

School Level Plan

School: [Click here to enter text.](#)

School Year: 2022-2023

FOUNDATIONAL ITEMS

Division Motto, Mission, Vision, Values, & Aspirational Statements

Motto – Students Come First

Mission – “Building Strong Foundations to Create Bright Futures”

Vision – “Learning Without Limits ... Achievement for All”

Values – Belonging, Respect, Responsibility, Learning, Nurturing, Perseverance and Diversity

Aspiration Statements - High Quality Teaching and Learning, Engagement of All Students, Families, and Communities, Effective Policy Healthy, Sustainable Physical and Social Environments

School Mission, Vision, Values, & Compelling Why

Motto – Lifelong Learning

Mission – “Inspiring a Passion for Knowledge”

Vision – “Working together as a team today to build a successful tomorrow”

Values – “Respect, Integrity, Commitment, Compassion, Fairness, Perseverance and Diversity”

Compelling Why?

Equitable & Balanced Opportunities – Each student, rural or urban, has the right to a quality education and equal opportunities.

Reading – Reading influences every subject area and our whole life. We focus on reading every day with Guided Reading, Accelerated Reading, Reading A-Z, IXL Reading and Math, and an open library.

Family Engagement – Family engagement = engaged students. Students who are engaged in the school are also engaged in their learning. Family engagement also includes community engagement. It is the community that raises the child. Our school is open to the community for all community clubs to hold meetings in the school. To encourage and increase family engagement we will outline the expectations for volunteering (being specific for each activity), send out a letter requesting volunteers on the parents’ schedules and being open to rearranging our day to accommodate the volunteers.

School Demographics

Feeder Communities: Margo and Rama

Grade	K/1	2/3	4/5	6/7	8	9	10	11	12	Total
2009-2010	16	17	19	17	12	9	9	12	9	120
2010-2011	11	16	16	20	7	11	10	7	11	109
2011-2012	15	13	16	18	8	9	11	9	7	106
2012-2013	15	11	20	15	11	10	9	11	11	113
2013-2014	12	16	13	19	9	11	8	8	13	109
2015-2016	11	16	12	22	6	8	10	7	7	94
	K/1/2	3/4/5	6/7	8	9	10	11	12		Total
2016-2017	21	24	12	10	11	8	7	7		100
	K/1/2	3/4/5	6/7/8	9	10	11	12	12+		Total
2017-2018	20	22	20	9	11	7	7			96
2018-2019	18	22	20	4	10	9	5	1		89
2019-2020	16	21	19	6	3	7	10	1		84
	K	1/2	3/4/5	6/7/8	9/10	11/12	Flex			Total
2020-2021	11	11	21	20	13	13				87
2021-2022	7	14	19	20	12	10	3			85
	K/1/2	3/4/5	6/7/8	9/10	11/12	Flex				Total
2022-2023	27	19	18	12	10	2				88

Current Staff:

Instructional – 5.46 FTE + 0.5 Admin + 0.47 SST = 6.43 FTE

Educational Assistants – 3 @ 5.5 hrs/day

Administrative Assistant – 1.0 FTE

Custodian – 1.0 FTE

Library – 3 hrs/day

Number of Classrooms – 7: Each morning (Kindergarten even days) Kindergarten, Gr. 1/2, Gr. 3/4, Gr. 5/6, Gr. 7/8, Gr. 9/10, Gr. 11/12. Each afternoon K/ 1/2, 3/4/5, 6/7/8, 9/10, 11/12.

ASPIRATIONAL STATEMENTS INTO ACTION

High Quality Teaching and Learning

- Provincial curricula and related resources that are developmentally appropriate and culturally responsive.
- Employ play-based learning experiences that support a sense of personal competency, self-efficacy, and social responsibility; and,
- A wide range of opportunities to learn, practice, experience and demonstrate understanding, confidence, and motivation for a healthy and balanced life.

Division Level	School Level			
Division Outcomes	School Level Work Plans (What is the School Doing?)	Tell Your Story (What Products, Observations, Conversations & Stories will the School Gather to Illustrate Progress?)	Most Responsible Person	Budget
By June 30, 2023, 25% more students will exit Kindergarten at appropriate development (green) than when entering Kindergarten.	<ul style="list-style-type: none"> • Kindergarten only instruction – 8:55-12:10, 2:20-3:05 • K/1/2 instruction – 12:40-2:10 (Phys. Ed and Health) • Miss Caza (SLP) will support Kindergarten with whole class, small group and 1:1 instruction. • Mr. Seghers (Band) will provide Music instruction 1/6 days to allow 1:1 support between Ms. Carbno/Miss Campbell and students. • Mrs. Propp (School Counsellor) will provide instruction 1/6 days on the topics of Dinosaur School and We Thinkers. • Built in RTI time with EA support in the classroom. • Kindergarten Family Engagement days will be held in October and February. • Bumblebee Playschool (age 3-4) will be held in the school October-May. The program will support and prepare students for entering Kindergarten. 	<ul style="list-style-type: none"> • Miss Campbell planned a Family Engagement event to introduce herself to the families and to focus on the story <u>The Kissing Hand</u> to assist with separation anxiety with one student. • 	Ms. Brenda Carbno/Miss Chelsey Campbell Mrs. Dalice Nelson Miss Valerie Caza Mrs. Melissa Grona	See Saw license Kindergarten Engagement Days \$100/each
By June 30, 2023, there will be 10% more Grades 1 to 3 reading at or above grade level as compared to fall 2022 data.	<ul style="list-style-type: none"> • Guided reading will occur in gr. 1-6 • LLI has been scheduled daily period 5 • Home reading programs to support the classroom gr. 1-8 – Accelerated Reading (with monthly and year-end prizes), Reading A to Z and daily reading recording. • Word Study gr. 3/4, Heggerty K/1/2 • Mrs. Bosovich will monitor the book choices of students borrowing from the library. She will guide students to appropriate choices and a variety of books. 		Mrs. Dalice Nelson Mrs. Ashten Walker Mrs. Diana Enge Ms. Brenda Carbno/Miss Chelsey Campbell Mrs. Tara Bosovich	RAZ kids purchase Resource Center – purchase a range and variety of books for the library

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Division Outcomes	School Level Work Plans (What is the School Doing?)	Tell Your Story (What Products, Observations, Conversations & Stories will the School Gather to Illustrate Progress?)	Most Responsible Person	Budget
By June 30, 2023, there will be 2% more students writing at or above grade level in Grades 4, 7, & 9 compared to the June 2022 data.	<ul style="list-style-type: none"> • ELA writing will include both comprehension and free writing • Bring in a writing coach for ELA 9-12 • Specifically teach and practice 4 types of writing – expository, narrative, descriptive and persuasive – in a range of writing from paragraphs to essays. • Split grades for ELA: 1/2, 3/4, 5/6, 7/8, 9/10, 11/12 • Daily writing gr. 1-12 • Word Study gr. 3/4, Heggerty K/1/2 • Collect writing data Jan/Feb using the Ministry rubrics and prompts • Use the Ministry rubric in classroom assessment (for consistency) • Grammar resources – Super Teacher and Success for Grammar 		Mrs. Dalice Nelson Mrs. Ashten Walker Mrs. Diana Enge Ms. Brenda Carbno/Miss Chelsey Campbell Mrs. Melissa Grona	
By June 30, 2023, there will be 2% more Grades 2, 5, & 8 students at or above grade level in math compared to the June 2022 data.	<ul style="list-style-type: none"> • Split grades for Math: 1/2, 3/4, 5/6, 7/8, 9/10, 11/12 • Take-home math program (with prizes) gr. 1-6 • IXL student access to support the classroom instruction during individual practice and home practice 		Mrs. Dalice Nelson Mrs. Diana Enge Ms. Cheng Teh - Create a checklist and recording form of take-home math tasks. - Provide Mrs. Grona with the list of qualifying students for monthly draw.	\$80 from school budget (Awards to students) for monthly draw – those students who completed 100% of take-home math tasks. IXL purchase Gr. 5/6 Mad Minute purchase

<p>By June 30, 2023, the number of students in Grades 4 to 12 reporting high levels of anxiety will reduce by 2% from June 2022 data.</p>	<ul style="list-style-type: none"> • Students will be greeted each morning at their designated entrance. • SWIS worker will visit the school monthly and assist new Canadians with registration. • Spacing between desks to reduce distractions for students. • Classrooms will have a clean/uncluttered teaching wall. • Classrooms will have a homework board for students to reference. • Responsive teaching strategies will be utilized including student voice, a variety of teaching strategies, appropriate pacing (scope and sequence), and blended learning. • Agendas and mailbags will be utilized and assist with home/school communication. • Breakfast will be provided every Tuesday and Thursday to all students. • Students in gr. 9-12 have the option to listen to music while they work. • Extensions and alternative locations are available for exams. • Mrs. Propp (school counsellor) will begin a noon group to meet and discuss self-esteem, conflict resolution, stress and anxiety and relationship dynamics. • Annual school events will be planned and held with the whole school community – Education Week Open House, book fair, Halloween, Spirit days, Christmas concert and dinner, Telemiracle Carnival, Track & Field, food sales and Graduation (Kindergrad and gr. 12) • Parents and volunteers are welcome to join and assist with the annual events. 		<p>All teachers: Mrs. Dalice Nelson Mrs. Ashten Walker Mrs. Diana Enge Ms. Brenda Carbno/Miss Chelsey Campbell Ms. Cheng Teh Mr. Kent Seerey Mrs. Melissa Grona</p> <p>Mrs. Lindsey Propp</p>	
<p>By June 30, 2023, the three-year graduation rate will increase by 2% from the June 2022 data.</p>	<ul style="list-style-type: none"> • Mrs. Grona will meet with gr. 9-12 students to review credits for graduation and to plan course selection. Mrs. Grona will use the GSSD credit tracking document with all gr. 9-12 students. • Choice of DL classes will be reviewed and appropriate courses will be recommended for students to be successful. 		<p>All high school teachers: Ms. Brenda Carbno/Miss Chelsey Campbell Ms. Cheng Teh Mr. Kent Seerey Mrs. Melissa Grona</p>	

	<ul style="list-style-type: none"> • DL classes will be scheduled into the timetable for each student. Students who take the majority of their classes through DL will be invited to work in the school to assist with course completion (mornings – library, afternoons – vestibule). • Invermay School will continue to offer Workplace and Apprenticeship Math 20 & 30, Math Foundations 20 & 30, Pre-Calculus 20 & 30. • Invermay School will continue to alternate a 20 level Science for all gr. 11 & 12 students. The rotation is as follows: Physical Science 20 and Environmental Science 20 OR Health Science 20. • We have created, adapted and are offering a specific set of classes for students on IIPs: Choices and Behaviours 20 and Life Transitions 30. • A 2 year plan is in place to combine gr. 11 and 12 for ELA B30 to assist in teaching Shakespeare while providing a class of the students’ choice in alternating years. The alternating schedule will be: <ul style="list-style-type: none"> ○ Year 1 ELA B30 ○ Year 2 Outdoor Ed • All gr. 9-12 teachers will update and share their Edsby gradebook with students and parents. Students will be supported in accessing Edsby on their own. • Teachers are to communicate to parents as soon as there is a change in a student’s progress. • All teachers are to connect with two students in each of their class monthly. The goal is to open the lines of communication by sharing information, celebrate accomplishments and to discuss student progress. • All gr. 10-12 teachers will utilize at risk letters/phone calls to inform parents of student’s progress. • 1:1 support will be provided to those students At Risk and a work contract will be formulated. 			
<p>By June 30, 2023, the three-year graduation for self-declared Indigenous students by 5% from the June 2022 data.</p>				

<p>By June 30, 2023, the five-year graduation rate will increase by 2% from the June 2022 data.</p>	<ul style="list-style-type: none"> • Students in grades 6-9 will take Career Education. • Career Ed and PAA teachers will utilize MyBlueprint to teach students about options in high school and beyond. They will complete the student interest surveys and follow up with recommended careers. Students will also begin to build their resumes and online profile. 		<p>All middle and High school teachers: Mrs. Diana Enge Ms. Brenda Carbno/Miss Chelsey Campbell Ms. Cheng Teh Mr. Kent Seerey Mrs. Melissa Grona</p>	
<p>By June 30, 2023, the five-year graduation for self-declared Indigenous students by 5% from the June 2022 data.</p>				
<p>By June 30, 2023, students in Grades 4 to 12 will report a 2% increase in student intellectual engagement from spring 2022 data.</p>	<ul style="list-style-type: none"> • A homework board will be utilized in gr. 3-12 classrooms. • Students will be provided with some time in class to work on their assignments. • Teachers will intentionally teach the purpose and audience of each lesson. • Responsive teaching strategies will be utilized including student choice and utilizing different modalities. • By the end of October, students will self-assess their intellectual engagement with an online survey created by Invermay staff. Staff will also assess each student's intellectual engagement with a rubric. • OurSchool Survey and SOS-Q will be completed in the spring. • By the end of April/May students will self-assess their intellectual engagement with an online survey created by Invermay staff. Staff will also assess each student's intellectual engagement with a rubric. • Staff will review results and have sit-down conversations with those students whose self-assessments are vastly different from the staff assessments following each assessment window. 		<p>All gr. 4-12 teachers: Mrs. Ashten Walker Mrs. Diana Enge Ms. Brenda Carbno/Miss Chelsey Campbell Ms. Cheng Teh Mr. Kent Seerey Mrs. Melissa Grona</p>	

ASPIRATIONAL STATEMENTS INTO ACTION

Engagement of All Students, Families and Communities

- Efforts are aligned to promote student, family, staff and community health and well-being.
- School Community Councils and First Nations Education organizations are involved in School Level Plans.
- School Leadership values cooperation, effective interpersonal communication and shared decision making.
- Schools, families, and communities engage in ongoing discussions and shared efforts to promote and support the health and well-being of staff, students, and the community; and,
- Reciprocal relationships share resources and services within the school and community.

Division Level	School Level			
Division Outcomes	School Level Work Plans <small>(What is the School Doing?)</small>	Tell Your Story <small>(What Products, Observations, Conversations & Stories will the School Gather to Illustrate Progress?)</small>	Most Responsible Person	Budget
By June 30, 2023, there will a 2% increase in student attendance based on the June 2022 data.	<ul style="list-style-type: none"> • Students will be greeted each morning at their designated entrance. • Teachers will take attendance within 15 min of class starting. For any students without a planned absence listed in Edsby, Mrs. Carlson will contact the parents/guardians to check on their attendance. • For students needing an alternative attendance plan, teachers and staff will work with the family to create a plan for the student. The goal is to keep the student connected with their peers and with the school community. • Breakfast is available to all students each Tuesday and Thursday. • Try to hold a food sale each month. • Teachers are to communicate to parents as soon as there is a change in a student's progress. • Teachers will also call and check in for extended absences. • All gr. 10-12 teachers will utilize at risk letters/phone calls to inform parents of student's progress. 1:1 support will be provided to those students At Risk and a work contract will be formulated. We will utilize Credit Extension and Credit Recovery when needed. • Invermay School will continue to annual school events that students look forward to: Halloween, Christmas Concert, Spirit Days, etc. 		<p>All teachers: Mrs. Dalice Nelson Mrs. Ashten Walker Mrs. Diana Enge Ms. Brenda Carbno/Miss Chelsey Campbell Ms. Cheng Teh Mr. Kent Seerey Mrs. Melissa Grona</p> <p>Mrs. Amanda Carlson Mrs. Lindsey Propp</p>	

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By June 30, 2023, GSSD will deepen relationships with families and communities by increasing our understanding of Indigenous identities, histories, and worldviews.	<ul style="list-style-type: none"> • Every assembly and SCC meeting will begin with a land acknowledgement. • Invermay School will have a Hoop Dancer from Dance Sask, Inc. teach and perform a lesson for all grades. • Invermay School will reach out to other knowledge keepers to assist us in our journey. 		All staff	
By June 30, 2023, GSSD will deepen relationships with families and communities by engaging in authentic opportunities to promote student intellectual, physical, social-emotional, spiritual, and physical well-being.	<ul style="list-style-type: none"> • Invermay School is very good at involving parents and community members. We need to grow into engagement. • Mrs. Grona will send out an invitation to all student families and community members asking for help to put on a Folk Fest: <ul style="list-style-type: none"> ○ Focus is to learn and grow from each other at the school ○ To work together and for families and/or community members to take the lead ○ Possible topics include food, music and dance ○ The timeframe is January-February ○ Asking all interested parties to contact Mrs. Grona to form a committee to plan and organize. 		Mrs. Melissa Grona	

ASPIRATIONAL STATEMENTS INTO ACTION

Effective Policy and Procedures

- Protocols for collaboration on policy development and related protocols practices for health and well-being.
- Ongoing evaluation and monitoring of needs and effectiveness of efforts to improve well-being.
- Promising practices that enhance well-being.
- Clear practices, procedures, protocols and regulations regarding health and safety in children and youth (e.g., nutrition, anti-bullying, physical activity, pandemic planning, air quality).

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By June 30, 2023, each school within GSSD will demonstrate improvement in services through the development, review, and revision of processes/practices that reduce barriers and enhance student success.	<ul style="list-style-type: none"> • Use of adaptations in each classroom • Gender neutral bathrooms • Mrs. Propp’s noon group 			

ASPIRATIONAL STATEMENTS INTO ACTION

Healthy, Sustainable Physical and Social Environments

- Access to and support for healthier options.
- A welcoming, caring, and inclusive environment.
- Healthy relationships among and between students, staff, and the community.
- Responsive and inclusive leadership of students, staff, and community.
- Relationships that influence and are influenced by families, cultural perspectives, and the community.
- Responsible infrastructures are built and maintained to current standards, with practices and procedures in place to plan for a strong and vibrant future.
- External and internal efficiencies will be implemented to ensure appropriate resources are targeted to key focus areas such as school buildings, grounds, materials, equipment, and routes to and from school.

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By June 30, 2023, students and staff will report feeling welcomed, safe, and included at school.	<ul style="list-style-type: none"> • Students will be greeted at their designated entrance each morning. • All teachers are to connect with two students in each of their class monthly. The goal is to open the lines of 			

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	communication by sharing information, celebrate accomplishments and to discuss student progress. <ul style="list-style-type: none"> • A “Welcome to the Invermay School Family” bulletin board will be created that includes each staff and students’ family pictures. 			
By June 30, 2023, students and staff will develop strategies for identifying emotions and accessing supports to enhance mental well-being.	<ul style="list-style-type: none"> • Brain breaks and body breaks will be worked into each classroom. • Spacing between desks to reduce distractions for students. • Classrooms will have a clean/uncluttered teaching wall. • Classrooms will have a homework board for students to reference. • Responsive teaching strategies will be utilized including student voice, a variety of teaching strategies, appropriate pacing (scope and sequence), and blended learning. • Agendas and mailbags will be utilized and assist with home/school communication. • Breakfast will be provided every Tuesday and Thursday to all students. 			
By June 30, 2023, schools will follow established processes when responding to identity-based harassment involving students and staff.	<ul style="list-style-type: none"> • All staff will immediately step in and stop identity-based harassment when they hear/see it. • Gr. 9-12 students will have the Identity Presentation shared by GSSD’s diversity coaches. 			

PLAN REVIEW & REVISION

Three times per year, the school team should unpack their School Level Plans. Emphasis should be placed on progress. The following questions may be used as prompts for discussion.

- What is on and off target?
- What do we need to adapt in our plan? Review in November and March staff meetings.
- What can we do to be more effective as a team?
- What can I do to be a more effective team member?

COMMUNICATION STRATEGY

How will the plan and progress be communicated to the school community? Note, a copy of the signed School Level Plan should be posted on the school website.

In-School Administrator(s) Signature

Date

School Community Council Chairperson Signature

Date