a focus for our SDT team.</p> <p><i>Strategy 1.1.2: Provide more “assessment for learning” instruments and opportunities for students.</i></p>	<p>Evaluation 1.2</p> <p><i>Strategy 1.2.1: Improve students’ demand/creative writing.</i></p> <p>Cross curricular planning to include agreed upon standards for written responses and instruction will be a focus in the coming school years.</p> <p><i>Strategy 1.2.2: Improve students’ reading ability.</i></p> <p>Grade 7 ELA teachers reviewed incoming September assessment portfolios. Choice for reading assignments was encouraged across all ELA curriculums. Audio books/Read & Write reading assistance for weaker readers was completed and in the beginning stages of implementation. A mechanism to determine students reading</p>	<p>Evaluation 1.3</p> <p><i>Strategy 1.3.1: Consistent implementation of the Service Delivery Model.</i></p> <p>This included, now, monthly SDT meetings to review and discuss all things Service Delivery Model. Solidifying a regular team agenda significantly improved effectiveness and delivery of services.</p> <p><i>Strategy 1.3.2: Use internal and external data to identify at-risk students.</i></p> <p>We learned in the previous year that we needed to determine more sources of internal data for analysis. We utilized BEV information in our meetings as well as attendance records and school mark “zero” information. This allowed us for stronger targeted intervention by our IRT staff.</p>

<p>Professional development was provided with focus on formative assessment strategies. PL sessions were facilitated by Rick Snow and Scott Linehan, respectively.</p> <p>Strategy 1.1.3: <i>Establish formal teacher collaboration sessions which involves the regular sharing of best practices.</i></p> <p>This is still not an effective practice amongst staff at Baccalieu Collegiate.</p>	<p>level and improvement has not yet been realized.</p>	<p>Strategy 1.3.3: <i>Implement appropriate strategies for students identified at-risk.</i></p> <p>Teachers shared and developed appropriate strategies both from an individual student and classroom processes viewpoint. Focus included our goal of specifically targeting the number of at-risk students for support. We developed and utilized our Muster and Catch-up as a more sustainable and collective approach to support students who were falling behind and needed extra support.</p> <p>Strategy 1.3.4: <i>Formalize School-Wide Intervention Process.</i></p> <p>Formalized processes were worked on during staff and department lead meetings. Internal data sources were cultivated for monitoring and timely interventions including: BEV, attendance records, missed tests, behaviour trends, and zero counts. Additionally, tutoring programs and SDT were designed and integrated fully into intervention processes. Specific time was set during staff meetings for intervention team work.</p> <p>Strategy 1.3.5: <i>Encourage as many students as possible to pursue an academic program in high school.</i></p>
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Goal 2. To cultivate wellness, respect and responsibility for learning in a safe, caring and socially just learning environment		
<p>Objective 2.1 Continue to promote social justice and an inclusive environment within the school.</p>	<p>Objective 2.2 Promote student responsibility and accountability by aiding student leadership in making informed choices that will positively impact their learning, lifestyles, and interaction with others.</p>	<p>Objective 2.3</p>
<p>Evaluation 2.1</p> <p><i>Strategy 2.1.1: Teachers will consistently promote expectations of students and promote positive behaviour whenever possible.</i></p> <p>BCP Code of Conduct signs were posted in all areas of the school. Promotion of positive behaviour was included on the school facebook page including team and individual accomplishments both inside and outside of school. Identification that positive relationship building in a more proactive stance is a key foundational piece to this process.</p> <p><i>Strategy 2.1.2: Consistent use of Review 360 in reporting of behavioural incidents.</i></p> <p>Staff engaged in professional learning and</p>	<p>Evaluation 2.2</p> <p><i>Strategy 2.2.1: Promote physical and mental wellness activities for students.</i></p> <p>The school led a field trip outing this past year to support student/teacher team building activities. We had tremendous success with over 70% attendance.</p> <p>Finally, we again connected with our local RCMP (Harbour Grace) detachment to bring the community together for our second annual Policing Cup for a day of ball hockey competition and fun.</p>	<p>Evaluation 2.3</p>

<p>review of its own Code of Conduct and Review 360 procedure. Analysis of data was included in intervention processes during and throughout the school year.</p>	<p>Strategy 2.2.2: <i>Increase staff knowledge and support of student Mental Health and Wellness.</i></p> <p>The majority of our staff participated in CPI training.</p>	
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Operational Issues Report 2017-18

Year	Issue	Action	Evaluation
2018-19	Damaged Chromebooks	Procedure put in place for student return and plug-in. Sign out procedure also put in place. Numbering system will need to be put in place	Effectiveness consistent. With the purchase of 24 new Chromebooks a more controlled system needs to be in place.
2018-19	Create a personal fitness center at school accessible to students and staff.	The Brandon Harris field was completed with a surrounding track. No further action occurred for the creation of the fitness center.	A very tall task to create a personal fitness center at school due to minimal space. It is a possible venture with support of all levels of funding.
2018-19	Student participation in School Council	Administration reached out of Student Council leaders and allowed all president and co-presidents to attend.	Student council participation is happening at School Council meetings.

2017-18	Convert upstairs tech storage room into a computer lab of Laptops. Rewiring is needed.	Rewiring is completed. The room has been converted to our CDLI room.	We are seeing success with our new CDLI room. There is still room for more development into a tech room powered by our laptops with broken screens.
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Actions for Change

<p>Goal 1. To increase overall student achievement in an inclusive learning environment through enhanced learning opportunities.</p>		
<p>Objective 1.1 Promote the use of Differentiated Instruction and Differentiated Assessment in all curriculum areas.</p>	<p>Objective 1.2 Improve Literacy skills across the curriculum.</p>	<p>Objective 1.3 Identify and implement interventions for academically at-risk students.</p>
<p>Actions for Change 1.1</p> <p>Work is still needed challenging the notions surrounding summative assessment and high stakes testing as most impactful instructional practice. While formative assessment is being practiced, less timely intervention is occurring to necessarily counteract the weaknesses in students learning. While both Rick Snow and Scott Linehan were present for PL sessions, a culture and buy-in surrounding John Hattie’s Visible Learning is needed.</p>	<p>Actions for Change 1.2</p> <p>A more collaborative and co-planning approach is needing focus.</p>	<p>Actions for Change 1.3</p> <p>No actions for change required.</p>

Goal 2. To cultivate wellness, respect and responsibility for learning in a safe, caring and socially just learning environment.		
Objective 2.1	Objective 2.2	Objective 2.3
Continue to promote social justice and an inclusive environment within the school.	Promote student responsibility and accountability by aiding students in making informed choices that will positively impact their learning, lifestyles, and interaction with others.	N/A
Actions for Change 2.1	Actions for Change 2.2	Actions for Change 2.3
A focus on relationships and Social Emotional Learning is needed.	Our main strategic adjustment is with more focus on cultivating student leadership and decision making as it relates to school initiatives. We will look to empower student voices through a revised Student Council and School Council approach.	N/A

School Development Plan for Current Year 2018-2019

<p>Goal 1: To increase overall student achievement in an inclusive learning environment through enhanced learning opportunities.</p>		
<p>Objective 1.1: Promote the use of Differentiated Instruction and Differentiated Assessment in all curriculum areas.</p>	<p>Objective 1.2: Improve Literacy skills across the curriculum.</p>	<p>Objective 1.3: Identify and implement interventions for academically at-risk students.</p>
<p>Strategies:</p> <p>1.1.1 Implement a variety of teaching practices to meet student learning needs.</p> <p>1.1.2 Provide more “Assessment for Learning” instruments and opportunities for students.</p> <p>1.1.3 Establish formal teacher collaboration sessions which involves the sharing of best practices.</p>	<p>Strategies:</p> <p>1.2.1 Improve students’ demand/creative writing</p> <p>1.2.2 Improve students’ reading ability.</p>	<p>Strategies:</p> <p>1.3.1 Consistently implement the Service Delivery Model.</p> <p>1.3.2 Use internal and external data to identify at-risk students.</p> <p>1.3.3 Implement appropriate strategies for students identified at-risk.</p> <p>1.3.4 Formalize School-Wide Intervention Process</p> <p>1.3.5 Encourage and support as many students as possible to pursue an academic program in high school</p>

<p>Indicators of Success:</p> <p>1.1.1 Increase variety of best teaching practices at each grade level.</p> <p>1.1.2 Increased number of “assessment for learning” practices/programs</p> <p>1.1.3 Establishment and/or increase of formal collaboration sessions between teachers.</p>	<p>Indicators of Success:</p> <p>1.2.1 Identification and implementation of literacy skills by teachers across curriculum</p> <p>1.2.2 Improved reading ability among student body</p> <p>1.2.3</p>	<p>Indicators of Success:</p> <p>1.3.1 Consistent procedural use of Service Delivery Model</p> <p>1.3.2 Timely identification of at-risk students</p> <p>1.3.3 Decreased number of at-risk students.</p> <p>1.3.4 Implementation of effective School-Wide Intervention process</p> <p>1.3.5 Favourable balance of students graduating with honours, and/or academic program.</p>
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<p align="center">Goal 1. Support Plan</p>	
<p align="center">Financial</p>	<p align="center">Professional Development/Time Required</p>
<p>1.1.1 \$500.00 to stock D.I. Kits, \$TBA Software Costs, Purchase new headsets to support Read and Write for Google (\$18/ea),</p>	<p>1.1.1 ½ Day PL to analyze and compile learning profiles, and ½ Day PL to order and restock DI Kits.</p>

<p>Purchase new Chromebooks. (\$359/ea), Purchase a 10 pack of iPads (\$7000.00)</p>	<p>1.1.1 Full PL Day on DI and Differentiated Assessment 1.1.1 Full Day PL for Google Apps for Education and Read & Write Implementation.</p>
<p>1.1.2 N/A</p>	<p>1.1.2 Include in memos, department meetings, and staff meetings.</p>
<p>1.1.3 N/A</p>	<p>1.1.3 Establish formal meeting times for staff/departments</p>
<p>1.2.1 Cost of printing bookmarks, posters, and extra page in student handbooks.</p>	<p>1.2.1 Two hours meeting time with ELA Dept. Leader and ELA teaching staff.</p>
<p>1.2.2 WIAT/WISC (\$3000 -- \$4000.00)</p>	<p>1.2.2 ½ Day PL with teachers from feeder schools</p>
<p>1.3.1 N/A</p>	<p>1.3.1 Schedule Service Delivery Team Meeting once for 14-day cycle.</p>
<p>1.3.2 N/A</p>	<p>1.3.2 N/A</p>
<p>1.3.3 N/A</p>	<p>1.3.3 Time built into Staff Meeting and Department Meeting.</p>
<p>1.3.4 N/A</p>	<p>1.3.4 Time built into Staff Meeting and Department Meeting.</p>
<p>1.3.5 \$TBA Cost to set-up area in Learning Commons for University/Career Program Exhibit information.</p>	<p>1.3.5 After school presentation time with administration and participating staff.</p>

<p>Goal 2: To cultivate wellness, respect and responsibility for learning in a safe, caring and socially just learning environment.</p>		
<p>Objective 2.1: Continue to promote social justice and an inclusive environment within the school.</p>	<p>Objective 2.2: Promote student responsibility and accountability by aiding students in making informed choices that will positively impact their learning, lifestyles, and interaction with others.</p>	<p>Objective 2.3:</p>
<p>Strategies:</p> <p>2.1.1 Teachers will consistently promote expectations of students and promote positive behaviour whenever possible.</p> <p>2.1.2 Consistent use of Review 360 in reporting of behavioural incidents</p>	<p>Strategies:</p> <p>2.2.1 Promote physical and mental wellness activities for students.</p> <p>2.2.2 Increase staff knowledge and support of student Mental Health and Wellness</p>	<p>Strategies:</p> <p>2.3.1</p> <p>2.3.2</p>
<p>Indicators of Success:</p> <p>2.1.1 Students who are more aware of expectations and encouraged for their positive behaviour</p>	<p>Indicators of Success:</p> <p>2.2.1 Positive results on climate/culture surveying</p>	<p>Indicators of Success:</p> <p>2.3.1</p> <p>2.3.2</p>

2.1.2 Complete view of school incidents as cited in Review 360	2.2.2 Staff completion of PL and more staff efficacy as it relates to Mental Health and Wellness	
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Goal 2. Support Plan	
Financial	Professional Development/Time Required
2.1.1 \$450.00 Code of Conduct Signs	2.1.1 N/A
2.1.2 N/A	2.1.2 N/A
2.2.1 \$500 for Safe & Caring Student Committee initiatives.	2.2.1 Lunch and after school meeting times.
2.2.2 N/A	2.2.2 PL Close out Day for Mental Health (Go-To Training) professional development for teachers 2.2.2 PL Close out Day for LGBTQ

Operational Issues for 2017-2018

Operational Issue	Intended Action
iPad cart and Chromebooks are not always with full charge	Inform staff to set-up procedures to ensure Chromebooks are plugged in and powered for the next group.
Create a personal fitness center at school accessible to students and staff.	
Student participation in School Council	Invite Student Council presidents to School Council meetings for student representation.
Update Smart Board Software to be compatible with drivers.	Work with School District to remedy concern.
Convert upstairs tech storage room into a computer lab of Laptops. Rewiring is needed.	Work with School District/Electrician