

**ST. FRANCIS OF ASSISI
MIDDLE SCHOOL**



ST. FRANCIS OF ASSISI MIDDLE SCHOOL

2017 - 2018

SCHOOL IMPROVEMENT PLAN

Principles of Practice

- We honour our children.**
- We provide a safe and secure environment.**
- We live and proudly proclaim our Catholic Christian faith.**
- We provide quality education in a Catholic environment.**
- We pray as an educational community.**
- We practice servant-leadership.**
- We focus on our mission through clarity of purpose.**
- We value our staff.**

Vision:

St. Francis is a student-centered, Catholic, middle school where:

- We have a safe and caring environment.
- We have a genuine sense of community with a welcoming and inviting atmosphere.
- We consistently apply standards that provide order and organization.
- We demonstrate innovative learning.

Mission:

St. Francis of Assisi Middle School provides a Christ-centered learning environment that fully addresses the unique needs of the middle years student.

Covenant:

We are Christian professionals who have chosen to serve students at St. Francis of Assisi Middle School.
We are committed to the Catholic Christian Faith.

We will nourish an active spiritual practice including prayer, liturgies, and music.
We are committed to putting students first.

We will advocate on their behalf.
We are committed to honoring and respecting each staff member.

We will listen with an open mind to each other's ideas.
We believe in the value of consistency.

We commit to upholding agreed upon standard practices.
We believe that our personal life is an important aspect of our beings. As colleagues and friends we will celebrate with and support one another.

We believe in the value of lifelong learning and we are committed to sharing our diverse expertise, resources and skills.
We will share knowledge and support, encourage and mentor each other in our professional and personal development.

We recognize the need to share resources and space.
We commit to practice common courtesy and respect of people and property.

We believe in collaborative leadership.
We commit assuming and supporting leadership opportunities.

We believe in the value of a strong effective team.
We commit that we will resolve conflict in a professional, timely, and respectful manner.

School Profile

St. Francis of Assisi Middle School serves students from southeast Red Deer and is in its 14th year of providing quality, Catholic education. As an administrative team, we are pleased to report that the student population is strong, currently enrolling 705 students and 61 staff. The students at St. Francis of Assisi Middle School have rich opportunities to learn in an innovative, literacy rich and fully inclusive environment that integrates a variety of programs to enhance the delivery of core curriculum. Expectations for achievement are high and all students are encouraged to work to their full potential.

Parents are viewed as integral partners in the growth and development of each child and are encouraged to be involved in the Catholic education of their children. We celebrate our Faith daily through regular liturgies and masses, daily prayer, and by participating in a variety of community service and social justice projects. As a Catholic school, we endeavor to foster the Christian values of the Catholic Church and encourage the application of these values in student's daily interactions with others. We see the school, the home and the Church as an integral part of this education. We recognize parents as the first teachers, with the school and the Church playing a supportive role in the total development of the child.

Foundations Program:

The middle school Foundations Program is designed to meet the needs of students diagnosed with moderate to severe disabilities, as described by Alberta Learning definitions. The program focuses on life-skills, pro-social skills, small group work, functional literacy and functional numeracy, and partial integration into non-academic classes (Health, Religion, Physical Education). Each student has an Individual Support Plan (ISP). The program offers a collaborative team approach to education involving teachers, counselors, parents, educational assistants and administrators. The Foundation teachers also access other professionals for programs such as Speech and Language Therapy, Occupational Therapy, Physical Therapy and other programs specific to the needs of various children in the classes. Students are offered an education in a safe and friendly environment, which allows them to take risks and be successful within the realm of their own abilities. They are an integral part of the school community.

Trends & Issues at a Glance

English as a Second Language:

We currently have 163 English as a Second Language students (approx. 23% of our population). Professional development in the area of differentiated instruction, strong literacy practices, along with the building of resources continues to be a focus. Reaching our English Language Learners through an RTI approach has been a shift in our approach to helping reach all students.

School Counselors:

The counseling at St. Francis is provided by both a male and female staff to provide equal opportunities to both male and female students. Counseling to all students is offered in a proactive manner by visiting all classes, working with administration and staff to familiarize themselves with student issues, and attending team meetings to inform and learn from staff about various student issues. The counselors meet weekly with school administration to discuss current issues and programs. A Family School Enhancement Counselor works 5 days a week to assist students and families in positive mental health. Over the past few years we have seen an increase in the number of at students who are accessing our counselling and Family School Enhancement Counsellor services.

Learning Commons:

A learning commons with all of its resources and technology is available to students. We continue to enhance classroom libraries to ensure students have access to books anytime, anywhere in the school. Individual reading (reading of choice) begins each day for the first 12 minutes. The learning commons has started its shift to a learning space that provides choice and innovation for students and we have submitted our proposal for more transformation.

Inclusive Education:

Students needing extra assistance are receiving assistance in an Inclusive environment. Teachers, parents and the LIFT (Literacy/Inclusion/Faith/Technology) team cooperate in identifying students who require modified learning environments, testing and/or assistance within the classroom. As well, DEAL (Drop Everything and Learn) sessions focus on Math/Science and/or Humanities each Tuesday and Thursday to provide reteach, support or challenge lessons for students. We continue to promote Project Based learning and each grade team implements at least one project based learning activity for students each year to help bring a more authentic learning approach to our students.

We are continuing the implementation of our response to intervention program to support all students and the continual update our school developed literacy and numeracy guides to support high levels of academic achievement in core classes.

Technology:

St. Francis of Assisi Middle School received a technology upgrade for the 2017-2018 school year, purchasing 225 student Chromebooks, new staff Chromebooks, chrome bits for each classroom and a variety of other educational technologies used to enhance innovation within our learning structures. Focusing on Digital Fluency in our daily teaching and instruction continues to be focused on, yet this year a shift to teaching proper usage of devices without restrictions within the school has occurred.

Career and Life Skills:

Career and Life Skill course offerings continue to be based on student feedback and the knowledge and skills possessed by instructional staff. Our courses focus on a wide range of real world skills like Computer Technology, Animation, Stop Motion, Art, Film Studies, Foods, Fashions, Outdoor Education, Drama, Business Education, Recreation Education, Leadership, Community Connections, Woodworking, Media Arts and Technology Studies, Band and French. Career and Life Skill courses are offered in a rotating trimester schedule for grades 6/7 and a trimester schedule driven by student choice for grades 8/9.

Sacramental Life of our Students:

Currently 74% of our school families are resident Catholics and the percentage of these students who are baptized students in St. Francis of Assisi Middle School continues to be strong at 76%. We continually strive to increase these numbers even further. Currently 56% of the baptized students in grades 6-9 have received the Sacraments of First Reconciliation, First Eucharist and Confirmation. As a school we utilize our website, social media and make resources available at parent teacher interviews to assist parents in pursuing the sacraments for their children. Efforts will continue to be focused on reaching those families who are eligible for the Sacraments and continue journeying with them.

Accountability Report Card

Measure Category	St. Francis of Assisi									
	Measure	Current Result	Prev Year Result	Prev 3 Year Average	Current Result	Prev Year Result	Prev 3 Year Average	Achievement	Improvement	Overall
Safe and Caring Schools	Safe and Caring	93.6%	94%	93.9%	89.5%	89.5%	89.3%	Very High	Maintained	Excellent
Student Learning Opportunities	Program of Studies	91.4%	89.6%	89.8%	81.9%	81.9%	81.5%	Very High	Maintained	Excellent
	Education Quality	91.5%	91.8%	91.8%	90.1%	90.1%	89.6%	Very High	Maintained	Excellent
	Drop Out Rate	0%	0%	0%	3%	3.2%	3.3%	Very High	Maintained	Excellent
	High School Completion Rate (3 yr)	n/a	n/a	n/a	77.9%	76.5%	76.1%	n/a	n/a	n/a
Student Learning Achievement (Grades K-9)	PAT: Acceptable	87.4%	89.3%	88.3%	73.4%	73.6%	73.2%	Very High	Maintained	Excellent
	PAT: Excellence	36.7%	32.4%	34.4%	19.5%	19.4%	18.8%	Very High	Maintained	Excellent
Student Learning Achievement (Grades 10-12)	Diploma: Acceptable	n/a	n/a	n/a	83%	82.7%	83.1%	n/a	n/a	n/a
	Diploma: Excellence	n/a	n/a	n/a	22.2%	21.2%	21.5%	n/a	n/a	n/a
	Diploma Exam Participation Rate (4+ Exams)	n/a	n/a	n/a	54.9%	54.6%	53.1%	n/a	n/a	n/a
	Rutherford Scholarship Eligibility Rate	n/a	n/a	n/a	62.3%	60.8%	60.8%	n/a	n/a	n/a
Preparation for Lifelong Learning, World of Work, Citizenship	Transition Rate (6 yr)	n/a	n/a	n/a	57.9%	59.4%	59.3%	n/a	n/a	n/a
	Work Preparation	89.7%	86%	88.1%	82.7%	82.6%	81.9%	Very High	Maintained	Excellent
	Citizenship	90.1%	86.4%	87.9%	83.7%	83.9%	83.6%	Very High	Maintained	Excellent
Parental Involvement	Parental Involvement	83.9%	86.4%	86.9%	81.2%	80.9%	80.7%	Very High	Maintained	Excellent
Continuous Improvement	School Improvement	92.7%	88.2%	88.7%	81.4%	81.2%	80.2%	Very High	Improved	Excellent

Division Goal: Nourished by grace and a personal relationship with Jesus Christ , we joyfully embrace, live, and teach the Gospel spirit.

What this goal means for our jurisdiction:

Shout joyfully to God, all you on earth. Sing of his glorious name; give him glorious praise. (Psalm 66:2)

Division Outcome D1: Each individual in our school community is immersed in a spirit of Communion with Christ and through catechesis, experience a maturation in his or her profession of faith.

Performance Measures:	Current Results	Average
D.1.1 I believe that all members of our community are provided with opportunities to learn about the Catholic Faith.	99.3%	97% (2 Yr)
D.1.2 I believe that members of our community have gained an understanding of Sacramental Life and the meaning of Liturgy.	95.7%	94% (2 Yr)
D.1.3 I believe that our schools promote moral formation in response to the message of the Gospel.	96%	95% (2 Yr)
D.1.4 I believe that our school communities have brought members to a deeper relationship to God through an understanding and participation in prayer.	93.7%	89% (2 Yr)
D.1.5 I believe that our school communities demonstrate Christian Community.	90.3%	88% (2 Yr)
D.1.6 I believe our students are empowered with a 'missionary spirit' to be transformational in our society.	97%	92% (2 Yr)

AERR Comments

Our results reflect that we do well in providing opportunities for students to learn about their faith. All students and staff have opportunities to participate in a variety of social justice/community service projects throughout the school year as well as lead daily prayer and monthly liturgies.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> • Students and staff are empowered to build community by participating in and leading activities that focus on creating a community of Joy. 	<ul style="list-style-type: none"> • Our school Professional Development team has scheduled and planned Faith Ed Camp sessions on November 24th, 2017, focusing on building community and effective permeation. • Our school Faith Coaches led all staff through a Professional Development session on building community during our September 22nd, 2017 Professional Development day. • St. Francis of Assisi administrative team started leading Friday liturgy over the 	<ul style="list-style-type: none"> • Meet as a Professional Development team to identify the Faith session days up until December 31st, 2017 focusing on Intentional Permeation. Have the school Faith team meet to plan these scheduled session days by November 8, 2017. • Have Faith Coaches identify three or four books that focus on building community to use for our first Faith Book Club. By November 10th, 2017 the staff will choose one of the books.

	<p>intercom to end the day on October 4th, 2017.</p> <ul style="list-style-type: none"> • Reflection journals on creating and living in Joy in our daily interactions with students and colleagues were created on November 1st, 2017 to first be used during the November 24th, 2017 Professional Development day. • Jesse Manibusan shared his faith with our school community on September 20th, 2017 spreading the message that "All Are Welcome, All Belong". 	<ul style="list-style-type: none"> • As an administrative team, create a schedule that identifies the liturgy focus and which administrator is responsible for the creation of the liturgy by November 8th, 2017. • Use the reflection journals following each monthly Faith Professional Development session starting November 24th, 2017.
<ul style="list-style-type: none"> • The St. Francis of Assisi Middle School "Faith and Social Committee" will plan school wide events and activities that focus on building a community of joy. 	<ul style="list-style-type: none"> • Our St. Francis of Assisi Social Committee has organized weekly Coffee Chats that take place on Fridays in the gathering area for all staff. The St. Francis of Assisi administration hosts a Coffee Chat on the first Wednesday of every month. • Our St. Francis of Assisi Social Committee has organized monthly Potlucks for staff, providing the opportunity for staff to break bread together. The first two Potlucks occurred on September 27th and October 18th, 2017. • St. Francis' of Assisi first "Prayer and Pancakes" was hosted on October 22nd, 2017. The next gathering is scheduled for November 5th, 2017. 	<ul style="list-style-type: none"> • Continue to ensure that these weekly/monthly coffee chats occur throughout the year. Invite our parent community to join us for our monthly coffee chats. • Ensure that the monthly Potluck schedule is followed by staff. School to provide lunch on December 20th, 2017. • Continue to promote the Prayer and Pancakes with staff, increasing participation. Starting in December, open the invite to students.
<ul style="list-style-type: none"> • The St. Francis of Assisi School Faith coaches will co-teach in all classrooms, helping staff and students gain a deeper understanding of what it means to live in and build community. 	<ul style="list-style-type: none"> • Our St. Francis of Assisi Faith Coaches along with the Notre Dame Youth Ministry Coordinator host monthly chapel times for all our students. The first chapel time was held on October 4th, 2017. • Father Tom hosted our first monthly Reconciliation time for our students on October 26th, 2017. 	<ul style="list-style-type: none"> • By November 14th, schedule the remainder of the chapel times for the 2017-2018 school year. • Schedule Father Tom to host a session during the November 24th Professional Development day on the Sacrament of Reconciliation for staff. • Meet with Father Tom to discuss hosting monthly masses at St. Francis before Reconciliation.

Division Outcome D2: All of our school communities are authentically Catholic.

Performance Measures:	Current Results	Average
D.2.1 I believe that I am a child of God and seek Him in my life.	94.3%	92% (2 Yr)
D.2.2 I believe the Catholic Faith provides a framework for life and learning.	97.3%	94% (2 Yr)
D.2.3 I believe the Catholic Faith is permeated into our curriculum so that contemporary culture is critically evaluated in light of 'the truth'.	88.3%	83% (2 Yr)
D.2.4 I believe the staff of RDCRS witness to others a life lived in relationship with Jesus Christ.	94.5%	85% (2 Yr)
D.2.5 I believe our students, staff, and parents are honored as distinct and unique but brought together in a spirit of communion.	94%	92% (2 Yr)

AERR Comments

We are strong in sharing our faith and providing a framework for life and learning as a school in creating an authentically Catholic community. We continue to provide opportunities for our students to share their faith with others and with our continued focus on intentional permeation within all subjects, continued success in the formation of young adults should be seen this school year.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> • Help staff and students realize how they can witness to others a life lived in relationship with Jesus Christ by infusing this Catholic context in all subject areas. 	<ul style="list-style-type: none"> • On October 16th, 2017 our St. Francis of Assisi Faith Coaches created a schedule to co-teach in classrooms based on intentional permeation. Faith coaches will be in each classroom by the end of term 1. • A Faith session focusing on intentional permeation is planned for the November 24th, 2017 school based Professional Development, led by our faith coaches. • A weekly Gospel reading and reflection has been included in the Week-At-A-Glance emails for all staff to help connect the Sunday gospel to our lives. • Reflection journals on creating and living in Joy in our daily interactions with students and colleagues were created on November 1st, 2017 to first be used during the November 24th, 2017 Professional Development day. • Our school Faith Coaches led all staff through a Professional Development session on being a witness of Christ during our September 22nd, 2017 Professional Development day. 	<ul style="list-style-type: none"> • Continue to check in and revisit with Faith Coaches on the Intentional Permeation co-teaching and areas of need within our community. • The next school based Faith session is scheduled for December 18, 2017. Bring the faith team together in December to plan the school faith session. • Continue to include the Gospel reading and reflections in all Week-At-A-Glance emails for the remainder of the 2017-2018 school year. • Use the reflection journals following each monthly Faith Professional Development session starting November 24th, 2017. • Continue to provide Professional Development to staff throughout the year on being a witness of Christ and Intentional Permeation. • By December 22nd, 2017 have administration and Faith Coaches meet with teachers to review the Intentional Permeation with the Eight Characteristics of Catholic Identity document to identify areas of permeation to focus on.

<ul style="list-style-type: none"> • Students are empowered to be a witness of their faith by participating in and leading community activities. 	<ul style="list-style-type: none"> • Our grade 9 and 8 community connections classes as well as our grade 9 leadership class have established partnerships with a variety of organizations in the community (such as the Mustard Seed, Michener Extencicare, Bethany Care Center and Holy Family School). The students visited these organizations weekly throughout the months of September and October, 2017 . During this time they engaged in crafts, games, reading and literacy activities. • The St. Francis of Assisi "Giving Tree" was made available to all staff, students and parents starting November 7th, 2017. Our Grade 9 leadership class has partnered with Catholic Social Services to help support families in need within our larger Red Deer Community and within our own school community. 	<ul style="list-style-type: none"> • Continue to engage in the community partnerships for term 2 of the 2017-2018 school year. • Students and staff will be visiting the Ronald McDonald House on November 18th and March 17th to cook and serve a meal to the families living in the home. • Continue to promote the gift tags on the "Giving Tree" to our community to help support these families. Put together the St. Francis of Assisi christmas baskets for our own families by December 15th, 2017.

Outcome 1: Alberta's students are successful

Performance Measure	Results (in percentages)							
	2013	2014	2015	2016	2017	Achievement	Improvement	Overall
Overall percentage of students in Grades 6 and 9 who achieved the acceptable standard on Provincial Achievement Tests (overall cohort results).	86.8%	88%	87.5%	89.3%	87.4%	Very High	Maintained	Excellent
Overall percentage of students in Grades 6 and 9 who achieved the standard of excellence on Provincial Achievement Tests (overall cohort results).	29.7%	32.5%	38.4%	32.4%	36.7%	Very High	Maintained	Excellent

Performance Measure	Results (in percentages)							
	2012	2013	2014	2015	2016	Achievement	Improvement	Overall
High School Completion Rate - Percentage of students who completed high school within three years of entering Grade 10.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Drop Out Rate - annual dropout rate of students aged 14 to 18	0%	0%	0%	0%	0%	Very High	Maintained	Excellent
High school to post-secondary transition rate of students within six years of entering Grade 10.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Percentage of Grade 12 students eligible for a Rutherford Scholarship.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Percentage of students writing four or more diploma exams within three years of entering Grade 10.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Performance Measure	Results (in percentages)							
	2013	2014	2015	2016	2017	Achievement	Improvement	Overall
Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.	86.6%	88.4%	89%	86.4%	90.1%	Very High	Maintained	Excellent
Percentage of teachers and parents who agree that students are taught attitudes and behaviours that will make them successful at work when they finish school.	87%	90.7%	87.5%	86%	89.7%	Very High	Maintained	Excellent

AERR Comments

Students continue to do extremely well in the areas of Acceptable Standard and Standards of Excellence on Provincial Achievement Tests. We will strive to maintain these results by continuing to provide tiered supports in our response to intervention program keeping in mind new staff and change in student demographics. Incorporating more authentic, hands on learning within the classrooms.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> • Teacher Instructional Strategies: Expand opportunities for competency-focused and collaborative learning for students to be successful, improving strategies that maintain/improve learning and results. 	<ul style="list-style-type: none"> • Purchased collaborative furniture in June, 2017 to enhance our break out spaces at each grade level. Furniture was installed and ready to go in September, 2017. • Teachers continue to implement non-traditional seating in their classrooms to help enhance the learning of students. More stand up desks, rocking chairs, wobbly stools and various other furniture were incorporated into classrooms in November. • 28 teachers have registered for the upcoming Project Based Learning sessions to help enhance the authentic learning experiences offered within their classrooms. • The St. Francis of Assisi Middle School Learning Commons proposal was submitted in October in the hope of being approved to purchase new furniture and technology to best utilize the space to help meet the needs of students. • The Grade 6, 8 and 9 Humanity teams as well as the Grade 8 Math/Science team have all taken a full day of collaboration to create common assessments, teaching units and projects to enrich their teaching. • Tier 3 intervention strategies were built into Tuesday and Thursday DEAL (Drop Everything And Learn) times starting September 5th, 2017 to allow all students equal participation in Career and Life Skills courses. A Learning Opportunities course is now being offered to students to help enhance the Tier 3 support. • Teachers receive subject specific grade team collaboration time on a 6 week cycle. They also have access to two full day collaboration days within the school. • Physical Education staff started providing DEAL (Drop Everything and Learn) sessions to students every Tuesday and Thursday on a rotational basis during our Response to Intervention program focusing on improving the physical literacy of students. 	<ul style="list-style-type: none"> • Continue to look at purchasing flexible seating within classrooms to enhance the learning environment and collaboration amongst students. • Schedule a Professional Development session in February during our Monday embedded days where these teachers can share best practices and strategies with teachers who did not attend the sessions. The expectation is that all teacher/teams implement at least one PBL project this year. • When the Learning Commons proposal is approved, move forward in purchasing the furniture. • Encourage all teams to use their first collaboration day by December 22nd, 2017. • A Monday embedded Professional Development session is scheduled for December 4th, 2017 to look at DEAL best practices and purpose to ensure its effectiveness. • Have grade team revise their Literacy and Numeracy Guides if needed to ensure alignment with division and school goals for the 2017-2018 school year by December 22, 2017. • The STF Physical Education staff are scheduled to attend the November 14th, January 15th and March 5th Project Based Learning Professional Development sessions to revamp the modules being taught and the DEAL sessions offered throughout Term 1, Term 2 and Term 3. Book a meeting time with our Division Health and Wellness Coordinator to increase knowledge of physical literacy and develop appropriate activities.

<ul style="list-style-type: none"> • NUMERACY: Continue enhancing a strong Numeracy program at St. Francis of Assisi Middle School through focusing on progressive instructional practices. 	<ul style="list-style-type: none"> • The division Math/Science lead teacher has led monthly Professional Development sessions on August 29th, October 2nd and November 6th, 2017 focusing on Number Talks, the Math Intervention/Programming Instrument (MIPI), and open ended questioning. • Teachers administered the MIPI to all grade 6-9 students and used the MIPI data to help identify their at risk (Tier 2 and 3) students. Common teaching strategies and assessments that enhance instruction were discussed during collaboration meetings and Numeracy LIFT support was determined and allocated based on class needs. • In September 2017, the allocated numeracy LIFT support in classrooms was increased to meet the needs of our students. 	<ul style="list-style-type: none"> • Continue to support teachers through collaboration and discussion on implementing new practices learned during these Professional Development sessions. • Continue to collect, analyze and share student data during Professional Development collaboration sessions to ensure Numeracy LIFT support is balanced and appropriate to help meet the needs of all students. • Have staff organize their math manipulatives so each classroom has the manipulatives needed to support student learning and identify which manipulatives are needed for purchasing by December 5th, 2017.
<ul style="list-style-type: none"> • LITERACY: Continue enhancing a strong Literacy program at St. Francis of Assisi Middle School through focusing on progressive instructional practices. 	<ul style="list-style-type: none"> • The Division Humanities lead teacher has led monthly Professional Development sessions on August 29th, October 2nd and November 6th, 2017 focusing on enhancing the Literacy Workshop model for all humanities instructors. • The Humanities lead teacher co-taught in two grade 6 classrooms on October 26th, 2017 with a continued focus on the Literacy Workshop model. • Starting September, 2017 we placed the Literacy Workshop classes back into the hands of our humanities teachers. This move has helped direct these classes into more purposeful literacy experiences and practices. • The Grade 6 Humanities teachers are scheduled for a full day of Professional Development with 3 of the division lead teachers on using the Levelled Literacy Intervention (LLI) program and Fountas and Pinnell (F&P) assessment tool. 	<ul style="list-style-type: none"> • Continue to support teachers in enhancing their literacy workshop through collaboration and discussion on implementing new practices learned during these Professional Development sessions. • Continue to encourage other teachers to book the Humanities lead teacher to help enhance their classroom practices. • By December 15th, 2017 the Grade 6 team will have the F&P assessments completed for their Tier 3 students. By January 8th, 2018 the Grade 6 team will start their first group of LLI with their tier 3 students.

Outcome 2: The systemic education achievement gap between First Nations, Metis and Inuit students and all other students is eliminated.

Performance Measure	Results (in percentages)							
	2013	2014	2015	2016	2017	Achievement	Improvement	Overall
Overall percentage of self-identified FNMI students in Grades 6 and 9 who achieved the acceptable standard on Provincial Achievement Tests (overall cohort results).	*	68.8%	63.5%	100%	75%	Intermediate	Maintained	Acceptable
Overall percentage of self-identified FNMI students in Grades 6 and 9 who achieved the standard of excellence on Provincial Achievement Tests (overall cohort results).	*	29.2%	17.3%	41.7%	22.7%	High	Maintained	Good
Overall percentage of self-identified FNMI students who achieved the acceptable standard on diploma examinations (overall results).	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Overall percentage of self-identified FNMI students who achieved the standard of excellence on diploma examinations (overall results).	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

Performance Measure	Results (in percentages)							
	2012	2013	2014	2015	2016	Achievement	Improvement	Overall
High School Completion Rate - Percentage of self-identified FNMI students who completed high school within three years of entering Grade 10.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Drop Out Rate - annual dropout rate of self-identified FNMI students aged 14 to 18	*	n/a	*	0%	0%	Very High	Maintained	Excellent
High school to post-secondary transition rate of self-identified FNMI students within six years of entering Grade 10.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Percentage of Grade 12 self-identified FNMI students eligible for a Rutherford Scholarship.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
Percentage of self-identified FNMI students writing four or more diploma exams within three years of entering Grade 10.	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a

AERR Comments

Our self identified First Nations, Metis and Inuit students who achieved Acceptable Standard and Standard of Excellence decreased this year. Making more of an effort to connect with these students and provide the supports needed for them to be successful is a priority. By embracing, enhancing, and celebrating both the First Nation, Metis, Inuit cultures and the Catholic Faith, St. Francis of Assisi Middle School can best meet the needs of our First Nation, Metis, and Inuit students.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> • Resiliency: Utilize core fundamentals of the Circle of Courage teachings to enhance staff/student resiliency. 	<ul style="list-style-type: none"> • A Professional Development session is scheduled for November 24th, 2017 by the RDCRS Division First Nation, Metis, and Inuit team to bring awareness/understanding to the principles of the Circle of Courage teachings. • Our school goal of connecting the Circle of Courage teachings to enhance student and staff resiliency was shared with School Council on November 6th, 2017 for feedback and input into our direction. • We have joined with St. Thomas Aquinas Middle School to enhance our Professional Development opportunities and expertise for the November 24th, 2017 Professional Development day. Joining schools will allow us to share best practices and school expertise. 	<ul style="list-style-type: none"> • Seek out other schools that utilize the Circle of Courage teachings as their core tenet for school culture to discuss opportunities and barriers. • Create lessons by December 22nd, 2017 to be delivered within Religion and Physical Education classes to expose students to the principles of the Circle of Courage. • Create a student advisory group during the month of December to discuss how the Circle of Courage could effectively become part of the fabric of St. Francis of Assisi Middle School. Present the information provided by the St. Francis student advisory group to staff and School Council regarding Circle of Courage to help guide the decision making processes regarding resiliency within our community in January, 2018.
<ul style="list-style-type: none"> • Utilize the expertise of the division First Nations, Metis and Inuit Support Team to support instructional objectives within the classroom. 	<ul style="list-style-type: none"> • The St. Francis of Assisi Middle School Grade 7 team along with the RDCRS Division First Nations, Metis and Inuit team co-taught a Smudging activity on October 25th, 2017. • First Nation, Metis and Inuit team has been working in collaboration with our Physical Education team to create a games unit that is reflective of First Nation, Metis, and Inuit traditions. 	<ul style="list-style-type: none"> • The RDCRS Division First Nations, Metis and Inuit team is scheduled to co-teach again with the Grade 7 team on May 1st and 2nd, focusing on the Blanket activity. Encourage Grade teams to continue to review and explore ways to bring the First Nations, Metis and Inuit team into their classrooms for the 2017-2018 school year. • Continue to offer opportunities to build capacity within St. Francis Middle school to conduct a variety of First Nation, Metis, and Inuit instructional objectives in collaboration or individually. • The Grade 9 team will have the First Nation, Metis, and Inuit team come in to present on Sentencing Circles as an alternative to the Criminal Youth System in February 2018. • Grade Six team is bringing in the First Nation, Metis, and Inuit team to conduct a Wampum Belt activity during the week of January 15-19, 2017.

<ul style="list-style-type: none"> Enhance the appreciation and understanding of First Nation, Metis, and Inuit culture has had on Canadian identity and our Catholic faith. 	<ul style="list-style-type: none"> The RDCRS Division First Nation, Metis, and Inuit team, and STF administration team met on October 10th, 2017 to brainstorm ideas, and develop a plan/schedule of grade team focuses for the year. St. Francis's Faith Coaches have been working with religion teachers to co-create, co-teach lessons that enhance the awareness of the teachings of indigenous culture with the eight characteristics of Catholic education. 	<ul style="list-style-type: none"> Ensure the RDCRS Division First Nation, Metis, and Inuit team connection with our school and First Nation, Metis, and Inuit students continues for the 2017/2018 school year. Seek out curricular tools for each grade team to build awareness of First Nation, Metis, and Inuit culture on Canadian Identity. Develop cross-curricular lessons that utilize the four foundational principles of the Circle of Courage. Dianna Bennett will meet with Grade nine humanities teachers to share information and details of the Restorative Circle Practices and how they can be incorporated into the justice unit of the grade 9 social curriculum during the month of December.
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Outcome 3: Alberta's education system is inclusive

Performance Measure	Results (in percentages)					Achievement	Improvement	Overall
	2013	2014	2015	2016	2017			
Percentage of teacher, parent and student agreement that: students are safe at school, are learning the importance of caring for others, are learning respect for others and are treated fairly in school.	90.9%	92.9%	94.7%	94%	93.6%	Very High	Maintained	Excellent

AERR Comments

We are excited about the challenge of maintaining and growing our parent's, student's, and teacher's satisfaction with the school's atmosphere to be safe and caring. We have maintained this trend this year and want to continue our improvement in ensuring that St. Francis of Assisi is a Safe and Caring environment for our entire community.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> Inclusion: Continue to provide staff with a variety of opportunities to enhance differentiated instructional practices to meet learner needs. 	<ul style="list-style-type: none"> In June, 2017 and September, 2017 new collaborative furniture was purchased and installed in the gathering area and all grade break out areas to enhance student collaboration and alternative types of seating. Administration and the Inclusive Lead Teacher team shared a variety of educational technologies with staff throughout September and October that support and improve the differentiated instruction practices of staff to improve learning of our students. 	<ul style="list-style-type: none"> Our next shipment of classroom furniture is to arrive in November, 2017. Continue to look at alternative seating and furniture that can be used to enhance learning spaces and experiences. Continue to share and update our Google Classroom with new technologies that can enhance the learning within classrooms. Schedule time in our November/December St. Francis of Assisi Professional Development Plan for these four teachers to share their learning with all staff.

	<ul style="list-style-type: none"> • Four teachers attended the AMLE (Association for Middle Level Education in Philadelphia from November 6th - 8th, 2017 to learn new, innovative strategies to help meet learner needs. • Teachers identified their at risk (Tier 2 and 3) students in the areas of writing, reading, numeracy and whole child data during the month of November, 2017. During their collaboration time they have continued to discuss common teaching strategies and assessments that will enhance student success. • Educational Assistant timetables were created by September 1st, 2017 but have changed to meet the emergent needs of the students in a variety of classrooms. Educational Assistants were given collaboration time in September, October and November, led by our Inclusive Lead Teacher to discuss effective student strategies, common areas of focus, technology and best practices. • All St. Francis of Assisi LIFT teachers and English as a Second Language teachers attend a monthly school based LIFT meeting to bring student and class data to the table. This ensures our support is fluid and changing. • The STF school drama production (Aladdin) is scheduled for January 22nd - 27th and will include over 125 students for acting, stage crew, make-up, set design, etc. 	<ul style="list-style-type: none"> • A session has been booked on November 15th, 2017 with 3 of the division lead teachers and our grade 6 team to break open the Levelled Literacy Intervention (LLI) kits and Fountas and Pinnell (F&P) kits. The grade 6 humanities team will start their LLI program in Term 2 with their Tier 3 students. • Continue to look at the Educational Assistant timetable in conjunction with our St. Francis of Assisi ILT lead teacher to ensure the changing needs of classrooms are being met. • Create a Professional Development plan by December 6th, 2017 for our LIFT and English as a Second Language teachers during these monthly meetings to ensure that these teacher's needs are being met. • Face to Face Catholic Ministry is booked for March 20th, 2018 for a full day retreat with our Grade 6-9 students.
<ul style="list-style-type: none"> • SAFE AND CARING: Continue to incorporate strong practices within the school where students, staff and parents ensure every student feels safe and cared for. 	<ul style="list-style-type: none"> • Grade 6-9 students were trained in the Community Helpers Program on September 28th, October 4th, 5th and 27th, 2017 to learn how to support their friends and community when in crisis. • Thirty Grade 9 students started learning the Flex Your Head program which promotes mental health and wellness among youth with the boys and girls club in November, 2017. • The STF new kid lunch for students in Grade 6 to 9 took place on September 13th and 14th. Over 65 students were encouraged to bring a friend to a pizza lunch • St. Francis of Assisi implemented Positive Referral Forms where Administration praise students and contact parents for 	<ul style="list-style-type: none"> • Our St. Francis of Assisi Counselling team will continue to train and connect with these students to ensure they have the strategies to support their classmates and friends. • The Flex Your Head program will continue throughout term 2 until the beginning of February, 2018. • Bullying Awareness Week is November 13-17th. Our St. Francis of Assisi counselling team has created daily presentations for staff/students to go through each day. • Continue to encourage staff to complete positive referrals for their students. • Be Cool presentations for Grade 6 are scheduled focusing on building vocabulary for students to teach them how to stand

	<p>demonstrating authentic examples of living out virtues in their day to day lives.</p> <ul style="list-style-type: none"> • The grade 6 students participated in and interacted with/in Butt Ugly on October 5th, 2017 to hear the negative effects of smoking. • All students and staff participated in and interacted with/in Jesse Manibusan's faith presentation on September 20th, 2017 and the Bigger Than That music presentation on October 2nd, 2017 that focused on living our theme, "All Are Welcome, All Belong" in our day to day interactions. • Our St. Francis of Assisi counselling team completed a needs assessment in September with our staff and students to determine the areas of focus for the 2017-2018 school year. • St. Francis of Assisi Middle School's Leadership class partnered with Holy Family School's Grade 1 students 4 times this term working on literacy skills with them. • Our St. Francis of Assisi Health Champions team has promoted healthy living and lifestyle choices through our Halloween Candy Exchange on November 1st, 2017, GRRR Fridays and the two Spirit Assemblies they helped host and organize for the entire school community. • The Grade 8 Leadership class created and administered a Bullying Survey to all students on November 1st, 2017 to analyze the needs of students and our community. • Our St. Francis of Assisi counselling team hosted sessions during DEAL time focusing on making and keeping friends in middle school, physical fitness for mental health, Butt Ugly follow up and International Day of the girl during September - November, 2017. 	<p>up for themselves and their classmates.</p> <ul style="list-style-type: none"> • By December 15th, 2017 meet as a counselling/admin team to schedule a Brooks Gibbs training session for staff during a Monday embedded Professional Development day. Integrating his powerful approach to bullying and resiliency into our school culture and organizing grade assemblies by January 8th, 2018. • Share the results from our needs assessment with staff by November 30th, 2017. • Continue to ensure this connection is made and established for Term 2, possibly looking at adding classes or changing the grade. We are scheduled to visit Holy Family two more times this term. • Our Health Champion team will continue to promote healthy living. Teen Education for Grade 9's is scheduled to present on January 17th, 23rd, 24th and 25th, 2018. • By December 1st, have the Leadership team share the results of the survey with staff and administration. Meet in team to formulate a plan to address the needs identified. • Continue to have our counselling team provide and host sessions to enhance our school counselling plan and student needs.
<ul style="list-style-type: none"> • Resiliency: Seek and co-create ways to increase resiliency amongst staff, students, and community stakeholders. 	<ul style="list-style-type: none"> • During the November 24th, 2017 Professional Development day the Division First Nation, Metis, Inuit team is scheduled to present on connecting the Circle of Courage and resiliency for our staff. Staff will discuss/look at resiliency to bring greater awareness of its effect in our staff and personal self. • On November 6th, 2017 St. Francis of Assisi's resiliency focus was and brainstormed with our School Council. 	<ul style="list-style-type: none"> • In January, create a St. Francis "Men's and Women's Club" to discuss specifically, ways to build resiliency within staff and students. • School Administration and targeted staff members will seek resources to create a working understanding of how to effectively build resiliency within staff communities following our November 24th, Professional Development session.

	<ul style="list-style-type: none"> • During our October St. Francis beginning teachers mentorship program we discussed and researched ways to develop resiliency in ourselves and our students. Specifically building capacity with listening, healing, awareness, and empathy. • A Coping and Stress presentation for all Grade 7 students took place on November 1st and 2nd, 2017 by the Suicide Information and Education. 	<ul style="list-style-type: none"> • In January, following our November 24th Professional Development session discuss with School Council the effective resiliency strategies staff are continuing to use in our school community. • During our December mentorship meetings, work with Red Deer Catholic's Divisional Chaplain and Faith Lead teacher to build connections between our Catholic faith and resiliency. • Suicide Information and Education is scheduled to present for a full day to the Grade 8's on Suicide Awareness, on November 14th, 16th, 28th, and 30th, 2017.
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Outcome 4: Alberta has excellent teachers, and school and school authority leaders

Performance Measure

Performance Measure	Results (in percentages)							
	2013	2014	2015	2016	2017	Achievement	Improvement	Overall
Percentage of teachers, parents and students satisfied with the opportunity for students to receive a broad program of studies including fine arts, career, technology, and health and physical education.	90.8%	88.1%	91.9%	89.6%	91.4%	Very High	Maintained	Excellent

AERR Comments

Compared to last year's results (89.6%) St. Francis showed an increase in student satisfaction of opportunities to explore Fine Arts, Careers, and Technology through our CLS program offerings. We will continue to look for opportunities to increase this satisfaction level through reevaluating our course offerings as well as surveying parent and student populations.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> CAREER AND LIFE SKILLS: St. Francis of Assisi will provide a range of Career and Life Skills (CLS) Courses and opportunities to expose students to a variety of work related skills. 	<ul style="list-style-type: none"> Thinker Space, Sports Management, Web Development and Science Technology Engineering and Math(STEM) classes were added to student's choice of Career and Life Skill course offerings in September, 2017. A survey was sent out to our parent community on November 7th, 2017 requesting volunteers from our parent population to enhance Career and Life Skills courses. Volunteers will have careers/skills related to Career and Life Skill Courses offered in our school and will be used to enhance connections to real life applications of Career and Life Skill courses. A Career and Life Skills week has been scheduled for the week of January 22 -26, 2018 to expose students to a variety of future careers by bringing in parents and community professionals to share their personal stories with our grade 6-9 students. 	<ul style="list-style-type: none"> Create and implement a survey for students and parents in January, 2018 inquiring about the variety of CLS courses offered during the year as well as possible CLS courses for 2018/19 school year. Collect responses by December 1st, 2017. Responses will be categorized and distributed to Career and Life Skill teachers to allow coordination of volunteers into courses beginning January 15th, 2018. Send out the letter inviting parent and community professionals to share their stories by December 15th, 2017. Have all professionals chosen and scheduled by January 12th, 2018.
<ul style="list-style-type: none"> FINE ARTS: Promote school wide and classroom Fine Arts opportunities. 	<ul style="list-style-type: none"> New Fine Arts courses were offered to our grade 6 students this year. Pyrography, Sculpture Art and Cinematography were added to the Career and Life Skill courses offered in September, 2017. All students and staff participated in and interacted with/in Jesse Manibusan's faith presentation on September 20th, 2017 and 	<ul style="list-style-type: none"> Review fine arts courses to ensure St. Francis is providing as many opportunities to our students as possible by November 20th, 2017 and make any necessary changes for term 2. Continue to provide school wide events for our students that focus on the areas brought forth in our needs assessment.

	<p>the Bigger Than That music presentation on October 2nd, 2017.</p> <ul style="list-style-type: none"> • The grade 6 students participated in and interacted with/in Butt Ugly on October 5th, 2017. • All grade 7 students participated in the History Tellers program on October 30th, 2017 to enhance their Social Studies curriculum through the use of theatre. 	
<ul style="list-style-type: none"> • TECHNOLOGY: Build the technology capacity/skills in teachers to enhance student learning and opportunities for students to use technology in the classroom. 	<ul style="list-style-type: none"> • The STF Technology Coach created a schedule for co-teaching with a focus on technology in the Career and Life Skill courses Tech 6, DIY 9 and STEM 6, starting October, 2017. • A Google form was sent at the start of October, 2017 requesting teachers to each submit personal tech goals that they require assistance from the Technology Coach to complete. • The STF Technology Coach created a schedule on October 25th, 2017 to meet with teachers and discuss implementation of their tech goal as well assistance required. • One of our RDCRS Instructional Technology staff hosted Professional Development for all staff on Google Chrome, Chromecast and Chromebooks August 29, 2017. • The STF Technology Coach created a Google Classroom in September, 2017 for all staff where weekly technology tips, tricks, apps and programs can be viewed for use in their teaching and classrooms. 	<ul style="list-style-type: none"> • STF Technology Coach will look at the CLS courses being offered in term 2 and where he can provide support in the form of co-teaching. • Schedule meetings with individuals in November and December to finalize their individual technology plans using the SAMR model. • The STF Professional Development committee will schedule in two more additional dates for Professional Development with a focus on technology beginning with Ed Camp on November 24, 2017. • Continue to update the Google classroom weekly with new technology that can be used for staff and students.
<ul style="list-style-type: none"> • PHYSICAL EDUCATION: Provide students with opportunities to increase their physical literacy and participate in meaningful physical education. 	<ul style="list-style-type: none"> • Physical Education staff started providing DEAL (Drop Everything and Learn) sessions to students every Tuesday and Thursday on a rotational basis during our Response to Intervention program focusing on improving the physical literacy of students. • Administration met with the Physical Education teachers on October 16th, 2017 to discuss a plan to maximize student access and participation in DEAL (Drop Everything and Learn) sessions. 	<ul style="list-style-type: none"> • The STF Physical Education staff are scheduled to attend the November 14th, January 15th and March 5th Project Based Learning Professional Development sessions to revamp the modules being taught and the DEAL sessions offered throughout Term 1, Term 2 and Term 3. • A follow up meeting with all Physical Education lead teachers is scheduled for November 20th, 2017 to discuss success, challenges and best practices in increasing attendance, participation and student access during DEAL sessions.

Outcome 5: Alberta's education system is well governed and managed.

Performance Measure	Results (in percentages)							
	2013	2014	2015	2016	2017	Achievement	Improvement	Overall
Percentage of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.	87.9%	89.3%	88.8%	88.2%	92.7%	Very High	Improved	Excellent
Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.	78.8%	87.5%	86.8%	86.4%	83.9%	Very High	Maintained	Excellent
Percentage of teachers, parents and students satisfied with the overall quality of basic education.	90.4%	89.6%	94.1%	91.8%	91.5%	Very High	Maintained	Excellent

AERR Comments

Results indicate parents are satisfied with the quality of basic education and we are focusing on increasing parental involvement. We are increasing communication through our website and social media sites and reaching out to our stakeholders to take an active role in helping deliver the curriculum to our students.

Strategies:	Evidence:	Next Steps:
<ul style="list-style-type: none"> Parental Involvement: Increase meaningful parental involvement within St. Francis of Assisi's school community by providing opportunities for them to give feedback and be involved in school based decisions and activities. 	<ul style="list-style-type: none"> On September 12th, through the use of social media and our Alert Solutions program, St. Francis's parent community was encouraged to participate in School Council. The first meeting hosted 20 parents, our second meeting in October hosted 18 parents and our third in November hosted 22 parents. School Council hosted a Coffee Chat on October 20th, 2017 to spread the word about School Council and encourage participation. On November 6th, 2017 the St. Francis's parent community was extended an invite to join staff for monthly morning coffee. This invite is open to all parents on the first Wednesday of every month. A grade 6 Career and Life Skills teacher has worked collaboratively this term with parents who are professional photographers to help bring authentic learning experiences to class. St. Francis's grade 9 Leadership class has worked with a parent from the Red Deer District and Community Foundation to build awareness regarding philanthropy. The Youth and Philanthropy coordinator has been working with several students starting October 23rd, 2017 ending December 1st, 2017. 	<ul style="list-style-type: none"> Continue to encourage parent participation in School Council Meetings through Alert Solutions 2 and social media. School Council has planned one more Coffee Chat in December. Continue to promote parents joining staff for this monthly coffee chat through social media, School Council and Alert Solutions. In semester two solicit parents who would be willing to offer in collaboration with our instructional staff their expertise to provide an authentic career application to our program delivery. A survey will be sent out on November 20th, 2017 seeking parental involvement. St. Francis of Assisi's grade nine leadership teachers will continue to seek ways to work with the parent who is a Red Deer District and Community Foundation member during semester two. In February, St. Francis of Assisi will run a career day with parental stakeholders discussing their careers with our student community. A survey will be sent out in December seeking parents who are interested in sharing their expertise with our students. Revisit with School Council, St. Francis of Assisi's School Improvement Plan in April, 2018.

	<ul style="list-style-type: none"> • On November 6th, 2017 the School Improvement Plan data and information was shared with School Council to seek any feedback or suggestions that may enhance our goals. • All TAG teachers contacted the parents of their students by September 22nd, 2017 to introduce themselves and seek a better understanding of their child. 	<ul style="list-style-type: none"> • By November 30th, 2017 all teachers need to be using a communication tool (Remind, Google Classroom or Email groups) that is consistent with their parents.
<ul style="list-style-type: none"> • Celebrate: Efficiently utilize technology, social media to share, promote, and celebrate school events, activities, and engage parents/community stakeholders. 	<ul style="list-style-type: none"> • A meeting with Red Deer Catholic Regional School's Communication team is scheduled for November 27th, 2017 to discuss successes and opportunities for growth in how we use Social Media to enhance our school. • Weekly social media updates from staff and St. Francis School Council social media representative have been made celebrating the innovation and activities that are taking place in the school and community. • During the September School Council meeting, a social media position was created where this representative sends out weekly updates. • As of November 1st, 2017, 67% of classes are using Google Classroom to communicate with students and parents the classroom learning outcomes and activities taking place within the classroom. • St. Francis of Assisi's administration team conducted a parent information session at our Meet the Staff night on September 12th, 2017 to help parents navigate and learn our school communication tools. 	<ul style="list-style-type: none"> • Review with St. Francis of Assisi's Social Media Team prior to the end of December the successes and weaknesses in social media traffic for the school. • Evaluate in January 2018 through the use of a survey the effectiveness of St. Francis of Assisi's social media weekly updates. • Continue to provide support and communication to our School Council representative in best practices when sharing information with our community. • A survey was sent out identifying that 59% of instructional staff want to increase their capabilities in using Google Classroom effectively. Ensure that the St. Francis of Assisi tech coach has connected with these staff by the end of November, 2017. • Offer Professional Development opportunities during the February 2nd, 2017 Professional Development day to help build capacity in the utilization of communication tools with students and parents. • St. Francis of Assisi's PowerSchool secretary will be available during the November Parent/Teacher Interviews to assist parents who had difficulty accessing/utilizing PowerSchool or any other communication tools.