

2021-22 Annual School Development Report

Pasadena Elementary



Pasadena Elementary
"Together We Soar"

Strategic Issue/Goal: To build Collective Efficacy amongst staff that would allow for meaningful collaboration that impacts teaching and learning in a positive manner as well as improves the social emotional well being of the school community.

Objective: To reduce insecurities and related to Educator’s Guilt; the feeling that they have not adequately prepared their students for the next grade level.

How did you know this was a Strategic Issue/Objective? What evidence did you have?

School Development surveys and PMF data indicated that student engagement and a feeling of belonging to school were evident and require attention; informal and formal conversations with staff independently and in small/large groups; observations of traditional practices that create barriers to building collective efficacy (ie. grade level meetings and common pairings for working together in PL or in school sessions). It was also observed that there was a gap with regards to teachers collaborating between grade levels to determine areas of concern that have arisen consistently over time.

Year-end Summary of Progress. What evidence do you have to support this progress?

Pasadena Elementary staff have acknowledged and recognized that children’s academic success has been influenced and impacted by outside factors such as: attendance, Covid, social influences, etc. Staff’s confidence and awareness has increased in that as educators we are collectively striving towards a common goal (providing all students with an optimal educational experience). This is evident in the various Teaching and Learning Teams that form to discuss student challenges. It goes beyond common grade level and draws on the strengths of other staff that have prior experience and knowledge with specific challenges. As a result we see growth academically and social as well as from parent comments. There is also increased collaboration amongst groups of staff striving to tackle common challenges in the classroom setting as well as more open dialogue on seeking out assistance and additional strategies as it relates to teaching and learning.

Next Steps...

Continuation of SEL with scheduled and “informal” meetings with colleagues and support staff. Meetings allow exchanging of ideas, concerns and “constructive feedback” from all parties involved. Also, reviewing success with students’ growth

(externally and internally) has provided reassurance as a “staff” that we have and will continue to move forward.

Strategic Issue/ Goal: To build Collective Efficacy amongst staff that would allow for meaningful collaboration that impacts teaching and learning in a positive manner as well as improves the social emotional well being of the school community.

Objective: To build staff confidence/collegiality and remove the perception of judgment from other colleagues

How did you know this was a Strategic Issue/Objective? What evidence did you have?

Informal and formal conversations with staff. Evident in walkthroughs that there was not a great deal of sharing of practices or ideas. Teachers were reluctant to make use of available PD days to observe other classes or schools. It was noted in conversations that there was anxiety about having someone else in their classroom or visiting another classroom to observe.

Year-end Summary of Progress. What evidence do you have to support this progress?

There has been ongoing opportunities throughout the year to celebrate learning (i.e., Author’s Chair; student leadership-Gr.3/6 student role models; Book Battles; author virtual presentations; Indigenous outreach; STEM; Little Green Thumbs; thematic units; Makerspace activities; farm field trips; etc.). There has also been an increase in outdoor wellness & learning; deep learning initiatives; play-based experiences; special events such as French winter carnival; Winter Olympics; special awareness days. PD has been somewhat restrictive because of COVID protocols. There was some that happened at the school level virtually around empathy; reading; Daily Five, etc. With ease of restrictions in the future, this will continue to grow.

Next Steps:

Continued PD opportunities as well as open doors to colleagues to share different approaches and seeking out support when

they feel they are dealing with a challenging situation. The staff at Pasadena Elementary feel more comfortable in sharing their concerns with colleagues and admin in order to collaborate and recognize that the whole school is responsible for each child as they often interact with a variety of staff daily.

- Re-establish the staff “Thank You” board.
- More initiatives to celebrate teachers (e.g., “You got mugged”)
- Improving scheduling to maximize collaborative opportunities
- Reflecting on common learning block after lunch to see how it can be better utilized
- Need improved/more technology devices