

School Education Plan and Results Report

2015-2018

Year 1



**RESPECT • RESPONSIBILITY • INTEGRITY • COMPASSION**



## **SECTION ONE – School and Division Goals**

### ***School Goals:***

**GOAL 1:** More students are empowered to make informed decisions for their transition beyond high school. (Priority 1, Goal 3)

**GOAL 2:** More students will recognize the relationship between achievement and success. (Priority 1, Goal 3)

**GOAL 3:** Teachers will more consistently use evidence-based practices to improve student engagement and achievement. (Priority 2, Goal 4)

### ***Elk Island Public Schools Goals:***

#### **Priority 1: Promote growth and success for all students.**

##### **GOAL 1: EXCELLENT START TO LEARNING**

Outcome: More children reach social, intellectual, and physical developmental milestones by Grade 1.

##### **GOAL 2: SUCCESS FOR EVERY STUDENT**

Outcome: More students achieve a minimum of one year's growth in literacy and numeracy.

##### **GOAL 3: SUCCESS BEYOND HIGH SCHOOL**

Outcome: More students are engaged in school, achieve excellence, and are supported in their transition beyond high school.

#### **Priority 2: Enhance high quality learning and working environments.**

##### **GOAL 1: A FOCUS ON WELLBEING INCLUDING STUDENT CITIZENSHIP AND STAFF ENGAGEMENT**

Outcome: Our learning and working environments are welcoming, caring, respectful, and safe.

##### **GOAL 2: QUALITY INFRASTRUCTURE FOR ALL**

Outcome: Student learning is supported through the use of effective planning, managing, and investment in division infrastructure.

##### **GOAL 3: BUILD CAPACITY**

Outcome: All staff have the opportunity and are supported in increasing their professional and leadership capacities.

##### **GOAL 4: A CULTURE OF EXCELLENCE AND ACCOUNTABILITY**

Outcome: The division uses evidenced-based practices to improve student engagement and achievement.

#### **Priority 3: Enhance public education through effective engagement, partnerships, and communication.**

##### **GOAL 1: PARENTS AS PARTNERS**

Outcome: Student learning is supported and enhanced through parent engagement.

##### **GOAL 2: SUPPORTS AND SERVICES FOR STUDENTS AND FAMILIES**

Outcome: Community partnerships support the needs of our students.

##### **GOAL 3: ENGAGED AND EFFECTIVE GOVERNANCE**

Outcome: The division is committed to ongoing advocacy to enhance public education.

## **SECTION TWO: School Profile and Foundation Statements**

**Principal:** Cathy Allen

**Assistant Principals:** Barclay Spady, Daniel Verhoeff, Ken Wlos

**Counsellors:** Ron Funk, Karen Wiltse

### **Salisbury Quick Facts:**

- SAL has a student enrollment of 1040 students.
- SAL student learning is supported by 55 certificated staff and 30 classified staff.
- SAL opened in 1953.
- The total school budget is \$7,318,140. Staffing costs account for 91.2% of the budget.

### **Programming highlights:**

- SAL is committed to helping students achieve their goals in a safe and caring learning environment.
- The International Baccalaureate program is a two-year course of study offering academically motivated students a comprehensive and rigorous approach to learning in Grade 11 and 12.
- The EIPS special education programs in SAL are Transitions and STEPS (Steps to Enhance Personal Success)
- SAL athletes compete in the Edmonton Metro High School League. Students have the opportunity to participate in Badminton, Basketball, Cheer Team, Cross Country, Football, Golf, Rugby, Soccer, Swimming, Team Handball, Track and Field and Volleyball
- The school sponsored clubs include Archery, Culinary Challenge, E-sport, Fine Arts New York Trip, Gay Straight Alliance, Germany Exchange, Japan Exchange, Linking Generations, Skills Canada, Spring Break Overseas Travel, The SAL Network, Video Games and Yearbook.
- SAL has a Wellness Centre that is equipped with a wide variety of weight training and cardio equipment. An on-site athletic therapist assists students in their training and supports SAL athletes.
- The SAL library is located on two floors. It contains an extensive book and periodical collection in addition to the collection of digital and online resources. The school MakerSpace areas are located in the library.

### **SECTION THREE: School Education Results Report (2014-2015)**

What were the greatest challenges faced in 2014-2015?

- Balancing the school budget while making the best decisions for student learning
- Maintaining reliable Wi-Fi connections for laptop computers and hand held devices
- Supporting students who need minor accommodations, modifications or interventions
- Supporting students in their independent learning courses
- Working with data to inform teaching practices and school processes

How, and to what degree, did those challenges impact planning for 2015-2018?

- We have staff in place who will work with our students who need support to realize successful learning achievement.
- Self-directed staff professional learning will result in staff being better able to serve students.
- The 3 goals in this school education plan will guide the staff in their work with students. We believe that we can better prepare students for their transition into their adult life. Through hard work and effort, students will realize increased success and achievement. Analyzing and interpreting data will better inform instructional practice and our interactions with our students

**SECTION FOUR – School Goals, Strategies and Performance Measures**

**School Goal 1:** More students are empowered to make informed decisions for their transition beyond high school.

**Division Outcome:** More students are engaged in school, achieve excellence, and are supported in their transition beyond high school.

**Strategies:**

- Schedule a variety of speakers and presentations regarding careers and post secondary studies during FLEX, school assemblies and lunch time
- Guide students to choose courses that best meet their graduation requirements and career goals
- Grade 10, 11 and 12 students will register with MyPass and use the graduation planning tool

**Performance Measures:**

- 5% increase in student satisfaction in Preparation for Lifelong Learning, World of Work, Citizenship Accountability Pillar Measures
- 5% increase in the students planning to pursue a trade or apprenticeship program and go to college or university (Tell Them From Me survey)
- Grade 12 Exit Survey June 2016

**School Goal 2:** More students will recognize the relationship between achievement and effort.

**Division Outcome:** More students are engaged in school, achieve excellence, and are supported in their transition beyond high school.

**Strategies:**

- Identify expectations and standards for increased student accountability over three years at SAL
- Parent information evenings that include resources and speakers so to include them as partners in encouraging student effort
- Encourage students to register for FLEX sessions that will help them improve their achievement

**Performance Measures:**

- 5% in students who are trying hard to succeed in their learning (Tell Them From Me survey)
- 5% increase in students who believe that education will benefit them (Tell Them From Me survey)
- 5% increase in students expectations for success (Tell Them From Me survey)

**School Goal 3:** Teachers will more consistently use evidence-based practices to improve student engagement and achievement.

**Division Outcome:** The division uses evidence-based practices to improve student engagement and achievement.

**Strategies:**

- Professional learning for teachers to better understand data collection and analysis and working with data
- Teacher analysis of student achievement data and survey data
- Collaborative department work to identify research-based instructional practices

**Performance Measures:**

(Year 1 is a learning and planning year for teachers. We do not expect to see a high increase in survey results. The measures that we will be most interested in are:

- 2% increase in students who are intellectually engaged and find learning interesting, enjoyable and relevant (Tell Them From Me survey)
- 2% increase in students who interested and motivated in their learning (Tell Them From Me survey)
- 2% increase in students who perceive classroom instruction to have purpose with immediate and appropriate feedback
- 2% increase retention rate in intermediate and senior CTS courses

**SECTION FIVE: Summary of Performance Measures**

**Student Learning Measures**

Diploma Exam Course by Course Results by Students Writing.													
		Results (in percentages)										Target	
		2011		2012		2013		2014		2015		2016	
		A	E	A	E	A	E	A	E	A	E	A	E
English Lang Arts 30-1	SAL	78.1	8.3	83.3	5.6	85.1	7.7	88.1	8.9	86.0	6.5	88	8.0
	EIPS	85.7	10.2	87.7	10.6	89.3	10.4	92.2	11.7	91.9	11.6	---	---
	Province	84.4	10.1	86.0	11.3	85.7	10.4	87.1	11.7	86.5	11.5	---	---
English Lang Arts 30-2	SAL	87.6	3.4	89.5	3.9	85.5	5.3	94.1	6.9	90.0	7.0	90	8.0
	EIPS	93.0	10.8	92.2	11.7	94.1	13.4	95.6	16.6	95.1	13.1	---	---
	Province	88.6	9.1	89.5	10.7	89.3	11.0	89.7	13.1	88.7	11.3	---	---
Mathematics 30-1	SAL	n/a	n/a	n/a	n/a	78.5	31.5	68.8	21.0	75.6	24.4	77	26
	EIPS	n/a	n/a	n/a	n/a	79.0	31.3	73.1	22.4	78.7	28.2	---	---
	Province	n/a	n/a	n/a	n/a	80.4	35.4	74.6	27.2	76.2	31.7	---	---
Mathematics 30-2	SAL	n/a	n/a	n/a	n/a	60.4	0.9	63.7	8.1	68.8	9.1	70	10
	EIPS	n/a	n/a	n/a	n/a	74.9	9.9	73.0	13.3	82.3	15.9	---	---
	Province	n/a	n/a	n/a	n/a	68.9	9.6	71.3	15.0	73.9	15.5	---	---
Social Studies 30-1	SAL	85.9	14.1	83.0	7.7	80.2	9.1	83.3	9.6	88.4	15.6	89	16
	EIPS	84.2	14.4	86.6	13.4	86.4	15.0	87.4	13.4	90.3	16.1	---	---
	Province	82.8	14.9	86.2	16.7	85.3	15.2	85.5	14.2	87.1	16.2	---	---
Social Studies 30-2	SAL	92.0	14.5	85.3	5.9	81.9	10.5	86.0	11.4	80.2	5.0	82	8.0
	EIPS	89.4	16.9	88.1	14.8	88.6	14.4	87.6	13.0	88.1	10.0	---	---
	Province	85.6	15.9	83.0	13.7	82.1	13.8	83.9	14.8	81.3	12.5	---	---
Biology 30	SAL	87.3	32.9	91.1	30.4	80.9	29.0	87.0	30.5	88.9	35.8	89	35
	EIPS	85.4	28.3	85.1	25.0	84.5	29.6	88.5	28.6	88.0	35.0	---	---
	Province	81.9	29.8	81.8	28.1	84.3	32.1	85.2	31.7	85.9	33.0	---	---
Chemistry 30	SAL	63.5	20.5	68.5	28.3	82.8	29.3	74.0	23.7	82.0	30.6	84	31
	EIPS	71.1	22.3	77.4	24.1	76.5	27.0	80.0	28.6	81.1	27.3	---	---
	Province	75.1	27.7	76.7	28.4	78.6	31.6	81.3	35.0	82.2	34.2	---	---
Physics 30	SAL	64.1	20.3	86.5	36.5	79.7	32.8	92.2	42.2	83.9	37.5	85	38
	EIPS	67.7	19.3	79.4	26.5	81.5	35.0	84.4	34.3	86.3	31.5	---	---
	Province	76.7	27.7	81.0	30.3	81.1	30.3	83.0	34.1	83.9	35.8	---	---
Science 30	SAL	88.1	13.6	72.4	13.8	81.0	11.1	82.2	24.4	86.8	20.8	86	22
	EIPS	87.7	15.1	79.7	20.3	88.5	26.1	87.4	27.5	91.1	22.6	---	---
	Province	80.4	21.0	79.8	22.0	84.1	25.8	85.1	25.5	83.9	26.7	---	---

"A" = Acceptable; "E" = Excellence — the percentages achieving the acceptable standard include the percentages achieving the standard of excellence.

High School Completion Rate - percentages of students who completed high school within three, four and five years of entering Grade 10.															
	SAL					EIPS					Province				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
3 Year Completion	78.0	75.5	76.1	80.5	79.5	77.1	76.3	78.9	81.7	80.0	72.6	74.1	74.8	74.9	76.4
4 Year Completion	87.2	83.5	82.8	82.3	86.9	84.4	81.8	82.5	84.2	86.4	76.9	78.1	79.4	79.6	80.0
5 Year Completion	84.8	88.2	87.1	83.9	85.3	85.4	85.9	83.9	84.7	86.6	79.0	79.6	80.8	81.7	82.1

Drop Out Rate - annual dropout rate of students aged 14 to 18															
	SAL					EIPS					Province				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Drop Out Rate	2.9	2.2	3.8	2.0	2.5	2.7	2.0	3.5	2.2	2.8	4.2	3.2	3.5	3.3	3.4

High school to post-secondary transition rate of students within four and six years of entering Grade 10.															
	SAL					EIPS					Province				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
4 Year Rate	33.6	31.5	32.3	34.8	37.3	38.8	36.6	37.8	40.2	39.3	37.8	38.2	39.6	40.0	38.4
6 Year Rate	67.3	64.4	64.8	58.0	56.6	67.9	63.7	66.8	61.3	62.6	59.3	58.4	59.5	59.2	59.8

Percentage of Grade 12 students eligible for a Rutherford Scholarship.															
	SAL					EIPS					Province				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
Rutherford Scholarship Eligibility Rate	51.8	61.0	54.7	56.4	59.4	57.3	59.5	61.7	62.2	62.0	59.6	61.5	61.3	60.9	61.2

Diploma examination participation rate: Percentage of students writing 0 to 6 or more Diploma Examinations by the end of their 3rd year of high school.															
	SAL					EIPS					Province				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
% Writing 4+ Exams	57.8	58.4	60.3	58.4	59.4	57.8	59.2	60.0	60.3	56.7	54.9	56.2	56.6	50.5	54.9

## Student Engagement Measures

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.															
	SAL					EIPS					Province				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
Overall	79.6	79.5	82.4	82.7	88.7	86.9	87.3	87.4	88.1	88.0	88.1	88.6	89.0	89.1	89.2
Teacher	83.8	83.9	88.5	86.2	94.8	93.8	94.4	93.9	95.9	95.6	94.5	94.8	95.0	95.3	95.4
Parent	78.0	76.7	82.6	77.2	87.5	85.9	85.4	87.5	87.2	87.7	86.6	87.4	87.8	88.9	89.3
Student	77.1	77.8	76.2	84.6	83.7	81.1	82.1	80.8	81.1	80.7	83.3	83.7	84.2	83.1	83.0

Percentage of teachers, parents and students who are satisfied that students model the characteristics of active citizenship.															
	SAL					EIPS					Province				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
Overall	66.0	63.9	69.5	64.3	74.4	79.1	79.5	80.8	80.4	79.8	81.9	82.5	83.4	83.4	83.5
Teacher	78.7	75.2	85.7	77.8	89.6	91.8	93.0	93.0	94.2	94.1	92.7	93.1	93.6	93.8	94.2
Parent	62.2	58.7	63.8	51.4	69.8	74.4	75.1	77.7	76.9	76.5	78.6	79.4	80.3	81.9	82.1
Student	57.3	57.8	59.0	63.6	63.8	71.3	70.4	71.6	70.0	68.8	74.5	75.0	76.2	74.5	74.2

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.															
--	--	--	--	--	--	--	--	--	--	--	--	--	--	--	--



	SAL					EIPS					Province				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
<b>Overall</b>	67.3	54.1	70.4	59.1	75.7	75.6	75.6	78.0	76.4	79.0	80.1	79.7	80.3	81.2	82.0
<b>Teacher</b>	75.0	62.2	78.0	61.0	72.0	89.3	89.2	89.4	86.3	89.8	89.6	89.5	89.4	89.3	89.7
<b>Parent</b>	59.6	46.0	62.7	57.1	79.5	61.8	62.0	66.7	66.4	68.1	70.6	69.9	71.1	73.1	74.2

<b>Tell Them From Me</b>		<b>2013</b>	<b>2014</b>	<b>2015</b>
<b>Survey Results</b>				
<b>Intellectual Engagement Composite</b> Percentage of students who report they are intellectually engaged and find learning interesting, enjoyable, and relevant.	Salisbury Composite	50	N/A	64
	EIPS	60	N/A	61
	Canada	50	N/A	43
<b>Effort</b> Percentage of students who report they try hard to succeed in their learning.	Salisbury Composite	66	67	67
	EIPS	72	69	70
	Canada	65	65	65
<b>Students who are interested and motivated</b> Percentage of students who report they are interested and motivated in their learning	Salisbury Composite	35	33	39
	EIPS	39	36	38
	Canada	25	25	25
<b>Student that value school outcomes</b> Percentage of students who report they believe that education will benefit them personally and economically, and will have a strong bearing on their future.	Salisbury Composite	N/A	56	57
	EIPS	N/A	63	64
	Canada	N/A	65	66
<b>Relevance</b> Students find classroom instruction relevant to their everyday lives (Scale of 1/10)	Salisbury Composite	5.3	5.7	
	EIPS	5.9	6	6.1
	Canada	5.6	5.6	5.6
<b>Advocacy at School</b> Students who report they have someone at school who consistently provides encouragement and can be turned to for advice <i>Scale of 1 to 10</i>	Salisbury Composite	2.2	2.1	2.3
	EIPS	2.7	2.6	2.6
	Canada	2.5	2.5	2.5

\*EIPS data is for Grades through 12

## Overall School Culture Performance Measures

Percentage of teachers, parents and students satisfied with the overall quality of basic education.															
	SAL					EIPS					Province				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
<b>Overall</b>	80.7	79.6	84.1	79.3	86.8	87.0	88.6	88.6	87.1	88.5	89.4	89.4	89.8	89.2	89.5
<b>Teacher</b>	86.1	81.0	91.7	87.0	92.3	95.0	95.3	94.6	95.5	96.3	95.5	95.4	95.7	95.5	95.9
<b>Parent</b>	75.6	77.6	81.6	69.1	86.4	79.9	83.4	85.3	81.6	84.5	84.2	84.2	84.9	84.7	85.4
<b>Student</b>	80.4	80.1	79.2	81.9	81.7	86.1	87.1	85.9	84.3	84.6	88.5	88.6	88.7	87.3	87.4

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.															
	SAL					EIPS					Province				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
<b>Overall</b>	75.9	76.2	81.1	78.0	80.1	81.5	82.2	82.1	82.0	82.8	80.9	80.7	81.5	81.3	81.3
<b>Teacher</b>	84.0	89.9	89.8	86.3	91.5	89.6	90.3	89.3	90.5	91.2	87.6	87.3	87.9	87.5	87.2
<b>Parent</b>	73.4	68.0	76.5	70.5	68.0	79.7	80.7	81.3	79.9	79.8	78.3	78.1	78.9	79.9	79.9
<b>Student</b>	70.4	70.6	76.9	77.2	80.9	75.3	75.7	75.8	75.7	77.6	76.9	76.9	77.8	76.6	76.9

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.															
	SAL					EIPS					Province				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
<b>Overall</b>	71.5	67.7	77.7	66.3	79.0	78.0	79.5	80.9	77.9	79.1	80.1	80.0	80.6	79.8	79.6
<b>Teacher</b>	66.7	53.5	80.5	57.9	86.4	80.0	80.3	83.4	80.6	83.1	80.1	81.1	80.9	81.3	79.8
<b>Parent</b>	70.6	68.8	74.0	59.1	70.0	72.3	74.7	77.6	73.7	74.6	77.3	76.2	77.9	77.0	78.5
<b>Student</b>	77.3	80.7	78.5	82.0	80.8	81.9	83.4	81.8	79.4	79.5	82.9	82.7	82.9	81.2	80.7

## **SECTION SIX: Additional Information**

### **Parent Involvement and Communication of Plan**

Percentage of teachers and parents satisfied with parental involvement in decisions about their child's education.															
	SAL					EIPS					Province				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
<b>Overall</b>	65.0	64.0	63.5	54.5	68.4	76.4	77.3	77.9	76.9	77.1	79.9	79.7	80.3	80.6	80.7
<b>Teacher</b>	68.2	69.8	59.3	52.2	71.3	88.1	88.3	87.7	87.2	88.0	88.1	88.0	88.5	88.0	88.1
<b>Parent</b>	61.9	58.3	67.7	56.9	65.5	64.7	66.3	68.0	66.5	66.2	71.7	71.4	72.2	73.1	73.4

The School Education Plan was discussed at the October School Council Meeting. Parents were given the opportunity to ask questions and seek clarification on the information contained in the document. Our parents are always encouraged to make suggestions about school policies and processes.

The School Education Plan will be posted on the Sal website.

A complete class size report for each school in EIPS may be viewed at <http://www.eips.ca/planning-and-results>.